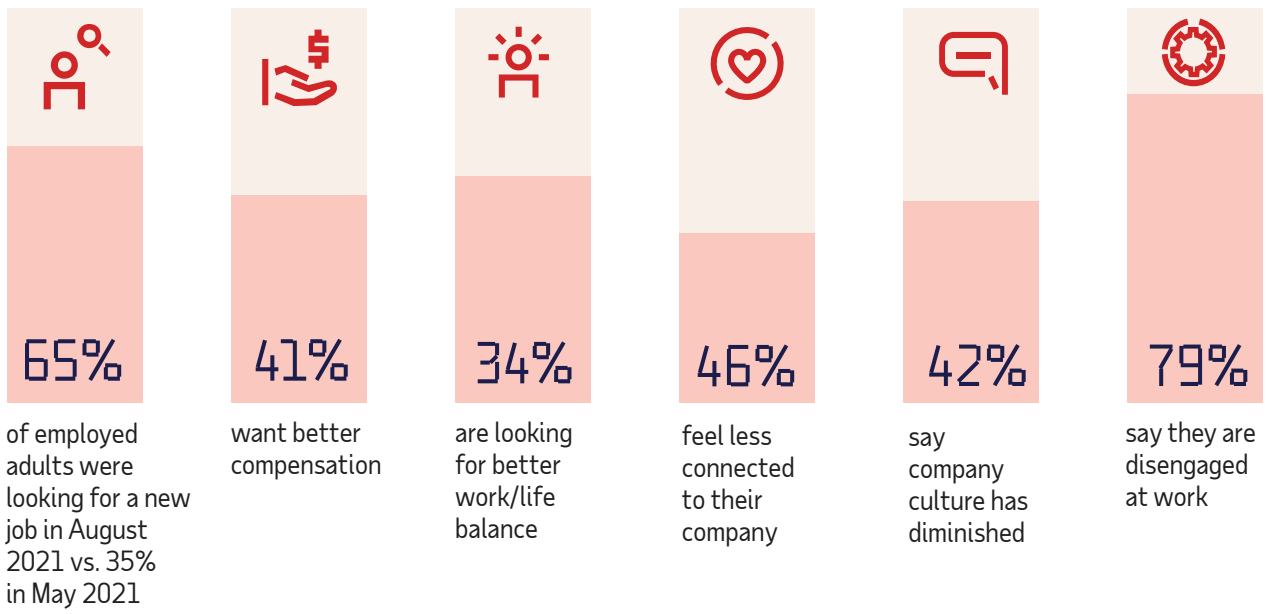


How to Create a "Great Retention"

Your employees had more than a year to reflect on the work they're doing, whether it's truly fulfilling, and what else they might like to do with their careers.

The results?^{1&2}



It might be a promotion. A raise. Burnout. Lack of engagement. Whatever the cause, your people might be looking to leave.

Think that finding and keeping your talent won't be hard? Remember, you're competing with every company who's in the same boat as you are.

The number of available positions climbed to **10.6 million** in December.³



The unemployment rate declined to **3.9%** in December.⁴



The disruption in labor trends makes it hard to engage and retain talent. It also makes identifying, recruiting and hiring new employees even more difficult. Why?



1. PWC US Pulse Survey: Next in Work, 2021 2. Achievers Workforce Institute, February 2021, 3. Labor Department's Job Openings and Labor Turnover Survey, 4. U.S. Bureau of Labor Statistics

Talent strategies for attracting, hiring and onboarding

Retention strategies for engaging, developing and activating

Intelligence in action

Evolving talent pool

With more of the available talent wanting different work options, you need to act now.

How will you quickly find and recruit the best employees?

New way of working

With ongoing shifts in work and workplaces, keeping a pulse on how your workforce is feeling and how you can help is more critical than ever.

How are you collecting and acting on data?

Employee experience

Attractive offers

A renewed focus on work-life balance requires rethinking paid time off, flexibility and other attractive benefits.

How will you set your organization apart?

Virtual onboarding

In today's full or partially remote work environment, it's harder than ever to position new employees for success on day one.

How will you help them start strong?

Dynamic environments

Career development

Investing in career planning and growth is important for most future-thinking employees.

How are you planning for their long-term success?

Hybrid teams

Keeping teams connected and focused is critical to increasing productivity.

How are you supporting your teams and their new structures?

Thousands of employers have turned to ADP to help with all aspects of their talent acquisition and management needs. Easily see and manage your entire workforce from a single dashboard driven off a single database — so the right information is always where you want it, when you need it. With ADP you can:



Find and recruit top talent by quickly finding the best candidates.

Product solutions: ADP Recruiting Management, ADP Recruitment Process Outsourcing and ADP AIRS®.



Hire and onboard quickly with tools to help increase efficiency and compliance.

Products solutions: ADP Screening and Selection Services, ADP el-9 and E-Verify, and ADP Onboarding.



Develop and reward so they succeed now and in the future.

Product solutions: ADP Learning Management, ADP Compensation, Coaching and Workshops from StandOut®, Powered by ADP.



Drive engagement while keeping teams visible, connected, and focused.

Product solutions: Employee Engagement and Team Performance from StandOut®, Powered by ADP.



Partnering with ADP gives you confidence to be prepared for every step of the talent journey. Plus, with Human Capital Management (HCM) always available, know that your core functions are taken care of according to best practices regardless of the situation.

Visit [ADP.com/Talent](https://www.adp.com/Talent) for more.