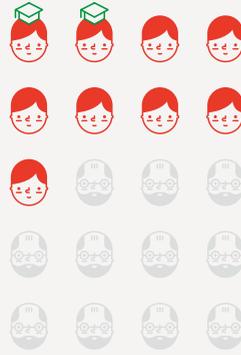


STAYING ON: KEY FINDINGS

PROFILE



45%
of workers in the electronics industry are under 26 years old.

20%
of young workers have college education.

• Most-liked aspects of work: co-workers, work environment, and work done.

2

VULNERABLE DEMOGRAPHIC



YOUNGEST WORKERS

AGE 16-21



Rely strongly on labor agents and schools for job introductions. Have weaker social skills, emotional resilience and ability to integrate.

WORKPLACE SATISFACTION & AWARENESS

Their perceptions are strongly correlated to level of understanding for each issue.

3

39% of young workers feel fairly compensated
50% consider workplace safety insufficient.

4

HIRING PRACTICE



32% use labor agencies for hiring practice
41% rely on vocational schools

58% use student workers

MANAGEMENT PRACTICE & PERCEPTIONS



MANAGERS



70% managers consider wage increase as key to improved retention
14% recognize importance of improved management & communication style

5

6

RECOMMENDATIONS FOR SUPPORT



HIRING

HR can invest in dedicated hiring and long-term orientation process for young workers.



SUPPORT

Management can increase support for youngest (16-21) vulnerable demographic.



SOCIAL SKILLS

Dedicated communication channels, front-line social skills, and worker engagement are key complements of a good salary.

