

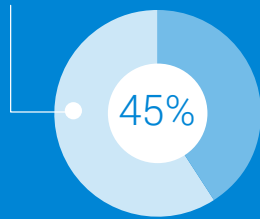
Millennial Pharma Lab Leaders



Millennials (1981-1996), also known as Generation Y, are the largest generation on our planet. As more millennials move into leadership roles, pharmaceutical labs, and the life-science companies who provide them with their solutions, should take into consideration the millennial mind-set.

Highlights from the Pharma Lab Leaders Survey.*

Lab leaders



Approximately 45% of lab leaders working in the pharmaceutical industry are millennials.

Corporate identity



On average, millennials place greater importance on corporate identity when considering solution providers.

Career Progression



Career progression opportunities are important for millennials.

Assay running time



Millennials considered assay running time as the most significant bottleneck in sample processing.

Testing methods



One quarter of millennials working in labs developing, manufacturing, and analyzing generic medicines face challenges that are largely linked with developing the correct methods for testing.

Compliance activities



Approximately half of millennials working in labs are currently performing in-house compliance activities.

Reducing energy consumption



In terms of sustainability, reducing energy consumption is the most common expectation of millennials.

* Data from Pharmaceutical Laboratory Leaders Survey (global data cut), commissioned by Agilent and conducted by Frost & Sullivan, in 2019.

The millennial mind-set



Remote worker: Millennials appreciate a company that makes it possible for them to work anywhere, which is a sign that the company respects their work-life balance.¹



Tech savvy: 73% of millennials said the internet has been mostly a good thing for society.⁵ 93% of millennial workers say that a business having up-to-date technology is an important factor when choosing a workplace.⁶



Flexible schedule: 77% of millennials say that flexible work hours would make the workplace more productive for people their age.² Also, millennials are more likely to accept a job offer from a company that offers flexible work schedules. Flexible work arrangements can also improve retention efforts.²



Highly educated: Today's millennials are more educated than their grandparents, as the share of young adults with a bachelor's degree or higher has steadily climbed since 1968. Among millennials around 39% have a bachelor's degree or higher.¹⁰



Flat organization & recognition: A flat management structure appeals to millennials as they don't have to navigate through multiple layers of management to do their jobs. Also, as potential leaders, they value an organization where movement within the organization doesn't simply go 'up the ladder'.³



Marriage and family later: 26% of the millennials generation is married.⁸ A survey that polled 1,858 millennials, 43% said they waited to have children because of financial instability.⁹



Environmentally aware: 81% of millennials believe the planet is indeed warming, and 65% of those millennials say human activity is the primary cause. That's about 10% more than the general public.⁴



Live at home longer: More and more young adults remain at home long after they have completed high school. 35% of millennials still live at home with their parents.⁷



Pharma Lab Leaders Survey

Agilent Technologies partnered with market research company Frost & Sullivan in 2019 to run an independent, blinded survey to better understand the challenges, pain points, and goals for the future of pharmaceutical laboratory leaders:

Who was surveyed?

Laboratory leaders working in big pharma, bio-tech, and CRO laboratories.

From which Countries?

7 countries: Germany, Switzerland, Austria, India, China, South Korea and USA.

How many leaders were surveyed?

650 lab leaders, globally.

Sources:

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