

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

What do you believe helps you MOST when trying to get a job? Please tick up to two options.

	Unweighted base	6076	207
	Base: All employees	6076	223
Contacts through family or friends		16%	16%
Good exam results/qualifications		15%	19%
Luck		13%	16%
Positive attitude		32%	28%
Previous work experience		70%	63%
Activities outside of work such as volunteering, community service		3%	9%
An apprenticeship/ internship		2%	8%
A careers adviser/ mentor		2%	1%
Technical skills		22%	14%
Other		2%	1%
Don't Know		4%	5%

To what extent do you agree or disagree with the following statements about your workplace... - I enjoy working for my organisation

	Unweighted base	6076	207
	Base: All employees	6076	223
Strongly agree		22%	21%
Tend to agree		41%	42%
Neither agree nor disagree		21%	22%
Tend to disagree		9%	8%
Strongly disagree		5%	5%
Don't know		1%	2%
Net: Agree (net)		63%	63%
Net: Disagree (net)		15%	13%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about your workplace... - I would tell my friends and family that my organisation is a good place to work

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	21%	21%
Tend to agree	36%	36%
Neither agree nor disagree	23%	23%
Tend to disagree	11%	10%
Strongly disagree	8%	7%
Don't know	2%	3%
Net: Agree (net)	56%	57%
Net: Disagree (net)	19%	18%

To what extent do you agree or disagree with the following statements about your workplace... - I feel I can be myself at work

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	24%	24%
Tend to agree	42%	43%
Neither agree nor disagree	17%	14%
Tend to disagree	10%	13%
Strongly disagree	5%	3%
Don't know	2%	2%
Net: Agree (net)	66%	67%
Net: Disagree (net)	15%	16%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about networking... - When thinking about my career progression, I believe professional networking is important

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	18%	21%
		FG
Tend to agree	40%	53%
		DEFG
Neither agree nor disagree	26%	17%
Tend to disagree	7%	4%
Strongly disagree	4%	1%
Don't know	6%	4%
Net: Agree (net)	57%	74%
		EFG
Net: Disagree (net)	11%	5%

Do you have a mentor or sponsor in your workplace?
Please tick all apply. A ****mentor**** is someone who guides and advises you on your career. A ****sponsor**** is a senior person who actively promotes you at your workplace. - A mentor

Unweighted base	6076	207
Base: All employees	6076	223
Yes, through a formal scheme	7%	15%
		EFG
Yes, informally	13%	20%
		FG
No	77%	61%
Not sure	3%	7%
		FG
Net: Yes (net)	20%	32%
		EFG

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Do you have a mentor or sponsor in your workplace?
Please tick all apply. A ****mentor**** is someone who guides and advises you on your career. A ****sponsor**** is a senior person who actively promotes you at your workplace. - A sponsor

Unweighted base	6076	207
Base: All employees	6076	223
Yes, through a formal scheme	3%	6%
		FG
Yes, informally	8%	11%
		FG
No	85%	75%
Not sure	4%	9%
		EFG
Net: Yes (net)	10%	16%
		FG

Would you like to have a mentor?

Unweighted base	4600	122
Base: All employees without a mentor	4663	135
Yes	25%	32%
		FG*
No	55%	50%
		*
Not sure	20%	18%
		*

And why do you not have a mentor at the moment? Please tick all that apply

Unweighted base	1193	41
Base: All employees without a mentor but would like one	1156	43
I do not need one	7%	5%
		*
I do not know how to get one	47%	65%
		EFG*
There is no one I can relate to in my organisation	31%	25%
		*
I had a mentor but the relationship was not effective	3%	-
		*
Other	16%	5%
		*
Don't know	10%	11%
		*

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Would you like to have a sponsor?

Unweighted base	5157	151
Base: All employees without a sponsor	5187	166
Yes	18%	26% FG
No	58%	49%
Not sure	24%	25% G

To what extent do you agree or disagree with the following ... - My mentor actively tells me about opportunities for development that are relevant to my career aspirations

Unweighted base	1267	70
Base: All employees with a mentor	1201	72
Strongly agree	21%	23% *
Tend to agree	40%	31% *
Neither agree nor disagree	26%	24% *
Tend to disagree	8%	12% *
Strongly disagree	2%	3% *
Don't know	3%	7% DF*
Net: Agree (net)	61%	54% *
Net: Disagree (net)	10%	15% *

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following ... - My mentor actively supports me within the organisation

Unweighted base	1267	70
Base: All employees with a mentor	1201	72
Strongly agree	23%	18% *
Tend to agree	46%	35% *
Neither agree nor disagree	23%	28% *
Tend to disagree	4%	6% *
Strongly disagree	1%	2% *
Don't know	3%	11% DEF*
Net: Agree (net)	69%	53% *
Net: Disagree (net)	5%	8% *

To what extent do you agree or disagree with the following ... - Having access to a mentor helps me achieve what I want

Unweighted base	1267	70
Base: All employees with a mentor	1201	72
Strongly agree	20%	20% *
Tend to agree	46%	34% *
Neither agree nor disagree	26%	28% *
Tend to disagree	4%	9% DE*
Strongly disagree	2%	2% *
Don't know	3%	7% F*
Net: Agree (net)	66%	55% *
Net: Disagree (net)	5%	11% E*

And do you have a career role model either inside or outside your current organisation? Someone you aspire towards being in your working life. Please tick all that apply

Unweighted base	6076	207
Base: All employees	6076	223
Yes, someone in my organisation	14%	17% FG
Yes, someone outside my organisation	18%	33% DEFG
No	71%	55%
Net: Yes (net)	29%	45% EFG

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statement about role models... - I feel that a role model needs to be from the same background as me

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	7%	10% FG
Tend to agree	22%	33% DEFG
Neither agree nor disagree	31%	23%
Tend to disagree	21%	18%
Strongly disagree	11%	10%
Don't know	8%	6%
Net: Agree (net)	29%	43% DEFG
Net: Disagree (net)	32%	28%

To what extent do you agree or disagree with the following statements about your team and managers... - I feel I am a valued member of my team

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	20%	17%
Tend to agree	42%	38%
Neither agree nor disagree	19%	22%
Tend to disagree	10%	15% EG
Strongly disagree	7%	4%
Don't know	2%	4%
Net: Agree (net)	62%	55%
Net: Disagree (net)	17%	19%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about your team and managers... - I feel included in my team

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	20%	18%
Tend to agree	44%	47%
Neither agree nor disagree	18%	18%
Tend to disagree	9%	7%
Strongly disagree	5%	4%
Don't know	2%	6%
Net: Agree (net)	65%	DEFG
Net: Disagree (net)	15%	11%

To what extent do you agree or disagree with the following statements about your team and managers... - I feel that I am evaluated fairly

Unweighted base	5643	194
Base: All employees with a line manager	5593	210
Strongly agree	12%	11%
Tend to agree	40%	44%
Neither agree nor disagree	24%	21%
Tend to disagree	13%	12%
Strongly disagree	9%	6%
Don't know	3%	5%
Net: Agree (net)	51%	55%
Net: Disagree (net)	22%	19%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about your team and managers... - My line manager supports me in my development and progression

	Unweighted base	5643	194
Base: All employees with a line manager		5593	210
Strongly agree	12%		11%
Tend to agree	36%		45%
Neither agree nor disagree	25%		FG 23%
Tend to disagree	13%		14%
Strongly disagree	12%		4%
Don't know	2%		3%
Net: Agree (net)	48%		56%
Net: Disagree (net)	24%		FG 19%

To what extent do you agree or disagree with the following statements about your team and managers... - My line manager is someone I would aspire to be like

	Unweighted base	5643	194
Base: All employees with a line manager		5593	210
Strongly agree	7%		7%
Tend to agree	21%		30%
Neither agree nor disagree	29%		EFG 25%
Tend to disagree	20%		22%
Strongly disagree	20%		12%
Don't know	3%		3%
Net: Agree (net)	28%		37%
Net: Disagree (net)	41%		FG 34%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about your team and managers... -
Managers in my organisation treat all people equally in regards to career progression

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	10%	12%
Tend to agree	27%	37%
Neither agree nor disagree	21%	EFG
Tend to disagree	19%	23%
Strongly disagree	17%	14%
Don't know	6%	10%
Net: Agree (net)	37%	5%
Net: Disagree (net)	36%	49%
		DEFG
		23%

To what extent do you agree or disagree with the following statements about your team and managers... -
There are senior managers that I aspire to be like

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	7%	11%
Tend to agree	20%	FG
Neither agree nor disagree	27%	26%
Tend to disagree	22%	FG
Strongly disagree	19%	22%
Don't know	4%	23%
Net: Agree (net)	27%	14%
Net: Disagree (net)	41%	5%
		37%
		FG
		37%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about your team and managers... - My organisation gives me the opportunity to show initiative

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	15%	11%
Tend to agree	38%	33%
Neither agree nor disagree	21%	25%
Tend to disagree	15%	22%
Strongly disagree	9%	6%
Don't know	2%	4%
Net: Agree (net)	53%	44%
Net: Disagree (net)	24%	28%

To what extent do you agree or disagree with the following statements about your team and managers... - I feel able to challenge the status quo in my team

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	13%	11%
Tend to agree	35%	30%
Neither agree nor disagree	24%	26%
Tend to disagree	15%	16%
Strongly disagree	9%	8%
Don't know	4%	8%
Net: Agree (net)	48%	42%
Net: Disagree (net)	24%	24%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Does your organisation offer equality, diversity and inclusion training?

Unweighted base	6076	207
Base: All employees	6076	223
Yes, to all employees	49%	47%
Yes, to managers only	6%	3%
Neither, there is no equality, diversity and inclusion training	25%	18%
Not sure	21%	31%
Net: Yes (net)	55%	50%

Is equality, diversity and inclusion training mandatory?

Unweighted base	3449	104
Base: All employees whose organisation offers equality, diversity and inclusion training mandatory	3312	112
Yes for all employees	65%	60% *
Yes for all managers	5%	1% *
No	16%	20% *
Not sure	14%	19% *

Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness?

Unweighted base	6076	207
Base: All employees	6076	223
Yes	33%	27%
No	33%	28%
Not sure	35%	45% DEFG

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent do you agree or disagree with the following statements about your career... - It is important to me that I progress in my career

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	23%	41%
Tend to agree	29%	31%
Neither agree nor disagree	28%	15%
Tend to disagree	12%	6%
Strongly disagree	6%	2%
Don't know	3%	6%
Net: Agree (net)	52%	72%
Net: Disagree (net)	18%	8%

To what extent do you agree or disagree with the following statements about your career... - I feel my current job makes good use of my skills and abilities

Unweighted base	6076	207
Base: All employees	6076	223
Strongly agree	17%	11%
Tend to agree	38%	36%
Neither agree nor disagree	19%	23%
Tend to disagree	14%	13%
Strongly disagree	10%	11%
Don't know	2%	6%
Net: Agree (net)	55%	47%
Net: Disagree (net)	24%	24%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Do you believe that you have been overlooked for a promotion in your current place of work?

Unweighted base	6076	207
Base: All employees	6076	223
Yes	26%	22%
No	60%	60%
Not sure	14%	18%
		G

In the last two years, how many company funded development opportunities have you had? (e.g. training courses, coaching, secondments, external job shadowing)

Unweighted base	6076	207
Base: All employees	6076	223
None	40%	35%
1 [1]	14%	18%
2 [2]	12%	14%
3 [3]	8%	6%
4 [4]	3%	2%
5 or more [5]	7%	3%
Not relevant to me	16%	23%
Mean	2.47	2.01
		**
StdDev	1.42	1.17

Have you ever taken part in a management 'fast track' programme?

Unweighted base	6076	207
Base: All employees	6076	223
Yes	8%	5%
No	88%	85%
Don't know	4%	10%
		EFG

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Would you like to take part in a management 'fast track' programme?

Unweighted base	5342	172
Base: All employees who have not taken part in a fast track management programme	5376	189
Yes	29%	39%
No	55%	44%
Don't know	17%	18%

Thinking about your organisation, do the following apply or not apply to you? - I am on my employers succession planning list for senior roles

Unweighted base	6076	207
Base: All employees	6076	223
Yes	10%	12%
No	38%	29%
Don't know	19%	26%
Not applicable in my organisation	33%	33%

Are you professionally proficient in any languages apart from English?

Unweighted base	6076	207
Base: All employees	6076	223
Yes	27%	27%
No	73%	73%

Have you been employed in a role which required you to be proficient in another language?

Unweighted base	1659	63
Base: All employees professionally proficient in another language	1625	60
Yes, in my current role	20%	21%
Yes, in previous roles	17%	17%
No	66%	62%
Net: Yes (net)	34%	38%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

To what extent are you satisfied or dissatisfied with how your career has developed to date?

	Unweighted base	6076	207
Base: All employees		6076	223
Very satisfied	11%		9%
Satisfied	36%		41%
Neither satisfied nor dissatisfied	29%		F
Dissatisfied	14%		28%
Very dissatisfied	7%		14%
Not sure	2%		3%
Net: Satisfied (NET)	47%		5%
Net: Dissatisfied (NET)	22%		EFG
			F
			17%

Has your career progression to date met, exceeded or failed to meet your expectations?

	Unweighted base	6076	207
Base: All employees		6076	223
Exceeded my expectations	6%		8%
Met my expectations	36%		40%
Failed to meet my expectations	28%		F
Not sure	13%		20%
Not applicable – don't have career progression expectations	17%		22%
			DEFG
			11%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Which of the following issues do you think employees in your organisation are comfortable talking openly about in the working environment? Please tick all that apply. Please click on the icon for a definition of some of the terms used here. Please click on the icon again to remove the definition.

	Unweighted base	6076	207
Base: All employees		6076	223
Age		44%	44%
Disability		36%	30%
Gender		42%	42%
Gender identity		29%	24%
Race		37%	37%
Religion or belief		35%	36%
Sexual orientation		34%	29%
Socio economic background/ social grade		34%	31%
None of these		19%	13%
Don't know		23%	26%

Have you experienced or witnessed any racist harassment or bullying from any of the following in the last 5 years. - Managers

	Unweighted base	6076	207
Base: All employees		6076	223
Yes, I have experienced this personally		12%	9%
Yes, I witnessed this happen to someone else		13%	12%
No, never		77%	80%
Net: Yes (net)		23%	20%

Have you experienced or witnessed any racist harassment or bullying from any of the following in the last 5 years. - Colleagues

	Unweighted base	6076	207
Base: All employees		6076	223
Yes, I have experienced this personally		11%	11%
Yes, I witnessed this happen to someone else		17%	14%
No, never		74%	77%
Net: Yes (net)		26%	23%

YouGov / BITC Survey Results

Sample Size: 6076 UK employees

Fieldwork: 28th July - 17th September 2015

Total	Age
	18 to 24

Have you experienced or witnessed any racist harassment or bullying from any of the following in the last 5 years. - Contractors

Unweighted base	6076	207
Base: All employees	6076	223
Yes, I have experienced this personally	4%	5%
Yes, I witnessed this happen to someone else	7%	9%
No, never	90%	86%
Net: Yes (net)	10%	14%
		G

Have you experienced or witnessed any racist harassment or bullying from any of the following in the last 5 years. - Customers/ Clients/ Service users

Unweighted base	6076	207
Base: All employees	6076	223
Yes, I have experienced this personally	12%	16%
Yes, I witnessed this happen to someone else	16%	16%
No, never	75%	71%
Net: Yes (net)	25%	29%

If you have experienced or witnessed racist harassment or bullying, how recently was that?

Unweighted base	2408	84
Base: All employees who have experienced or witnessed racist harassment or bullying	2337	87
In the last year	30%	36% *
1 or 2 years ago	24%	35% G*
3 to 5 years ago	28%	15% *
Can't remember	19%	14% *

In life which of the following, if any, best describe how you would like to be referred to?

Unweighted base	3056	150
Base: All BAME employees	3052	161
BAME (Black, Asian, minority ethnic)	16%	15%
BME (Black, minority ethnic)	8%	7%
Person of colour	6%	9%
Ethnic minority	18%	29% EFG
Other	26%	19%
I don't mind	30%	30%