

Increasing the 'Want-to-Stay Horizon' across your workforce means increased employee engagement in the here-and-now, plus better cost-benefit outcomes from your total workforce investment.

An employee's Want-to-Stay Horizon is the number of years that they currently intend to stay working in their organisation.

BPA sees that:

1. As a permanent employee's Want-to-Stay Horizon shrinks, so too does their current level of engagement.  
Dropping from '10+ years' to 'Less than 1 year' sees their engagement cut in half.

**This is NOT a slope that you want too many of your permanent employees on.**

Plus, there is a double whammy!

2. As their Want-to-Stay Horizon shrinks, so too does the benefit you get from your investment in recruiting, training and developing them.

