

# EXPATS: EXPECTATIONS EXAMINED



2015 Global Mobility Trends Survey results

This year, the study garnered 2,704 respondents – a striking 79% increase over the 2013 study – from 156 countries of assignment.



UP  
7%

## ON ASSIGNMENT

The proportion of expats with more than five assignments has increased sharply since 2013.

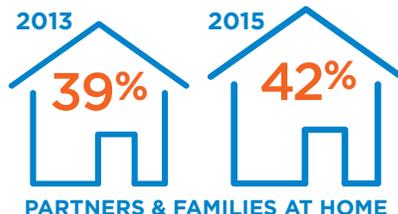


## A CAREER CHOICE

Global mobility is becoming a career unto itself. 84% of respondents say they would accept another international assignment with their current employers.

## YOU STAY. I'LL GO.

The number of expats leaving their partners and families at home increased over the last two years. 17% are single, up 2% from two years ago.



## TAKING CARE

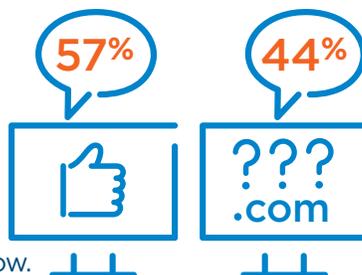
79% of expat households access medical care while on assignment – more respondents are turning to local providers for routine medical care.



## DIGITAL RESOURCES

57% of expats say their preferred digital communication resource is their employer's intranet.

More than half (56%) say their employers offer online resources, while 44% either don't or don't know.



## #ONE CONCERN

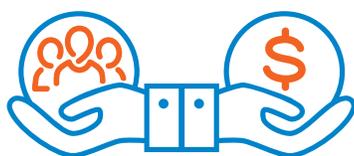
Access to services in any country (including U.S.) remains the #1 health care concern among expats in 2015.

## COMMUNICATION IS KEY

Respondents rated employers 3.6 out of 5 for communications during international work assignments.



## KEY DRIVERS OF GLOBAL MOBILITY PROGRAMS



Expats understand that their employers must balance cost versus demand for globally mobile talent. 63% of respondents said reducing costs was a program driver for their employer's globally mobile benefits.

## RETHINK REPATRIATION

Most employers indicate they have a formal repatriation program, but only 54% of expats indicate their company has one. Job security, culture shock and finances are key concerns once an assignment is complete. Only 20% of companies track their returning expatriates.



"Repatriation just as tough as expatriation."



"Going home is like returning to a new country."



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