

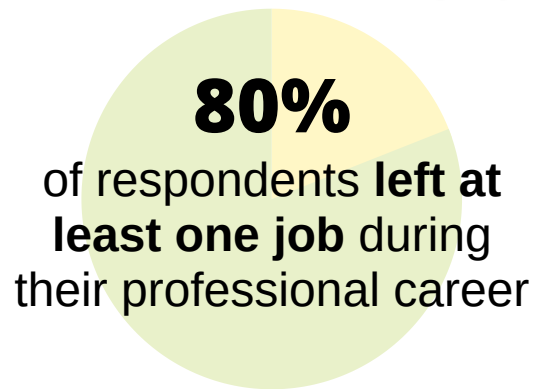
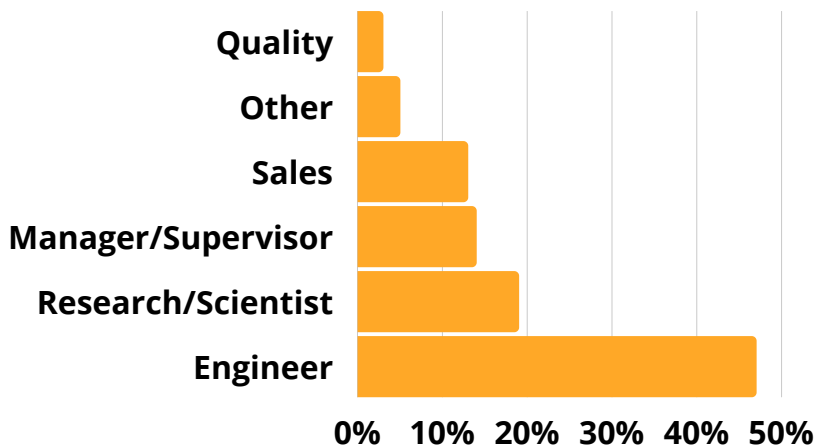
INSIGHTS ON ATTRACTING & RETAINING YOUNG PROFESSIONALS IN THE PAPER, PULP, AND PACKAGING INDUSTRY

Survey conducted in July 2020 among TAPPI young professionals (YPs)

WHO RESPONDED?

All respondents were under 35 years of age and have worked in the paper, pulp, and packaging industry for less than 10 years. 81% had less than 5 years working in the industry.

Respondents filled the following roles:



ATTRACTING YPS

TOP 3 THINGS

YPs look for

IN A JOB OPPORTUNITY

1. Competitive salary and benefits
2. Healthy and productive company culture
3. Job role is a good fit/interesting/meaningful

RETAINING YPS

Top 3 things that keep YPs at a job/company:

1. Company culture & relationships with team(s)
2. Performance-based compensation & benefits
3. Growth opportunities

Survey data suggests that YPs won't necessarily leave a job for more money if other factors align with their goals and needs.



Most respondents do not think there is a specific length of time that they should stay in a job, other factors determine how long they should stay in a job.



Top 3 reasons why YPs left jobs:

1. Lack of growth opportunities and/or training
2. Challenges with company culture or team
3. Didn't enjoy the schedule

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WHAT YPS LOOK FOR IN COMPANY CULTURE

YPs want a company culture that is healthy and productive. Here are some adjectives they used to describe their ideal work environment in no particular order.

VALUES OF COMPANY ALIGN WITH YP VALUES

Transparent
Positive Concerned for employees' safety and well-being
Innovative Encouraging Respectful Inclusive
Offers ample growth opportunities Supportive
Flexible Acknowledges a job well done Strong leadership Diverse

THE IMPORTANCE OF MENTORSHIP

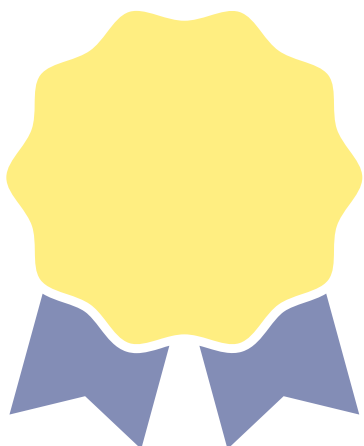
85%

of respondents who participated in mentorship programs said it was beneficial

70%

of those respondents said mentorship programs encouraged them to stay at a position despite other frustrations

WHAT DOES A SUCCESSFUL CAREER LOOK LIKE TO A YP?



- Feel good about the work they accomplish
- Contribute in a positive way
- Achieve work/life balance
- Receive regular promotions
- Build a solid reputation in the industry