



PT WORK Force®

## Retaining Your New Hires

You have recently hired some great new employees and you don't want to lose them. Millennials especially will leave you if they don't feel you are meeting their expectations.

The younger generations are more likely to jump ship, with the median tenure for those between 25-34 years old averaging 2.8 years with a company. The older the individual the more likely they will be around longer with those 55-64 years old averaging 10.1 years. A survey done by [Deloitte in 2016](#) indicated 66 percent of Millennials would consider taking a new job within four years (that's right around the corner).

A recent posting on the [Indeed blog](#) provides six areas you can review to make sure you are doing all you can to keep your high performers. These points apply to any generation – not just Millennials.

No matter what age, you are never too old to learn and learning and development opportunities can go a long way to keeping employees loyal, especially with younger employees. They will see you as an employer that is interested in their development. Additionally, they will look at employer provided learning as a way to move up the ladder into new roles in the company.

### Action Step:

Review the promises you made at hiring and make sure you are keeping them. If you are not keeping your promises you could find your company with one less top notch employee.

