

Employees Want to Learn

Research continues to support that employees of all ages see the opportunity for professional development as important to their job satisfaction and loyalty to their organization.

59%

of **co-op employees** say that professional development contributes significantly to their **job satisfaction**. (NRECA)



87%

of **Millennials** say professional development or career growth opportunities are very important. (Gallup)

Millennials Are the Future

More than 68% of electric co-op hires in the last year were born after 1980.

42%

of organizations offer **cross-training** to develop skills not directly related to employees' current jobs. (SHRM)



Total cost of replacing an employee is estimated to be between

90% to 200%

of his/her annual salary. (SHRM)



89%

of **co-op employees** say opportunities to participate in **education and training** are "very important." (NRECA)

