The female millennial career stage differential

The female millennial – women born between 1980 and 1995 – represent a significant and growing portion of the global talent pool. 8,756 female millennials from 75 countries recently took part in our #femalemillennial study.

We recognise that the experience of a 34-year-old millennial woman with 12 years’ work experience and an established career will be very different to the experience of a 22-year-old millennial woman just starting out on her career. So we have created a female millennial career stage differential to help you learn more about the female millennial by career stage.

A new era of female talent

Higher levels of workforce participation
- More highly educated
Higher levels of career confidence
Higher levels of career ambition

The career starter

0-3 years’ work experience, focused on getting to grips with work life and workplace culture and practices.

Typically in junior positions
- 3 out of 2,873 females were CEOs
Typically worked for 2 employers
- 14% have completed an international assignment

The career developer

4-8 years’ work experience.
Accustomed to the workplace and focused on developing their expertise, discovering their areas of impact and progressing their career.

Predominately in junior-to-mid level management positions
- 12 out of 3,145 females were CEOs
Typically worked for 2 employers
- 21% have completed an international assignment

The career establisher

9 or more years’ work experience.
Developed as a subject expert and focused on establishing their profile as a leading expert internally and externally and honing their leadership style.

Predominately in mid-level-to-senior management positions
- 38 out of 2,242 females were CEOs
Typically worked for 3 employers
- 27% have completed an international assignment

Work Profile

Personal Profile

* Where in a dual career couple

Most attractive employer trait

Opportunities for career progression
Competitive wages and financial incentives
Opportunities for career progression

*Where in a dual career couple

Typically in junior positions
- 3 out of 2,873 females were CEOs
Typically worked for 2 employers
- 14% have completed an international assignment

Predominately single
- 11% are mothers
43% earn equal salaries to their partner/spouse*
18% are the primary earner *

Predominately living with partner/married
- 24% are mothers
43% earn equal salaries to their partner/spouse*
24% are the primary earner *

Predominately married
- 49% are mothers
42% earn equal salaries to their partner/spouse*
31% are the primary earner *

Opportunities for career progression
Competitive wages and financial incentives
Opportunities for career progression

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