

Navigating Tenure, Turnover and Salary in the U.S.

Navigating the choppy waters of talent acquisition and retention is difficult. By the numbers, here's what you need to know:

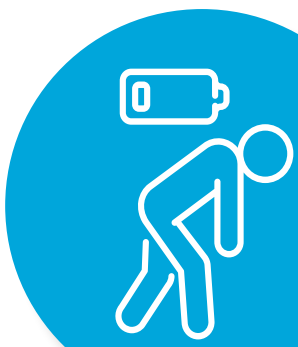
58% of employees plan on exploring job opportunities in the next year,¹

On average, a departing employee costs a company over \$18,500²

But every industry is different, so how does your organization stack up against the competition when it comes to compensation, tenure and turnover? We compiled the records of over 3 million employees from the last 12 months to see where things stand.

	Average Turnover	Average Salary	Average Tenure
Overall	17.12%	\$57,400	6.54 Years
Food Service	25.61%	\$36,301	5 Years
Healthcare	16.47%	\$74,195	5.7 Years
Hospitality	39.74%	\$35,312	4.2 Years
Manufacturing	18.21%	\$39,266	6.5 Years
Retail	11.32%	\$55,827	5.6 Years

Here are the takeaways:



Burnout, which is notable in industries like healthcare and retail, likely plays a role in shorter-than-average tenure rates.



Lower-than-average salaries, which can be seen in food service and hospitality, can influence high turnover rates.



80% of manufacturing employees say they are engaged at work, which can lead to longer stays with their companies.

1. isolved's Voice of the Workforce 2023-2024 Report
2. Gartner's "Use Stay Conversations to Improve Engagement and Retention"

Refine your retention strategy today!

[Access the Report](#)