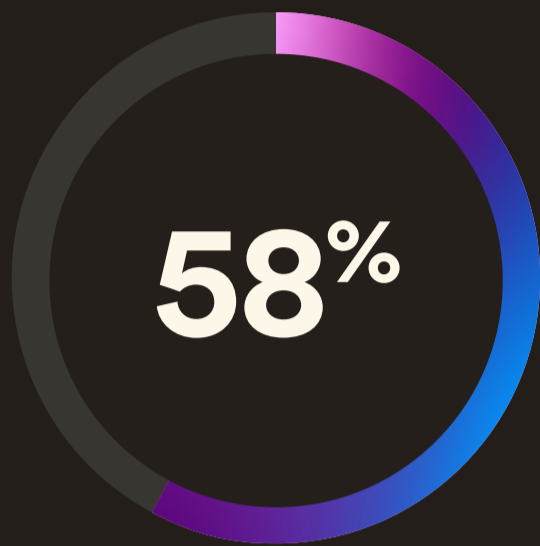


How the STEM World Evolves

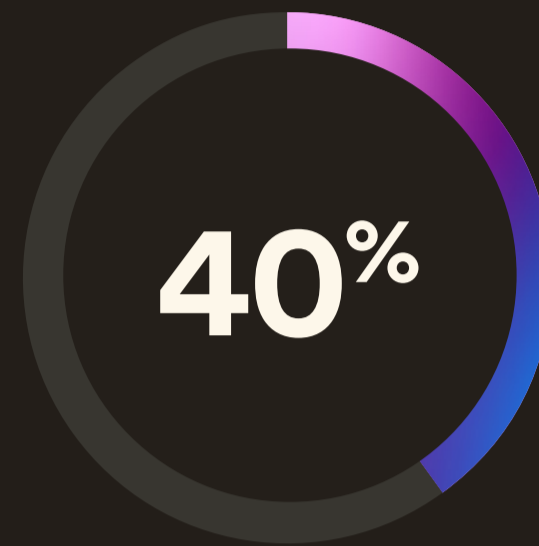
Employers are focusing on the wrong demographic to get the most from the ageing workforce

Retiring workforce is listed as one of the top 5 challenges likely to impact STEM careers.

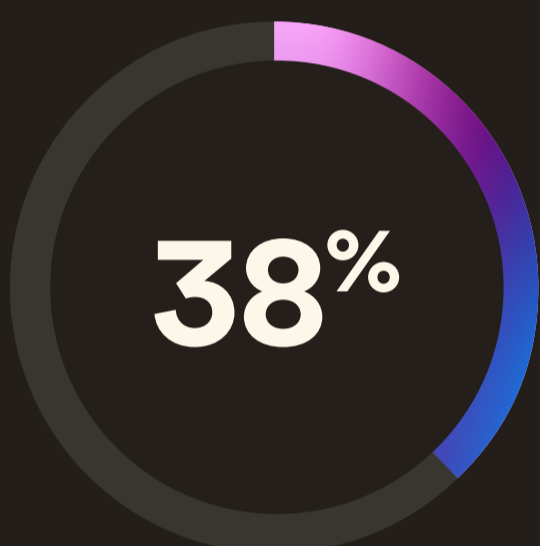
% of STEM professionals aged 50-65 years old:



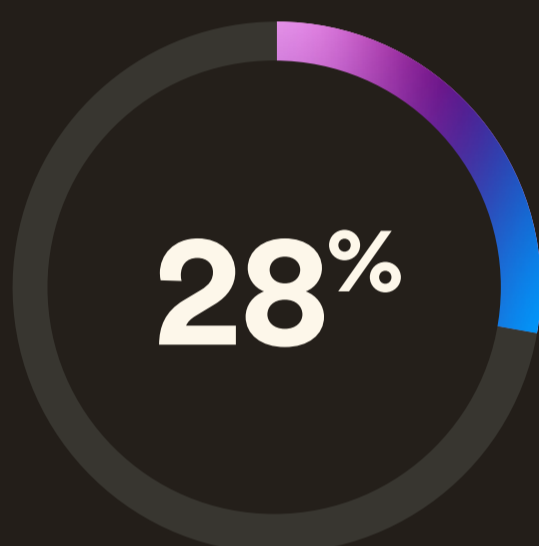
are much less likely to look for a job in the next 12 months compared to their younger counterparts.



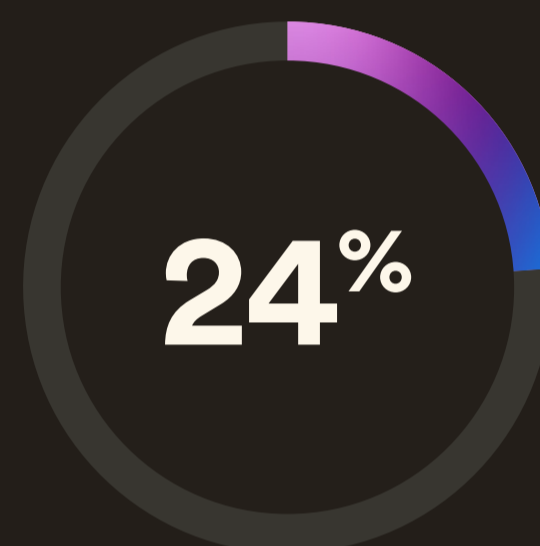
believe salary/rates are the most important in influencing career decision (40%) but are the least satisfied with what they have now (14%).



believe job and contract security is very important but only 29% are satisfied with this in their current role.

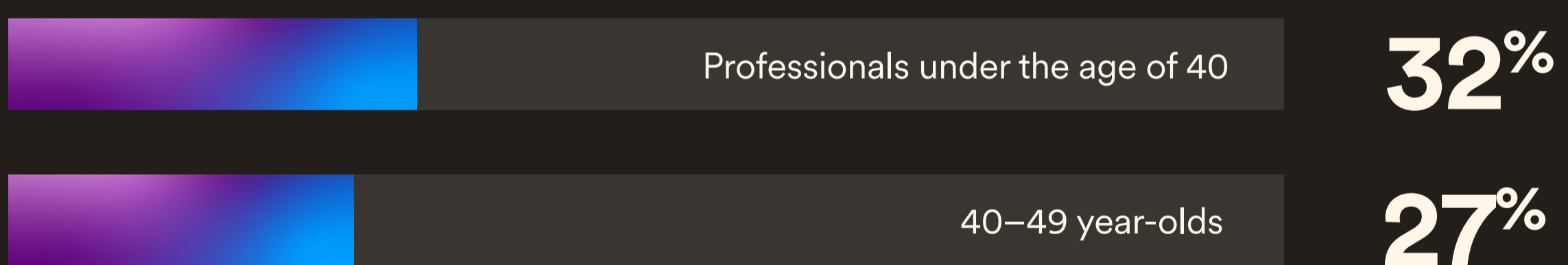


believe how engaging and inspiring day-to-day work is to be very important, but only 19% are satisfied with this in their current role.



believe employers'/ clients' commitment to pay transparency & fairness is very important, but only 15% are satisfied with this in their current role.

Satisfaction with contract and job security:



“Demographic changes resulting from the retiring generation are set to widen the skills gap further. Members of this retiring workforce have worked their whole life toward retirement and so if employers want to keep them in the workforce for fear of losing their skills, then they need to make it an attractive proposition.”

Timo Lehne, CEO

