



WINNING THE WAR FOR TALENT

Top Factors in Talent Retention

August 17, 2022



PARTICIPATING ASSOCIATIONS

ASSOCIATION FOR
HIGH TECHNOLOGY
DISTRIBUTION **AHTD**

CDA Convenience
Distribution
ASSOCIATION

ecia
Electronic Components Industry Association

fisa
Promoting Distribution
Hygienic Processing

FPDA
motion control solutions network

GAWDA
GASES AND WELDING DISTRIBUTORS ASSOCIATION

HARDI
Heating, Air-conditioning & Refrigeration Distributors International

HRAI
YOUR ENVIRONMENT • OUR EXPERTISE

iapdp
International Association
of plastics distribution

NAED

ISD INTERNATIONAL SEALING
DISTRIBUTION ASSOCIATION
www.isd.org

ISSA
Advancing Clean.
Driving Innovation.

YOUR INDUSTRY CONNECTION
MHEDA
Material Handling Equipment Distributors Association

NAFCD
Trends • Education • Leadership • Networking

PEI

NAHAD
THE ASSOCIATION FOR HOSE AND ACCESSORIES DISTRIBUTION

NAWLA
North American Wholesale
Lumber Association

NBMMA
North American Building Material Distribution Association

NIBA
The Belting Association®

OPEESA
POWERING DISTRIBUTOR SUCCESS

PTDA
FOUNDATION

PRIORITY TUBES & SYSTEMS
DISTRIBUTION ASSOCIATION
STAFDA

WffSA
Wholesale Florist & Florist Supplier Association

WA
Wallcoverings Association


aea
association education alliance
INNOVATION THROUGH COLLABORATION

ALEX CHAUSOVSKY - PRESENTER



- Director of Analytics & Consulting, Miller Resource Group
- Highly experienced market researcher and analyst with more than twenty years of experience in economics, industrial manufacturing, automation, and advanced technology trends.





Why are
workers
looking to
change
jobs?

Better Compensation	54%
Better alignment with my values	48%
More opportunities to move up	44%
More flexible hours	36%
More flexible WFH policy	34%
Better benefits	29%
Better job stability	26%
Fewer physical demands	16%
Less chance of exposure to COVID-19	14%

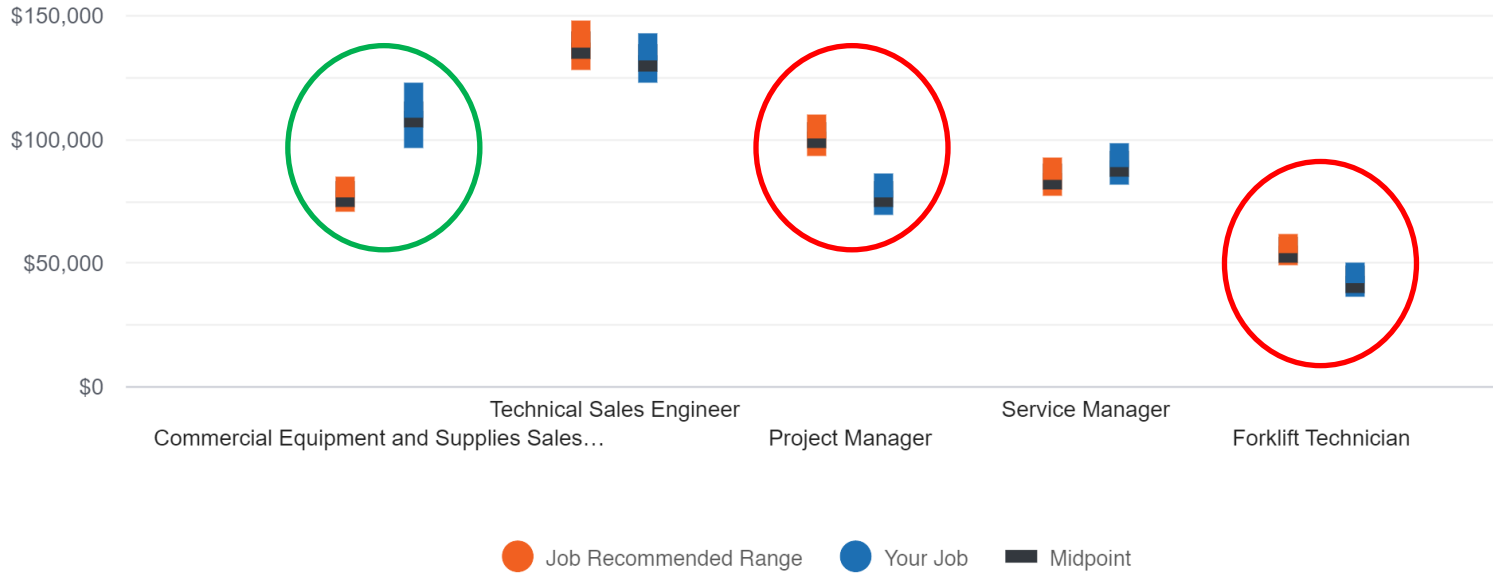
Team Salary Benchmark


Recommended Range for Jobs

Total Cost of Team
\$433,500

Job Recommended Cost of Team
\$458,323

% Job Recommended Cost of Team
● 95.0%





Top 5 Predictors of Turnover

"People don't leave companies, they leave managers."

- PAY AND BENEFITS
- THE IMMEDIATE MANAGER
- POOR FIT TO THE JOB
- COWORKERS NOT COMMITTED TO QUALITY
- CONNECTION TO THE ORGANIZATION/TOP MANAGEMENT



Focus on Retention is Critical in a Post -Pandemic Job Market

Old Approach

HR: What sort of perks would make your life better here?

Me: Higher salary, flexibility, more vacation

HR: Imao here's some potato chips and permission to wear jeans on Friday

VS

New Approach

Gallup Q12
Engagement Hierarchy



Most Important Retention Gauges:





Retention Metrics to Track

EMPLOYEE RETENTION RATE

The number of employees who have stayed within a given period

EMPLOYEE TURNOVER RATE

The number of workers that must be replaced within a given period

VOLUNTARY TURNOVER RATE

The turnover rate for staff who choose to leave

EMPLOYEE TURNOVER COST

The amount it takes to bring in a replacement employee

EMPLOYEE TENURE

The average amount of time employees stay at your company



QUESTIONS

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THANK YOU!

**NEXT WEBINAR IN THE SERIES:
WEDNESDAY, OCTOBER 19, 2022**

