

## Table of averages - 20 year DOL BLS study on retention for US workers by age group

	Typical PT EE Group																				AVG	AVG	AVG	20 Year	20 Year	20 Year																			
	Age	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	20 Yr	10 Yr	5 Yr	Min. Wage Increase	LOS Increase	College Bound LOS Increase																	
AVG LOS	16-17	0.7	0.65	0.6	0.6	0.6	0.65	0.7	0.7	0.7	0.65	0.6	0.65	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.65	0.6	7.971	8.073	8.04																				
Min. Wage		\$4.75	\$5.15																							100.00%	-5.10%	232.00%																	
AVG LOS	18-19	0.7	0.65	0.7	0.7	0.7	0.75	0.8	0.8	0.8	0.75	0.7	0.75	0.8	0.9	1	0.9	0.8	0.8	0.8	0.8	0.8	9.371	9.873	9.6																				
Min. Wage		\$4.75	\$5.15																							100.00%	11.56%	232.00%																	
AVG LOS	20-24	1.2	1.15	1.1	1.1	1.1	1.15	1.2	1.25	1.3	1.3	1.3	1.3	1.4	1.5	1.4	1.3	1.3	1.3	1.3	1.3	1.3	15.17	16.04	15.6																				
Min. Wage		\$4.75	\$5.15																							100.00%	5.36%	232.00%																	
Totals		16 to 24 Year Old Employee - Avg. LOS																				10.84	11.33	11.08			3.94%	AVG - 16 - 24																	
AVG LOS	Typical FT EE / Managers - Group																				25-34	2.8	2.75	2.7	2.65	2.6	2.65	2.7	2.8	2.9	2.9	2.9	2.8	2.7	2.9	3.1	3.1	3.2	3.1	3	2.9	2.8			
Min. Wage		\$4.75	\$5.15																								100.00%	1.96%	AVG - 25 - 34																
Totals		25 to 34 Avg. LOS																				34.26	35.45	36																					

16 - 19 Year Olds - % Distribution							Low End	High End
In Specific LOS Groups - By Months							Dollars @	Dollars @
DOL	LOS	CB	Difference	% >	Turns Saved	Turns Saved	\$1,200.00	\$1,200.00
72.90%	12 or <	21.16%	51.74%	70.97%	Low End	High End	Per Position	Per Position
11.90%	13 to 23	78.84%	66.94%	562.52%	0.13	1.00	\$156.00	\$1,200.00
6.90%	24 to 35	57.68%	50.78%	735.93%	1.09	2.05	\$1,308.00	\$2,460.00
7.80%	36 to 47	40.61%	32.81%	420.70%	2.14	3.10	\$2,568.00	\$3,720.00
0.40%	48 to 59	22.18%	21.78%	5446.08%	3.18	4.14	\$3,816.00	\$4,968.00
0.40%	60 to 108	12.97%	12.57%	3142.32%	4.23	8.42	\$5,076.00	\$10,104.00

### What does this graphic tell you?

72% of all the 16 to 19 year olds in the 20 year study period stayed less than 12 months with their employer. Only 21% of the 16 to 19 year olds enrolled in a College Bound Program during that period stayed less than 12 months with their employer.

11.9% of all the 16 to 19 year olds in the 20 year study period stayed with their employer for 1 to 2 years. 79% of the 16 to 19 year olds enrolled in a College Bound Program during that period stayed at least 1 to 2 years with their employer.

6.9% of all the 16 to 19 year olds in the 20 year study period stayed with their employer for 2 to 3 years. 58% of the 16 to 19 year olds enrolled in a College Bound Program during that same period stayed at least 2 to 3 years with their employer.

7.8% of all the 16 to 19 year olds in the 20 year study period stayed with their employer for 3 to 4 years. 41% of the 16 to 19 year olds enrolled in a College Bound Program during that same period stayed at least 3 to 4 years with their employer.

Less than one half of 1% of all the 16 to 19 year olds in the 20 year study period stayed with their employer for 4 to 5 years. 22% of the 16 to 19 year olds enrolled in a College Bound Program during that same period stayed at least 4 to 5 years with their employer. Less than one half of 1% of all the 16 to 19 year olds in the 20 year study period stayed with their employer for 5 to 9 years. 13% of the 16 to 19 year olds enrolled in a College Bound Program during that same period stayed at least 5 to 9 years with their employer.