

At a Glance | March 2, 2023

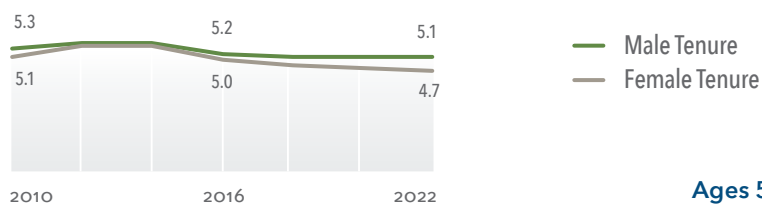
Employee Tenure Remains Steady – a Deeper Look Reveals Trends

ON THE JOB

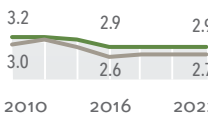
The median tenure of employees ages 25 and up has stayed at approximately five years. The median male tenure has remained just above that of females going back to 2010.

Median Tenure by Gender and Age
2010–2022

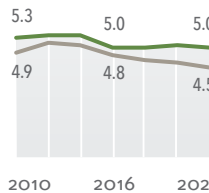
Median Employee Tenure (Ages 25 and Up)



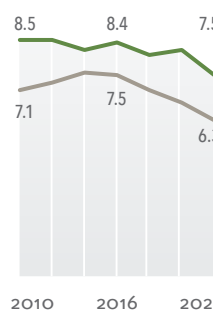
Ages 25-34



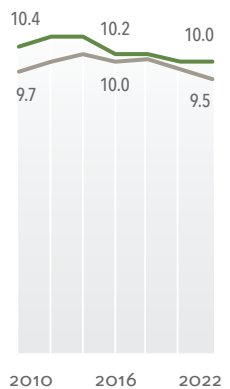
Ages 35-44



Ages 45-54



Ages 55-64



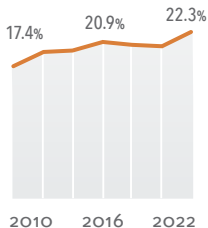
CHANGE IN DISTRIBUTION

The tenure distribution of employees ages 20 or older was relatively stable, with the biggest change occurring among workers with one year or less of tenure.

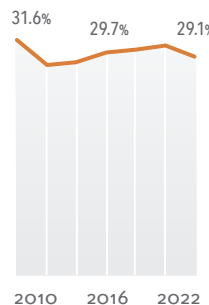
At the same time, the percentage of those with the longest tenures has remained steady. Since the onset of the pandemic, the share with the middle levels of tenure (5–19 years) showed the largest decrease.

Employee Tenure Distribution, Ages 20 or Older
2010–2022

1 Year or Less



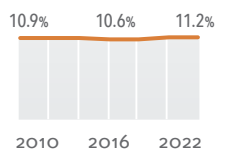
>1-4 Years



5-19 Years



20 or More Years



SOURCES: Copeland, Craig, "Trends in Employee Tenure, 1983–2022," *EBRI Issue Brief*, no. 578 (January 19, 2023).

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