

No More Talent Flight

Proactive Approaches to Retaining your Employees

Happy Path

Crazy-Simple, Focused, and Affordable Career Pathing for SMBs & Associations



Stop Talent Flight



20%

The cost to replace an employee earning less than \$50,000 annually is about 20 percent of the employee's salary.

—Center for American Progress

Time to stop talent flight

Talent flight has always been a challenge for employers. Yet as older employees retire and millennials rapidly become the largest demographic in the workforce, employers now face talent flight to an extent never previously seen. According to a LinkedIn study, the number of companies employees have worked for in the five years after they graduated has almost doubled over the last two decades.

The U.S. Bureau of Labor Statistics affirms this trend, that suggests the median tenure of employees aged 20 to 24 was shorter than 16 months. And adding to that, a study by the Center for American Progress suggests that the cost to replace an employee earning less than \$50,000 annually is about 20 percent of the employee's salary.

But the impact of this threat to employee retention reaches beyond the expense of hiring and training employees to replace those who leave. Talent flight also creates a work environment that can reduce workplace satisfaction and hinder group cohesion, stifling productivity and encouraging additional flight. This is a pressing issue that affects talent at every level, from entry-level employees to senior management.

Fortunately for employers, there are more options available to combat talent flight than ever before. By taking a proactive approach to effective employee retention and engagement practices, you stand to hire and keep satisfied productive employees who will remain with your organization for years to come.

Hire Right



Find the right fit

It should come as no surprise that the best way to fight talent flight is to first hire employees who are the right fit for your organization. Nothing encourages talent flight more than an environment that is at odds with an employee's personality, interests, goals and education.

It's imperative that employers lay a foundation for long-term employee success during the recruitment process by ensuring that they're using the right methods to assess potential talent.

Ask the right questions

- Does the description for the position accurately reflect the job duties?
- Have we properly identified the right skills needed from an employee that fills the role?
- Have we ensured that the position aligns with the employee's interests?
- Does the prospective employee have the necessary skills for the position?
- Are opportunities for growth within our organization made clear to prospective employees?

These are just a few of the questions that should be answered at the onset of the recruitment process. Talent management consulting can provide a more detailed look at how you can answer these and other questions in a way that will help you hire employees that will be more likely to remain with your organization, saving you time and money.

Be Transparent



Employees from across all age groups polled say that growth opportunity is the most valued attribute for determining if a prospective position is right for them.

—Gallup Report

Transparency drives retention

The Dalai Lama once said, “A lack of transparency results in distrust and a deep sense of insecurity.” While every employee experiences the workplace differently, it is clear that employees today—especially millennials—value transparency. There may not be one ideal level of transparency for every organization, but creating an environment where people have access to meaningful information about the company, their role, and opportunities for growth is a powerful retention strategy.

One of the best ways to build transparency is through open dialogue between employees and employers. When people are invited to share their perspectives, they are more likely to feel valued, engaged, and satisfied in their work. Employees at every level have ideas worth hearing, and organizations benefit when those

ideas are acknowledged. To reinforce that input matters, leaders should provide regular feedback and clearly communicate the value of employee perspectives.

Transparency also means giving employees an honest view of growth opportunities within the organization. According to Gallup, employees across age groups say that opportunities for growth are one of the most important factors in evaluating a role, with millennials placing especially high value on advancement. When people can clearly see what is possible and how to move forward, they are more likely to stay engaged and invested.

Grow and Retain

Career growth drives engagement

Employee engagement has been a major focus for organizations for years, yet it remains a challenge. Many employees—especially millennials—feel disengaged at work and are open to leaving if a better opportunity comes along. For employers, that means engagement and retention are closely tied.

The good news is that engagement can be strengthened when employees feel supported in their growth. Regular feedback plays an important role, especially when it is constructive, actionable, and focused on helping people move forward in their careers. Employees are not just looking for praise—they want guidance that helps them build skills, prepare for next steps, and see a future within the organization.

Compensation matters, but it is rarely the only driver of engagement. Employees are more likely to stay invested when they work in a culture that supports development, encourages growth, and makes internal opportunities visible. When organizations invest in career growth, they create a more motivating experience for employees and improve their chances of keeping great people.

Tools like Happy Path can help make that growth more tangible by giving employees a clearer view of roles, pathways, skills, and next steps. By helping people explore internal opportunities and take action on their development, organizations can turn career growth into a stronger driver of engagement and retention.



TALENT FLIGHT BY THE NUMBERS

16
MONTHS

The median turnover of employees aged 20 to 24 was shorter than 16 months.

— Source: U.S. Bureau of Labor Statistics

28 percent of employees have considered leaving their employer and moving to a competitor in the last 12 months.

28%

— Mercer

1 IN **3**

One in three workers will change jobs in the next 6 months.

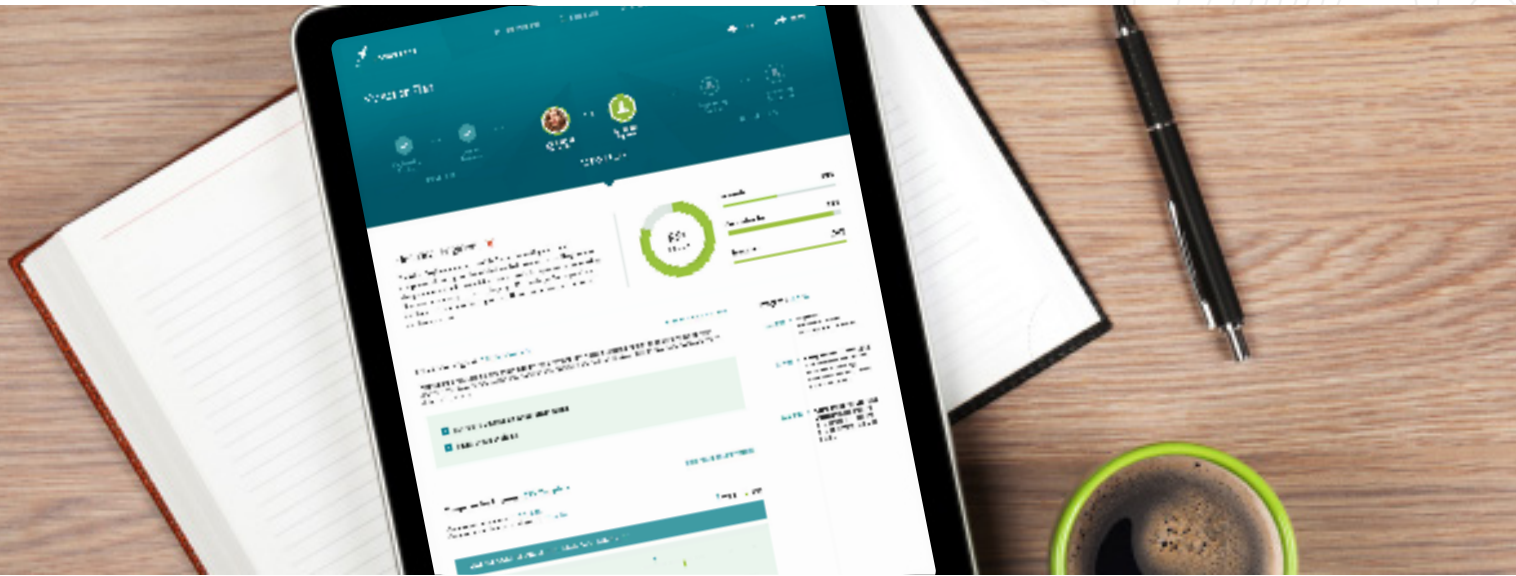
— Source: Saba Software

The cost to replace an employee earning less than \$50,000 annually is about 20 percent of the employees' salary.

20%

— Center for American Progress

Keep your Best People



Give employees the tools to own their careers

The growing complexity of today's workplace has changed career paths as we once knew them. What used to feel more linear now includes far more options, transitions, and opportunities for growth. With new roles, evolving skills, and expanding learning paths, employees and members need clearer ways to understand what is possible and how to move forward.

Career pathing software like Happy Path gives people a clearer view of advancement and development opportunities. Through personalized pathways, role exploration, self-assessments, and action plans, users can better understand realistic next steps and what it takes to reach their goals. That visibility helps employees and members feel more confident about their future and better prepared for growth-focused conversations with managers, mentors, or association leaders.

Organizations benefit as well. Happy Path gives HR teams, managers, and association leaders better

visibility into skills, interests, education, and growth areas—insights that can support employee development, workforce planning, and stronger member value. It also helps create a more engaged experience for the people you serve.

Keep Your Best People

Today's employees want more transparency, more growth opportunities, and more ownership over their development. They want to see what is possible, understand how to grow, and feel empowered to take action.

The good news is that organizations do not need to overhaul everything to meet those expectations. Happy Path helps corporations and associations create a clearer, more interactive career development experience—one that supports internal mobility, learning, retention, and long-term growth without unnecessary complexity.

Happy Path

Let's partner to build a workforce that grows with you

Happy Path was built for this exact moment: when your team wants engagement and retention—but doesn't have time for a massive transformation.

Simply put, Happy Path helps employees and association members explore roles, discover well-aligned paths, self-assess against a competency model, and turn skill gaps into clear next steps.

It makes career growth visible, usable, and easy to sustain—without enterprise bloat or a heavy lift to maintain.

Want to see what career clarity could look like in 2026?

Let's set up a quick Happy Path demo and talk about your goals.

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