

EMPLOYEE RETENTION

Statistics & Solutions

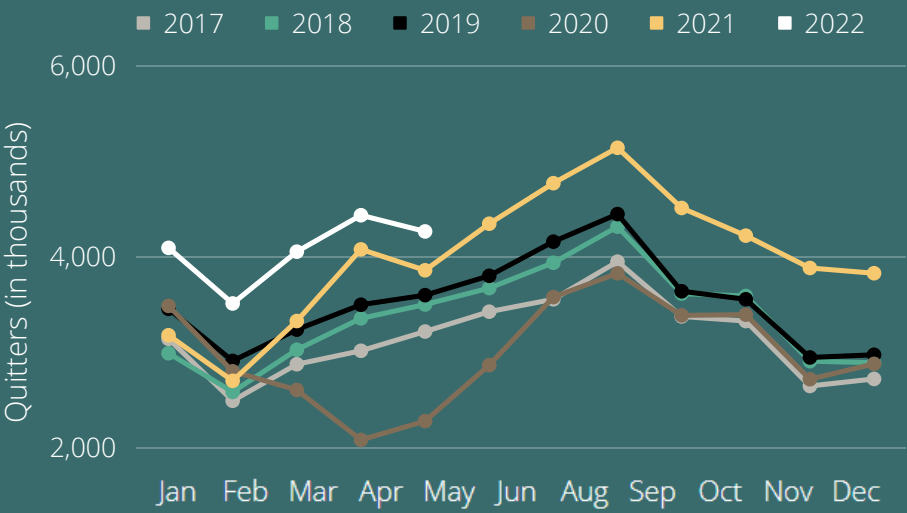


Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey.

1 out of 3

Employees quit their job last year. In 2021, the average quit rate across all industries was 32.7%.

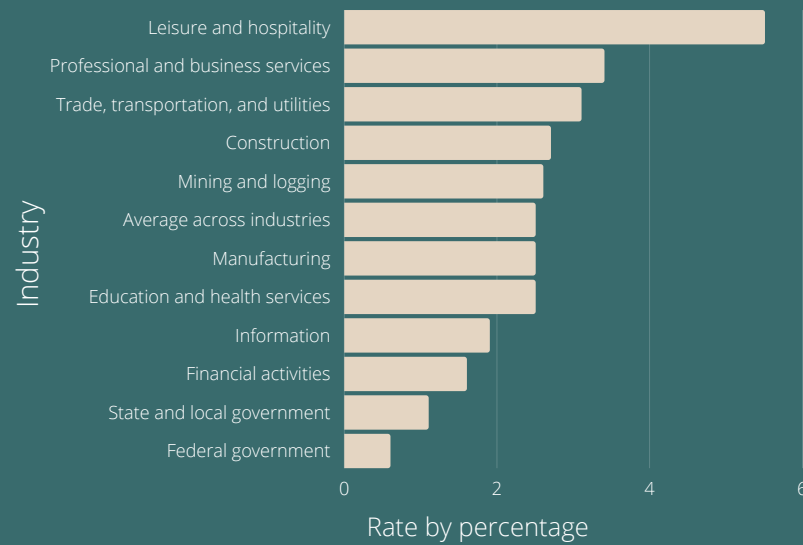
U.S. Employee Voluntary Quit Rates



Quit Rates at Record High

Quit rates in 2022 are on track to beat previous years' records.

Quit Rates by Industry



The data is preliminary data for May 2022 and excludes subsectors.
Chart: Arrowhead Consulting Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey.

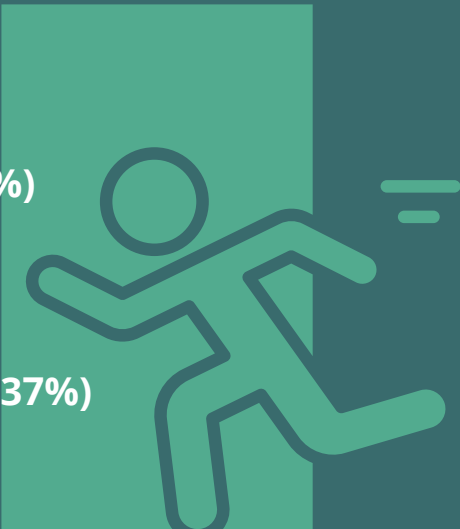
Quit Rates Vary by Industry

Leisure and hospitality are experiencing the highest rates of turnover, followed by professional and business services. Government services quit rates are well below national average.

Why Employees Are Leaving

1. Toxic company culture (62%)
2. Low salary (59%)
3. Poor management (56%)
4. Lack of healthy work-life balance (49%)
5. No remote work options (43%)
6. Burnout (42%)
7. Not allowing flexible schedules (41%)
8. Limited advancement opportunities (37%)
9. Lack of or poor benefits (31%)
10. Limited PTO or sick time (27%)

Source: [FlexJobs Survey 2022](#)



What Organizations Can Do

1. Benchmark employee turnover intentions. When do employees intend to leave and why?
2. Create retention strategies based on the needs of your employees.
3. Create succession and recruitment plans to prepare for employee departures.

Join Arrowhead in the retention revolution.