



Workplace Training Is Critical for Career Development According to Kelly Services®

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Latest Findings From Kelly Global Workforce Index(TM)

TORONTO -- (Marketwired) -- 04/30/13 -- Canadian 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 half (60 percent) of survey respondents in Canada are either actively seeking or considering some form of additional education or training. Three-quarters say that their main motivation for undertaking training is for the opportunity of a promotion with their current employer, rather than leaving the organization to work with a different employer or start their own business.

Contrary to some stereotypes, Gen Y employees are the most likely to remain loyal to their employers, with more than three-quarters (78 percent) motivated by a desire to advance in their current positions, compared with 73 percent of Gen X and 65 percent of Baby Boomers.

"Employees are increasingly managing their skills development in order to secure their future and stay relevant in a rapidly changing business environment," said Kristin Supancich, Vice President and General Manager of Canadian Operations for Kelly Services. "The good news for employers is that most of those who are seeking to upgrade their skills are doing so in order to progress within their existing organizations."

Results of the survey in Canada also show:

- On-the-job experience is identified by more than three-quarters (83 percent) of respondents as the most effective means of skills development, ahead of alternatives including further education and training, professional certification and mentoring.
- Training provided by employers in the workplace gets a nod of approval, with 69 percent agreeing it is effective in upgrading skills.
- The skills which are cited as most critical to job success are active listening, cooperation/teamwork, and organization/attention to detail.
- Nearly 68 percent of respondents indicate that being bilingual is important in the workplace with French being the language of choice at approximately 73 percent, followed by English at 22 percent and Spanish at 19 percent.

"Employees are taking control and looking at ways of renewing and upgrading skills throughout their working lives so that they can stay competitive in the workplace," Supancich said. "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](#). Canadian results can be found by visiting [kellyservices.ca](#).

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®

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 550,000 employees annually. Revenue in 2012 was \$5.6 billion. Visit [www.kellyservices.com](#) and connect with us on [Facebook](#), [LinkedIn](#), & [Twitter](#). Download [The Talent Project](#), a free iPad app by Kelly Services.

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