



Trends in Employee Retention and Attraction

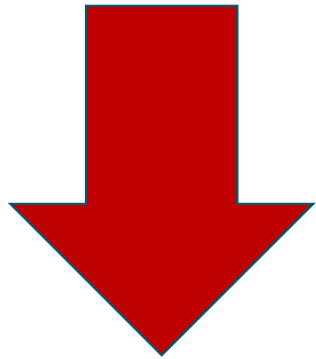
The new approach to combating
the Great Resignation and the
Post Covid landscape.



Great "Attrition" is Real

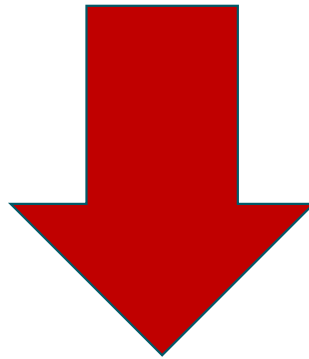
November 2021 Employee
Quits

4.5 MM



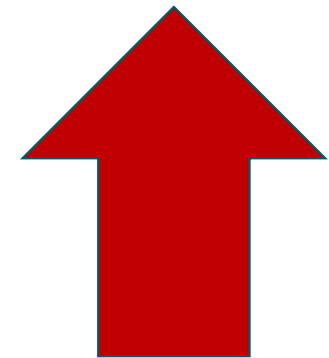
Manufacturing Quite Rate

2.5%



Resignations Decade over
Decade

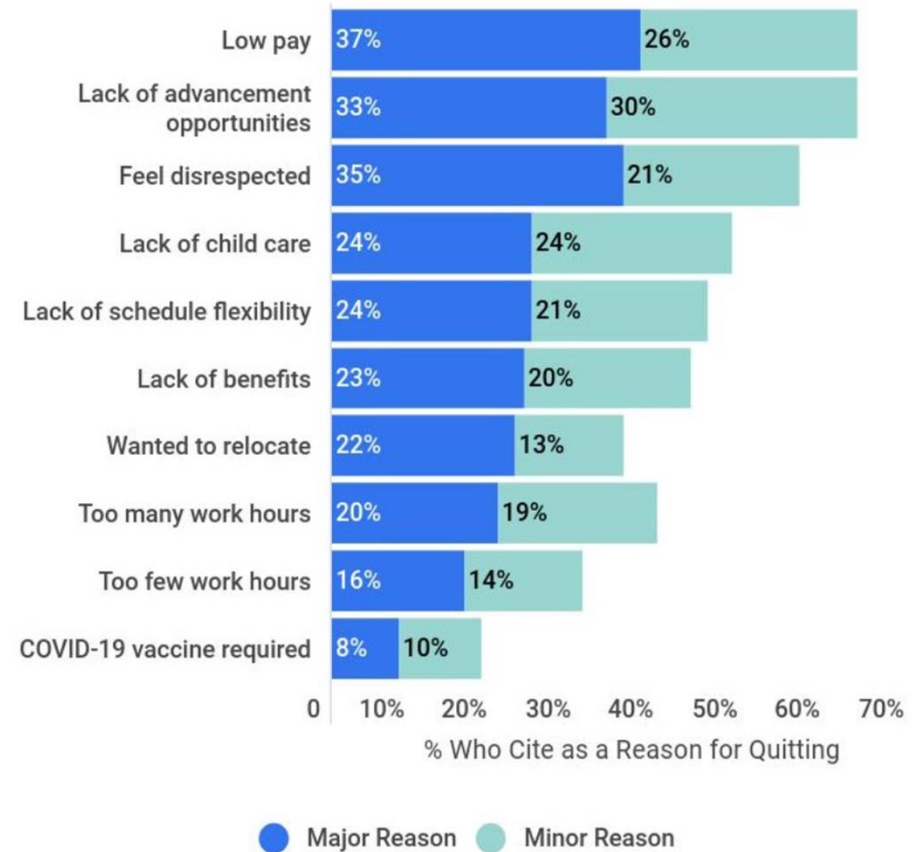
125%



Start with the “Why”

- Cash compensation is still the primary motivator
- Employee experience cannot be overlooked
- Covid not clear motivator but an indirect contributor

TOP REASONS FOR QUITTING



Start with the Employee in the Mirror



Attrition to Retention and THEN Attraction

- 1. Listen to your employees – surveys are key!**
- 2. Who cares why people leave – figure out why they stay!**
- 3. Total total rewards audit!**
- 4. Give every employee and every role a map!**
- 5. Expand your approach to DEI&B!**