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2007 Turnover Rates by Industry

As part of the [2007 edition of its Compensation Data Survey](#), [CompData Surveys](#) publishes voluntary turnover rates by industry, an excerpt from which is shared below. The average turnover rate across all industries is 12.3%, but the rates range widely from a low of 6.5% in Utilities to a high of 21.3% in the Hospitality industry.

2007 Voluntary Turnover Rates by Industry

- Hospitality: 21.3%
- Healthcare: 15.5%
- Real Estate/Construction: 15.4%
- Distribution/Warehouse: 15.3%
- Other*: 15.1%
- Services: 14.7%
- Not-For-Profit: 13.7%
- Financial Services: 13.3%
- Technology: 10.6%
- Manufacturing: 10.2%
- Utilities: 6.5%

*Other includes organizations not otherwise classified, including retail, landscaping, newspaper and other organizations involving communications/media.

Posted by Ann Bares on February 19, 2008 at 12:40 PM | [Permalink](#)

Technorati Tags: [turnover rates](#)


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Comments

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Ann,

Very interesting turnover statistics. I'm trying to figure out why the turnover is so low in the "deadend" industries like manufacturing and utilities.

Thanks for calling this to our attention. Another reason why reading your blog is so worthwhile.

Frank

Posted by: Frank Giancola | [February 19, 2008 at 07:10 PM](#)

Frank:

Good question - I found myself asking similiar ones as I looked at the statistics.

It may be that some of the older more established industries (though not all manufacturing and utility employers can be characterized this way) have a more steady, stable population working for them. I have worked for clients in these industries where average tenure is 7-8 years or more, and there are a lot of 20+ year veterans. But that's only anecdotal evidence.

Thanks for your comment!

Posted by: [Ann Bares](#) | [February 20, 2008 at 09:12 AM](#)

Frank - Industries with strong unions often have low turnover. In a union environment seniority is everything. People end up with golden handcuffs at a certain point.

Posted by: [Corey Feldman](#) | [February 26, 2008 at 01:49 PM](#)

what is the turnover rate in higher education?

Posted by: [David Voros](#) | [November 24, 2008 at 11:40 AM](#)

David:

Higher education was not one of the cuts provided by CompData. You could follow-up with them directly (via the link above) to ask if they have this information. Or, you might want to check with CUPA (College & University Personnal Association) (www.cupa.org) to see if they track these statistics.

Good luck!

Posted by: [Ann Bares](#) | [November 24, 2008 at 11:56 AM](#)

In which country this survey was carried out? Or it is a general statistic? Thanks.

Posted by: [ONEiL](#) | [November 28, 2008 at 03:02 AM](#)

ONEiL:

Based on my understanding of CompData's business and market, I would assume that it is data that represents either the U.S. or North America (U.S. and Canada). You can click through to their site above to learn more.

Posted by: [Ann Bares](#) | [November 28, 2008 at 08:01 AM](#)

I am attempting to find the % of turnover would be considered healthy in the healthcare industry. Any ideas?

Posted by: [Cynthia Oakes](#) | [February 08, 2009 at 08:09 AM](#)

Cynthia:

Compensation Resources (www.compensationresources.com) publishes a relatively inexpensive turnover survey (\$1,000), Watson Wyatt (www.wwds.com) publishes an annual survey on workforce efficiency that includes turnover statistics and includes a health care "cut" of data.

Perhaps one or the other will fit your needs! Good luck!

Posted by: [Ann Bares](#) | [February 08, 2009 at 11:06 AM](#)

I did the math, and the average is 13.78.

Posted by: [Joseph](#) | [March 04, 2009 at 11:41 PM](#)

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