

Employees in Brazil Say Workplace Training Is Critical to Career Development

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Latest Findings From Kelly Services(R)

SAO PAULO, BRAZIL -- (Marketwired) -- 04/30/13 -- Brazilian employees are increasingly taking charge of their professional training and skills development in order to manage their careers and stay competitive in a dynamic jobs market, according to the latest findings from the [Kelly Global Workforce Index](#) (KGWI).

The survey also shows that employers who invest in staff training not only reap productivity benefits, but have a better chance of retaining their employees.

More than three-quarters (79 percent) of respondents in Brazil are either actively seeking or considering some form of additional education or training. In addition, more than two-thirds (70 percent) say that their main motivation for undertaking training is for the opportunity of a promotion with their current employer, rather than leaving the organisation to work with a different employer or start their own business.

"Employees are increasingly managing their skills development in order to secure their future and stay relevant in a rapidly changing business environment," said Carla Rebelo, Brazil Country Manager, Kelly Services. "The good news for employers is that most of those who are seeking to upgrade their skills are doing it so they can advance in their existing roles."

Results of the survey in Brazil also show:

- Continued education and training is identified by almost three-quarters (73 percent) of respondents as the most effective means of skills development, ahead of alternatives including on-the-job experience, and professional organization memberships.
- Training provided by employers in the workplace gets a nod of approval, with 63 percent agreeing it is effective in upgrading skills.
- The skills which are cited as most critical to job success are organization/attention to detail, cooperation/teamwork, and active listening.
- Slightly more than half nominate bilingual skills as a pre-requisite for job success, with English, Spanish and Portuguese the priorities.

Rebelo said that the findings show that the responsibility for managing skills development no longer rests solely with employers.

"Employees are taking control and looking at ways of renewing and upgrading skills throughout their working lives. Decisions about training and professional development are now an integral part of the employment equation, and have an important bearing on employee morale, performance and retention."

Complete findings are published in a new report, [Career Development and Upskilling](#). For more information about the *Kelly Global Workforce Index* and key regional and generational findings, please visit the Kelly® [Press Room](#) or www.kellyservices.com.

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 122,000 people from the Americas, APAC and EMEA participated in the survey. Results will be published throughout 2013 on a variety of topics such as employee retention, social media and technology, and the changing workplace. Visit www.kellyservices.com to review findings on the current topic.

About Kelly Services®

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