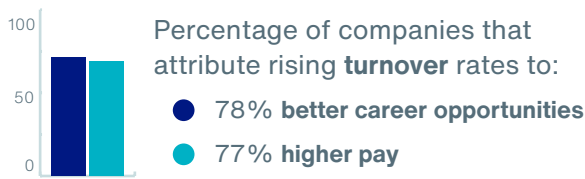


How Are Life Sciences Companies Addressing the Great Resignation?

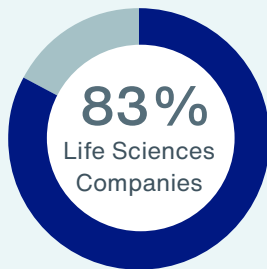
Talent shortages are a top issue facing 86 percent of the HR professionals that responded to our eighth global HR pulse survey (conducted in December 2021 and January 2022 with 812 participants). What’s more, **three-quarters say they are losing key skills** to remain agile and adaptable for the future. Here is a snapshot of how life sciences companies compare to all industries in today’s competitive labor market.

Why are people on the move?

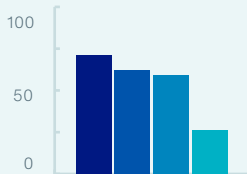
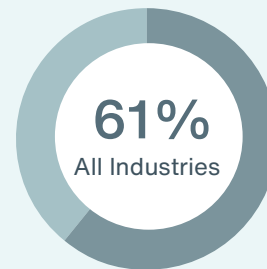


Life sciences employees

want to understand their **growth opportunities** within and across job families to help with retention. Open communication and formal rotation programs are on the rise, as well as a focus on **job architecture**.



Percentage of respondents concerned about hiring for experienced talent in the areas of **machine learning and data scientists**.



To address **hiring** and **retention** challenges, businesses are adjusting:

- 71% **total rewards** (compensation and benefits)
- 62% **culture and diversity** programs
- 59% **skills and development** (upskilling and promotions)
- 26% **workforce agility** (gig workers, acquisitions)



The life sciences **talent market** will continue to thrive and expand. Over the next several years, we expect to see:

- An increase in **biomanufacturing spaces**, leading to more jobs
- Continued demand for hot **skills in gene/cell therapy and artificial intelligence**
- A more dispersed workforce with new satellite locations, creating opportunity to **expand talent pools**

For more insights from our survey or to speak with one of our experts about these topics, please contact us at humancapital.aon.com/contact-us.