

The Great Return is a return to family

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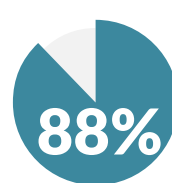
Who is leaving the U.S. workforce?



FOUR MILLION AMERICANS



quit their jobs in July 2021 alone, which resulted in a record-breaking 10.9 million open jobs.¹



of executives said their company is experiencing **HIGHER TURNOVER THAN NORMAL.**²

The majority of employees who left the workforce in 2021 were **BETWEEN THE AGES OF THIRTY AND FORTY-FIVE.**³

Industries that have experienced increased demands due to the pandemic, like healthcare and tech, have seen **EMPLOYEE BURNOUT SKYROCKET.**⁴



2

Why are employees leaving their jobs?

The number one reason for employee job dissatisfaction was **A FEELING THAT THEIR EMPLOYERS DON'T CARE ABOUT THEM**⁵



Top three drivers of employee retention among Gen Z and Millennials⁵

1

EMPATHY-DRIVEN POLICIES



2

EMPLOYEE WELLBEING



3

WORK-LIFE BALANCE



3

How can employers reduce turnover?

MORE THAN 50 PERCENT OF GEN Z AND TWO-THIRDS OF MILLENNIALS

want to see an increase in mental health and wellness support⁵ Yet...

Only 25% of U.S. employers have adopted a wellbeing strategy⁶



CAREGIVING DEMANDS were the top driver of employee stress⁷ Yet...

Only 20% of organizations have even asked their employees what they need most from caregiver support benefits.⁸



About Torchlight, a LifeSpeak company

At Torchlight, a LifeSpeak company, we believe that caring is everyone's business, and caring is good business. We are the only comprehensive caregiver support platform for employers, health plans, and other member organizations both digitally and through one-on-one advising and concierge services. Unlike traditional call centers and coaching models, Torchlight eliminates the 'middleman' by providing caregivers with direct access to top specialists and expertise in a scalable, cost-effective way. In addition to our commitment to family caregivers, our data-driven approach provides workforce insights to human resource leaders and C-level executives that uncover employee needs and enhance performance outcomes. No matter the age, diagnoses, or obstacles ahead, Torchlight helps resolve the everyday, modern challenges of caregiving before they turn into a crisis. For more information, visit www.torchlight.care.

¹ <https://www.bls.gov/news.release/jolts.nr0.htm>

² [https://en.wikipedia.org/wiki/Turnover_\(employment\)](https://en.wikipedia.org/wiki/Turnover_(employment))

³ <https://hbr.org/2021/09/who-is-driving-the-great-resignation>

⁴ <https://www.visier.com/blog/trends/trends-in-employee-resignation-rates-watch-out-for-summer-2021/>

⁵ <https://www.benefitnews.com/news/workplace-trends-2022-according-to-linkedin>

⁶ <https://www.benefitcanada.com/benefits/health-wellness/survey-finds-only-25-of-u-s-employers-have-adopted-well-being-strategy>

⁷ <https://www.globenewswire.com/fr/news-release/2021/02/25/2182623/0/en/Few-employers-say-their-current-wellbeing-and-caregiving-programs-effectively-support-employees.html>

⁸ <https://www.bcg.com/publications/2021/working-caregivers-in-crisis-need-company-support>