

Recruiting and retaining staff emerged as a top priority in the EdCan Network’s 2024 workplace wellbeing survey. Use these research insights to build a comprehensive strategy to attract and retain staff.

Retaining staff includes:

- Reducing excessive absenteeism
- Supporting employees to remain at work
- Supporting employees to return to work after a long-term absence

Wellbeing in the workplace is a retention booster and talent magnet

Millennials and Generation Z rank “the organization cares about employee’s wellbeing” as the number 1 thing they look for in an employer. It is a top three consideration among employees of all ages.¹

81% of employees indicate that employer support for mental health is an important consideration in their job search.²

When employees are thriving, they are **32%** less likely to be watching for or actively seeking another job.¹

More than half of respondents working for organizations that are health and safety leaders would be reluctant to leave even if they were offered more money elsewhere.³

63% of employees identify mental health related to stress as a major emerging health and safety concern.³



Psychosocial hazards need to be addressed in the same way as physical hazards - by putting controls in place to reduce or eliminate the hazard.

The character of the workplace is enormously important in determining who enters teaching and who stays.



A **sense of belonging** in the workplace is linked with a:⁴

- **56%** increase in job performance
- **50%** drop in turnover risk
- **75%** reduction in sick days



Meaningful work is by far the top reason that motivates teachers to stay in their roles. Other motivating factors include supportive colleagues, manageable workloads, and being able to live comfortably on their salary.⁵



Teachers want to **support students effectively**. Teachers would trade a 10% increase in salary for student supports such as a full-time nurse, counsellor, and special education staff in their schools.⁶

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1. Morgan. (2021) [Employees want wellbeing from their job and they will leave to find it](#). Gallup.
2. American Psychological Association. (2022) [Workers appreciate and seek mental health support in the workplace](#).
3. Workplace Safety and Prevention Services. (2023). [New survey shows safety is critical in attracting and retaining top talent](#).
4. Carr, Reece, Kellerman, Robichaux. (2019) [The Value of Belonging at Work](#). Harvard Business Review.
5. Bryant, Ram, Scott, Williams. (2023). [K-12 teachers are quitting. What would make them stay?](#) McKinsey.
6. Lovison & Mo. (2022). [Investing in the Teacher Workforce: Experimental Evidence on Teachers' Preferences](#). EdWorkingPaper.