



Experience Outweighs Education as Key Driver of Career Progression

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New Kelly Global Workforce Index(TM) Report Finds

TROY, MI -- (MARKET WIRE) -- 08/03/11 -- More than three quarters of respondents around the world say experience is more important than education when it comes to advancing a person's career. Nearly 80 percent cite experience while 18 percent nominate formal education and two percent remain undecided, according to the latest survey from workforce solutions leader, Kelly Services® (NASDAQ: KELYA) (NASDAQ: KELYB).

The findings are part of a new report, *The Evolving Workforce: Drivers of Career Choice and Career Progression*, based on the findings of the [Kelly Global Workforce Index](#), which obtained the views of approximately 97,000 people in 30 countries covering the Americas, APAC and EMEA regions.

The survey also found the "career-for-life" style is vanishing, with more than half (57 percent) of all respondents saying they expect to switch careers within the next five years. The main causes prompting change are the need for higher income, followed by better work-life balance, changing personal interests, concern that their industry is in decline, and current management issues.

The results also revealed:

- Across all regions, respondents from Generation Y are more willing to upgrade their skills/qualifications in order to progress their career (64 percent), followed by Generation X (60 percent), and Baby Boomers (55 percent).
- Both Generation Y and Generation X expect to change careers within the next five years (58 percent) compared to half of Baby Boomers having the same expectation.
- Nearly three-quarters (74 percent) believe that if they took time off from their career for reasons such as maternal/paternal leave, illness, etc., that they would be able to return to their careers at the same level.
- A majority of respondents (72 percent) say they aspire to an executive position.

For more information about the results of the Kelly Global Workforce Index and key regional and generational findings, please visit the Kelly [Press Room](#) or www.kellyservices.com. Results about Effective Employers/Employer of Choice will be released in November 2011.

About the Kelly Global Workforce Index™

The [Kelly Global Workforce Index](#) is an annual survey revealing opinions about work and the workplace from a generational viewpoint. Approximately 97,000 people from the Americas, APAC and EMEA responded to the 2011 survey with results published on a quarterly basis. Kelly Services was the recipient of a MarCom Platinum Award in 2010 and a Gold Award in 2009 for the Kelly Global Workforce Index in the Research/Study category.

About Kelly Services®

Kelly Services, Inc. (NASDAQ: KELYA) (NASDAQ: KELYB) is a leader in providing workforce solutions. Kelly® offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and direct-hire basis. Serving clients around the globe, Kelly provides employment to more than 530,000 employees annually. Revenue in 2010 was \$5 billion. Visit www.kellyservices.com and connect with us on [Facebook](#), [LinkedIn](#), & [Twitter](#).

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