American employees want to work abroad ... but rarely do.

- 67% of American employees are interested in being an expatriate (expat) assignment if their employer will cover the cost for them.
- 24% of American employees are unsure whether their employer offers expatriate assignments.
- 15% of American employees have taken an expatriate assignment.

**Gen X is as motivated to be expats as Millennials.**

- 71% of Gen X respondents answered positively to the question of taking an expatriate assignment.
- 75% of Gen M respondents answered positively to the question of taking an expatriate assignment.

**Expat assignments can boost talent acquisition and retention strategies.**

- Employees are very interested in taking expat assignments.
- The top three reasons for wanting to be an expat are:
  - Increased Salary: 44%
  - The desire for a new experience: 45%
  - Curiosity/sense of adventure: 41%

Employees are very interested in taking expat assignments.

- Percentage of respondents who answered positively are high across regions.
  - Northeast: 70%
  - MidWest: 69%
  - South: 68%
  - West: 64%

**Research Methodology**

This report presents the findings of a CARAVAN survey conducted by Engine among a sample of 1,004 adults comprising 502 men and 502 women 18 years of age and older. The online omnibus study is conducted twice a week among a demographically representative U.S. sample of 1,000 adults 18 years of age and older. This survey was live on April 22-24, 2019. Respondents for this survey were selected from among those who have volunteered to participate in online surveys and polls. The data have been weighted to reflect the demographic composition of the 18+ population.

**About Engine**

Engine is a new kind of data-driven marketing solutions company. Powered by data, driven by results and guided by people, we help our clients make connections that count - leading to bottom-line growth, an inspired workplace and business transformation. With global headquarters in New York and 17 offices across North America, the UK, Europe and Asia-Paciﬁc, Engine offers clients a vast range of marketing solutions - including insights, content, distribution, data and technology. Find out more at enginegroup.com or follow us @Engine_US.

**About MetLife**

MetLife Worldwide Benefits has been providing personalized solutions for globally mobile employees for nearly 60 years. MetLife Worldwide Benefits’ products are underwritten by Delaware American Life Insurance Company, a MetLife affiliate domiciled at 600 North King Street, Wilmington, DE 19801, and other affiliates. For more information, visit MetLifeWorldwide.com.

* Gen X is the least happy generation of employees at work, feeling both overlooked and under-engaged (Source: 2019 MetLife U.S. Employee Benefits Trends Study).

**Promoting expat assignments is an opportunity for employers to engage this segment of the workforce.**

**Employees are very interested in taking expatriate (expat) assignments through their employer - stints lasting three months or more in another country.**

- 68% of American employees want to work abroad... but rarely do.

**Top three reasons for wanting to be an expat:***

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