

Driving Forces Behind Talent Challenges & Strategy

Impact

Teaser Video Transcript

Economic Drivers

So if you look at this chart on the left side, we have identified reasons employees stay. And if you look to the right, you'll see reasons employees leave. What's interesting in this is that all of the top reasons are largely driven by economic values.

Benefits matter to people. Base pay is critical, their job security. They are all in and around items that matter to them in terms of their ability to work to support their family and to support just their own living wage. If you look to the far bottom, you'll see mental health is down there at 23%. That doesn't necessarily mean it's not important, it's just not an immediate driver, but it does have meaning to someone where that's a challenge for them. So it's interesting to see that the reasons to stay and leave are very much the higher ranked ones are very much in concert.

And then to the far left, 76% of people see themselves as potentially thinking about another opportunity in the next 12 months and 63% are not actively looking but would leave if an opportunity arose. We know that if you look to the far right, 25% are actively looking. So we're seeing that the number of people actively looking decreased. But what I would say there is that we know that the markets can change and the circumstances can change. So it's within our best interest to make sure that we do understand why people are joining and how we keep them in their roles and in their positions because at some point things can change, things will turn. And that's something that we need to be mindful of. And that's a big decrease from last year, obviously, given the economic environment and what we talked about earlier about job security and concern over pay.