

# Retention

## BENCHMARKING OVERVIEW 2022

While many economists predicted a “Great Resignation” would stem from many employees simply quitting, workers have instead sought out better jobs. As such, experts have begun referring to the current situation as the “Great Reshuffle.” But regardless of why they may be leaving, retaining top performers remains a struggle for employers.

In early 2022, employers across the country were surveyed about various employee attraction and retention topics, and more than 150 organizations of various sizes and industries responded. Their responses help provide insight into the many trending strategies used to retain employees.



### Do employers find it difficult to retain current employees?



12% — Yes

46% — Somewhat

41% — No

1% — Other

### What strategies are employers using to retain employees?



49%  
Offering additional compensation



38%  
Implementing better employee communication strategies



38%  
Offering bonuses



38%  
Training managers on how to effectively support employees



34%  
Offering more upskilling and development opportunities



30%  
Expanding benefits

### Today's Retention Strategies

Employers are exploring opportunities and fresh ways to approach workplace retention challenges. Consider the following strategies:



#### Review overall compensation.

Employers report they are pursuing additional compensation and expanded benefits as a measure to better retain employees, which aligns with general market trends and employee desires.



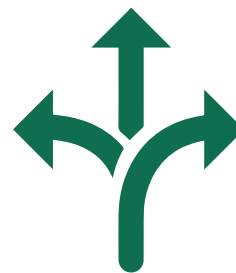
#### Provide meaningful benefits.

Robust health care offerings can offer a competitive edge, but sometimes voluntary benefits and nontraditional perks—such as pet insurance, identity theft protection and mental health resources—are also craved by workers.



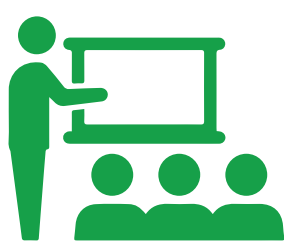
#### Invest in workers' career growth.

To meet workers' demands for improved career opportunities, employers can enhance their staffing levels and close skills gaps by offering employees a chance to enrich their careers via upward mobility.



#### Offer flexibility.

A “flexible” workplace could include a variety of arrangements, such as allowing employees to work from home, choose their working hours and take time off unexpectedly.



#### Train managers to better support employees.

When done correctly, training managers on effectively supporting and communicating with employees can be an effective, low-cost solution. Providing such assistance can also reduce potential burnout.



#### Encourage open communication.

Effective employee communication shows employees that the company values them. Conversely, a lack of communication can make them feel underappreciated, fostering discontentment and low morale.