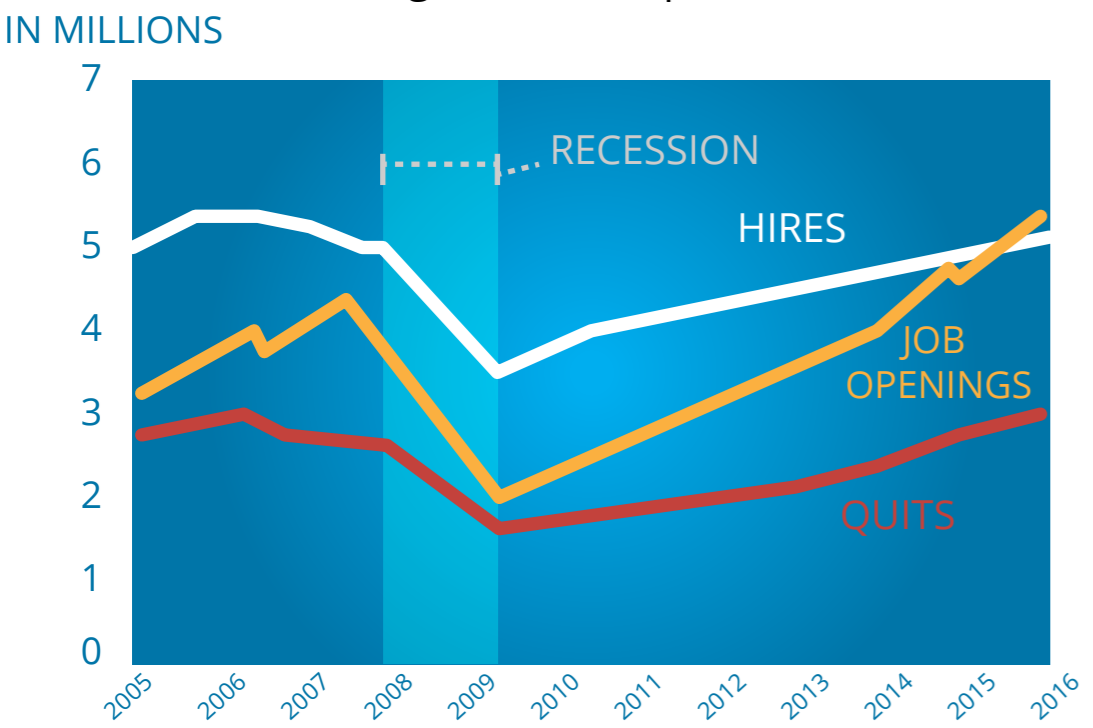


# 5 REASONS WHY EMPLOYEE RETENTION IS SO DIFFICULT

## #1 IT'S A JOB SEEKERS MARKET

Since 2015, more jobs are available than can be filled. Quits are rising as new and better opportunities become available. This is great for job seekers yet problematic for organizations looking to retain top talent.



## #2 DECREASED LAYOFFS DRIVE QUILTS

Quits plummeted during the recession as workers weathered the poor economy. This created a back-log of potential quits that were released as the economy improved.

## #3 TENURE IS AT AN ALL-TIME HIGH

The latest data shows overall average tenure is at its highest point over the past 30 years.

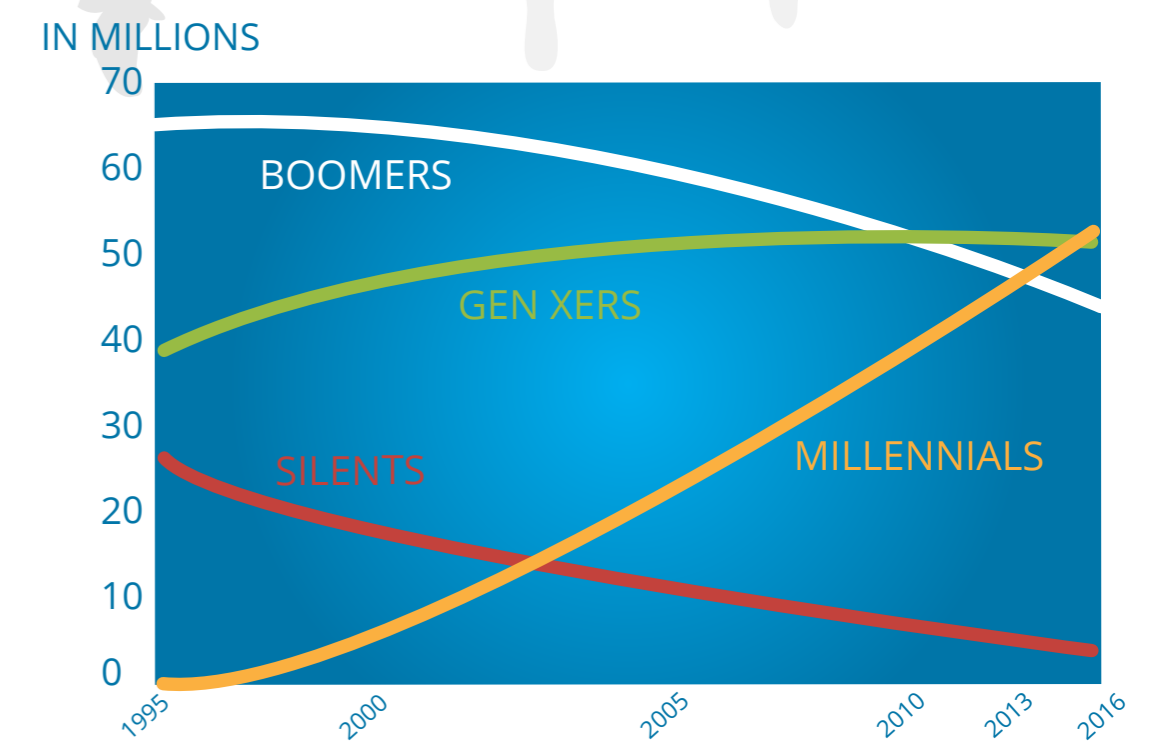
**5.5 YEARS** Median years with current employer for workers ages 25+

## #4 MOBILITY OF YOUNGER WORKERS

Younger workers (under 35) are usually more mobile and are looking for better career opportunities, with an average tenure of about **three years**.

## #5 MILLENNIALS ARE TAKING OVER

Millennials now make up the largest segment of the workforce. With all the talk about Millennials, they are actually just as mobile as young workers in the past, there are just more of them in the workforce now.



**SO, HOW DO YOU CREATE AN AMAZING EMPLOYEE EXPERIENCE? VISIT [DECISIONWISE.COM](http://decisionwise.com) TO LEARN FROM THE EXPERTS.**

Source: U.S Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey Highlights April 2016, page 6-7, [http://www.bls.gov/web/jolts/jlt\\_labstatgraphs.pdf](http://www.bls.gov/web/jolts/jlt_labstatgraphs.pdf), Source: U.S Department of Labor, Bureau of Labor Statistics and EBRI Employee Tenure Trends, 1983-2014, page 4, [https://www.ebri.org/pdf/notespdf/EBRI\\_Notes\\_02\\_Feb15\\_Tenure-WBS.pdf](https://www.ebri.org/pdf/notespdf/EBRI_Notes_02_Feb15_Tenure-WBS.pdf), Source: Pew Research Center: Millennials surpass Gen Xers as the largest generation in U.S. labor force, <http://www.pewresearch.org/fact-tank/2015/05/11/millennials-surpass-gen-xers-as-the-largest-generation-in-u-s-labor-force/>