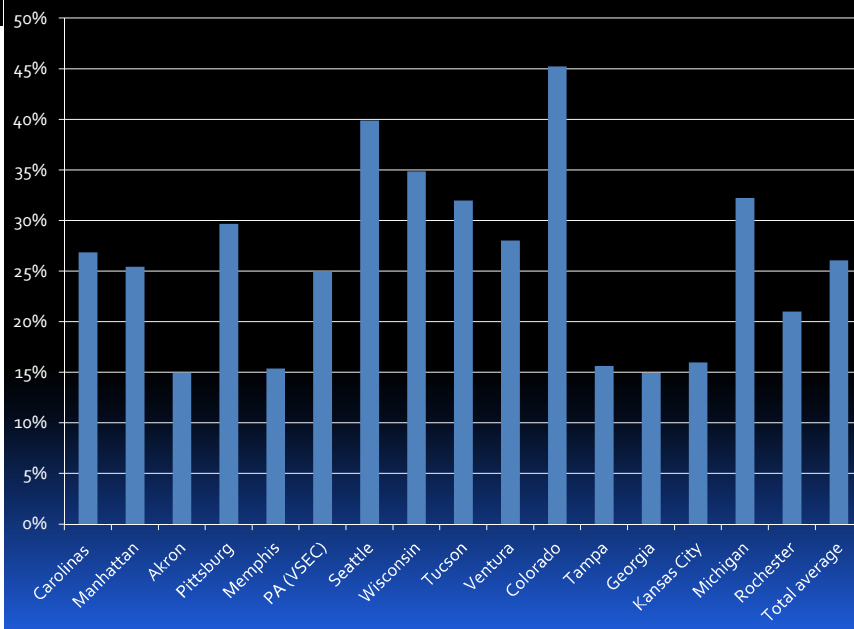
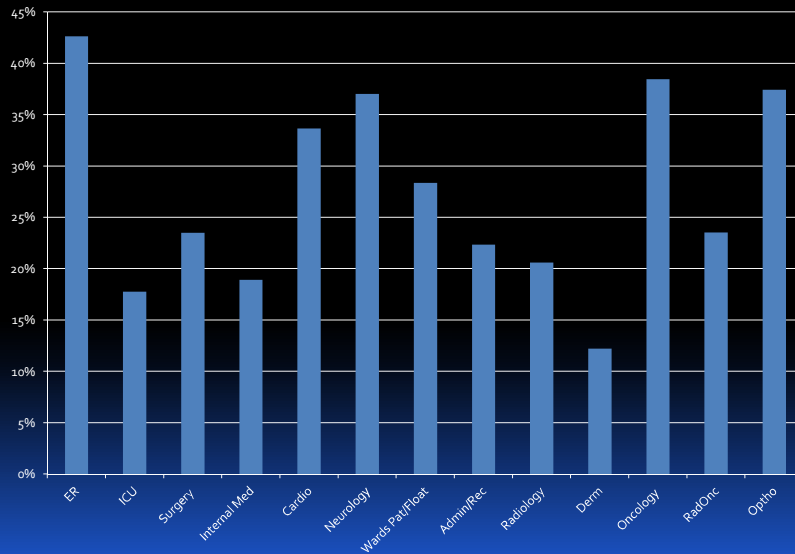


# STAFF TURNOVER RATE & THE GEN Y EFFECT

Total turnover rate



## Turnover Rate by Department



## Baby Boomers

- Born between 1946 and 1964
- Population 84 million (27%)
- Communication
  - Annual Review with documentation
- Work Ethic
  - Face Time
  - Loyalty to Team
- Career Goals
  - Identity and self worth through career

## Gen X

- Born between 1965 and 1981
- Population 68 million (21%)
- Latch-key kids (independent)
- Communication
  - Open regardless of position
- Work Ethic
  - Productivity
  - Loyal to their skill set
- Career Goals
  - Work-life balance
  - Portable career

## Gen Y

- Born between 1982 and 2000
- Population- 79 million (25%)
  - Baby boomers (27%)
  - Gen X'er (21%)
- Helicopter parents
  - Trophy kids

## Gen Y

- Communication
  - Constant
- Work Ethic
  - Relationship
  - Cause
- Career Goals
  - Willing to change careers
  - Blended life

## Living with Parents

- 1970- 15 million lived with their parents (7.4%)
- 2007- 44 million lived with their parents (15.7%)
- 2010- 53 million lived with their parents (17.2%)

- USA Today article
  - Of the 95% who found a job in their preferred field, 82% left their first job in two years or less
- Dept of Labor
  - Projects that by age 32, Gen Y'er will have had 8 jobs and average of 1.5 years at each
- Number 1 reason they left.., relationship with their supervisor.

- What policies, procedures, structures are you implementing to promote longevity in your practices?
- Is money a motivator?
- Are you experiencing the Gen Y effect?