

# CAREER AND SALARY SURVEY

## 2023 KEY FINDINGS AND RESULTS

This survey was conducted through the aasp network.



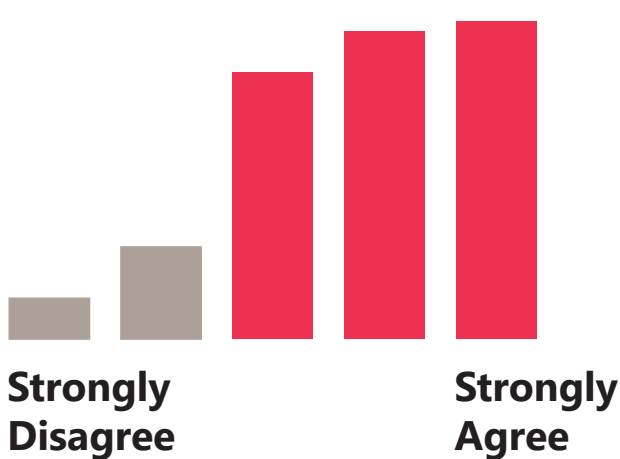
### RETENTION IS GREATEST CHALLENGE FOR INDUSTRY

**46%** considered and/or were recruited for roles OUTSIDE of the industry.

### DEI FRONT AND CENTER IN WORKPLACE



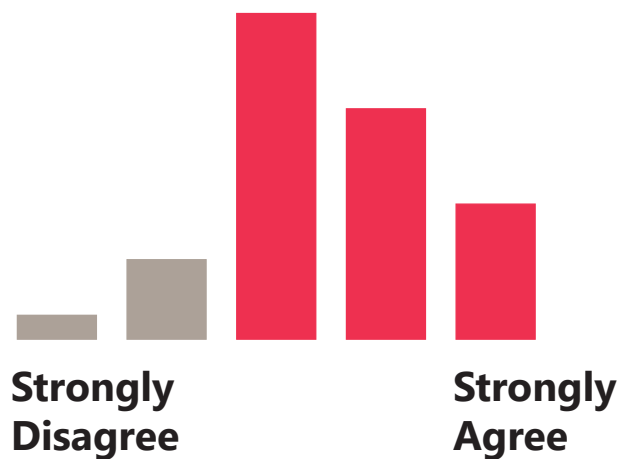
Organizations are taking initiative when it comes to DEI.



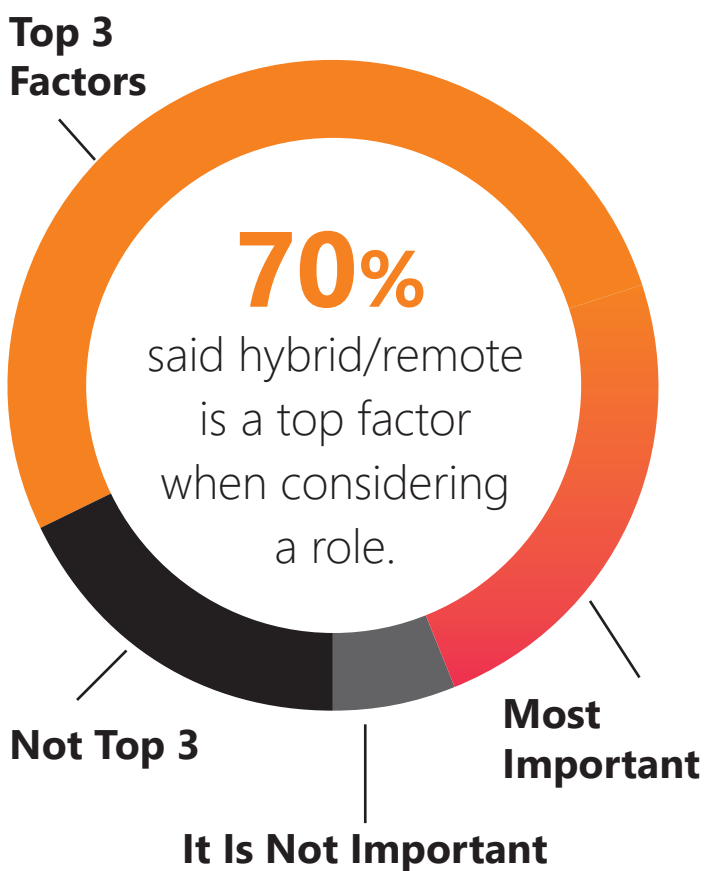
### INDUSTRY LAGS OVERALL IN DEI



Advancement services is making a meaningful effort to support DEI.



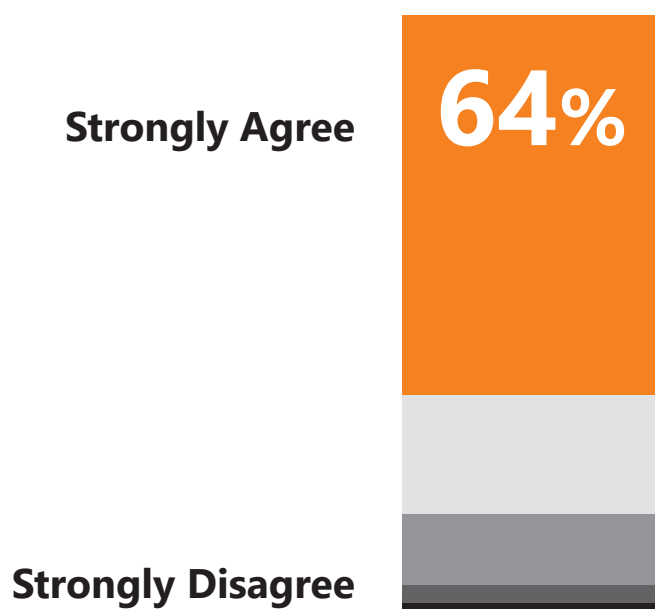
### HYBRID/REMOTE IS TOP NEED IN ROLE



### INDUSTRY HAS CONFIDENCE IN REMOTE



Hybrid or remote workers can be successful in advancement services roles.



### CAREER ADVANCEMENT OPPORTUNITIES DECREASED OVER TIME

Over the last three years, workers have reported fewer opportunities for advancement within their organization.

