

The Recipe for Retaining Young Talent *(and Every Other Kind!)*

By 2025, **75%** of the global workforce will be **Millennials.**ⁱ



With **91%** expecting to stay at a job less than **3 YEARS,**ⁱⁱ



companies are searching for the right ingredients to successfully **recruit and retain** young talent.



Opportunity
72%

of Millennials will choose a company that offers opportunities for **advancement.**ⁱⁱⁱ

88% desire **quality** work-life integration.^{iv}



Balance

Purpose



6 of 10 will choose an employer that offers them a **sense of purpose.**^v

58%

would take a pay cut to work for a company that **shares their values.**^{vi}

Value

Did you look in the Total Rewards Cabinet ?

By clearly & transparently communicating employee **total compensation**, including non-monetary benefits like **work-life balance**, **wellness** and **career path**, total rewards software solutions have the secret stash of spices companies need to retain Millennial employees while also...

- Increasing employee awareness of their total rewards
- Gathering feedback from employees
- Measuring and analyzing the effectiveness of a campaign
- Sending real-time ROI data to executives

What's more? This recipe isn't just for the younger generation – **these ingredients are the key to attracting and engaging team members of any age.**

ⁱ <http://www.forbes.com/sites/jacobmorgan/2014/08/22/the-future-of-work-how-millennials-are-changing-the-workplace/>
ⁱⁱ <http://www.forbes.com/sites/jeannemeister/2012/08/14/job-hopping-is-the-new-normal-for-millennials-three-ways-to-prevent-a-human-resource-nightmare/>
ⁱⁱⁱ <http://www.payscale.com/data-packages/generations-at-work/attitudes-and-values>
^{iv} <http://www.forbes.com/sites/robashghar/2014/01/13/what-millennials-want-in-the-workplace-and-why-you-should-start-giving-it-to-them/>
^v <http://www.cnbc.com/id/102334906#>
^{vi} <http://www.forbes.com/sites/jeannemeister/2012/08/14/job-hopping-is-the-new-normal-for-millennials-three-ways-to-prevent-a-human-resource-nightmare/2/>