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NIRS Research: Workforce Research and Data Examples

FPPTA Trustee Leadership Council

April 13, 2026



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Are Younger Generations Behaving Differently?

What the Data Really Shows about Changes in Behavior



Median Tenure by Age Group

Median Years of Tenure in Job between 1983 through 2024.

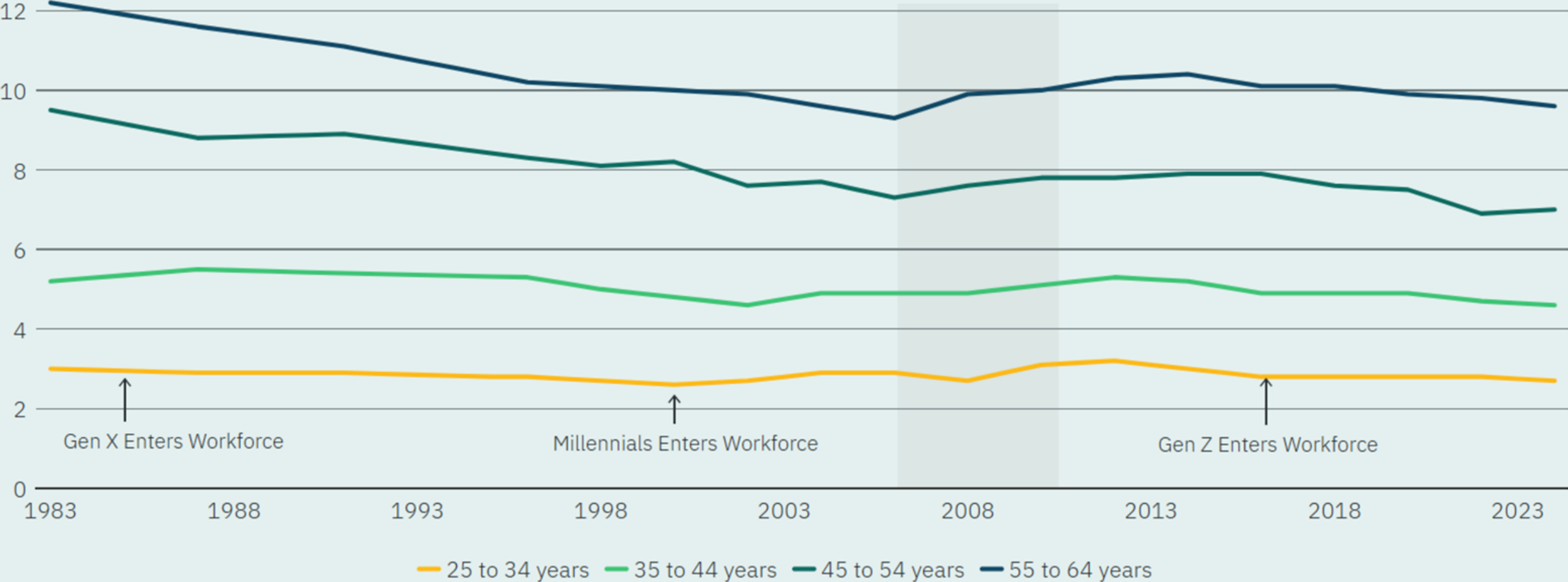


Chart: NIRS • Source: [Bureau of Labor Statistics \(BLS\)](#)

Source: [Debunking the Job-Hopping Myth](#)

More People Quit During Hot Job Markets

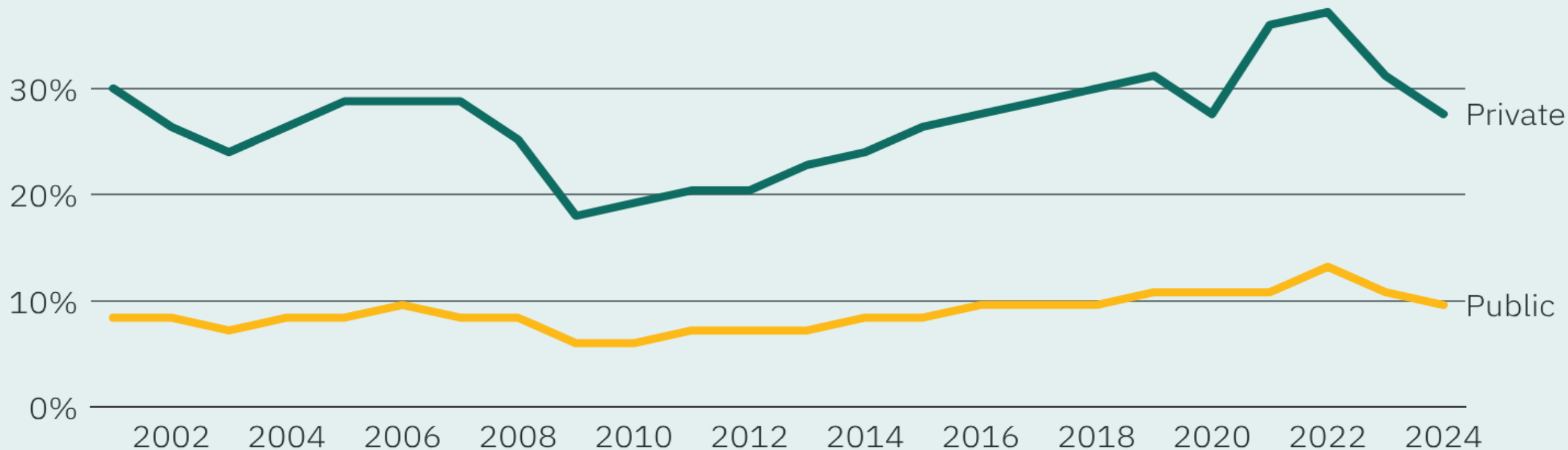
Figure 2: Annual Quit Rate vs Employment Rate Among All U.S. Workers



Source: U.S. Bureau of Labor Statistics. Job Openings and Labor Turnover Survey

Annual Quit Rates: Public versus Private Workers

Percent of private and public workers who voluntarily leave their job each year, from 2001 to 2024



Source: NIRS



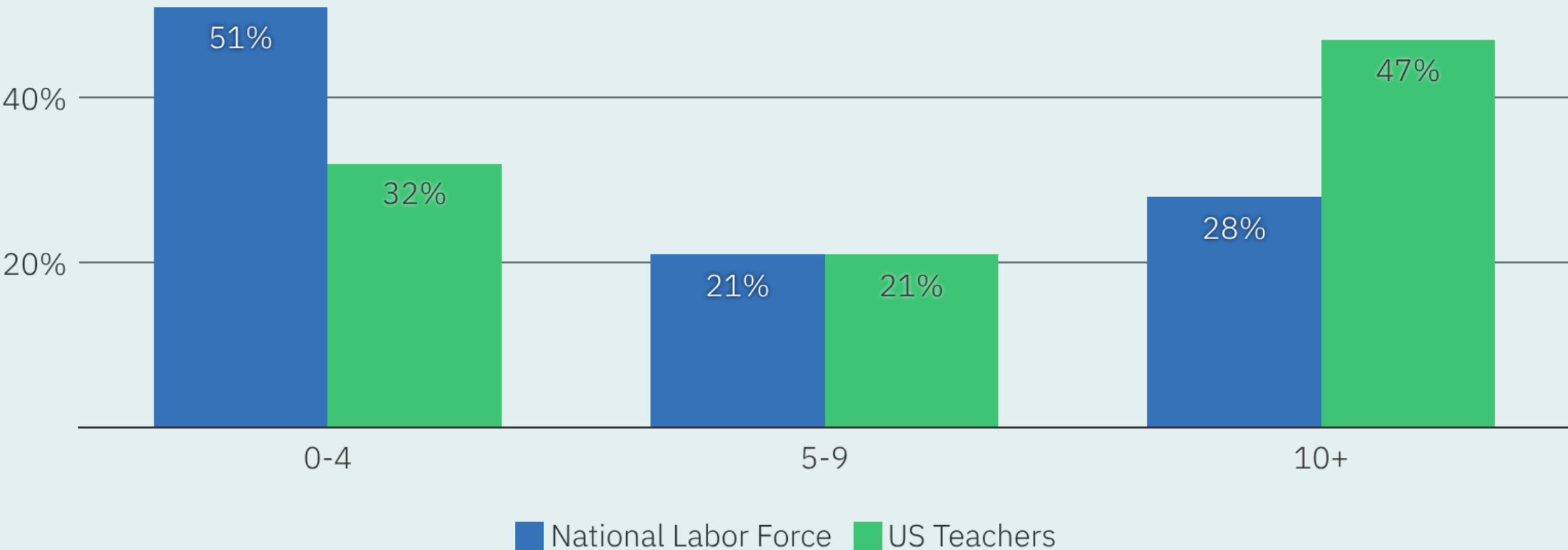
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Retention and Workforce Observations

A Look at Public Sector Retention

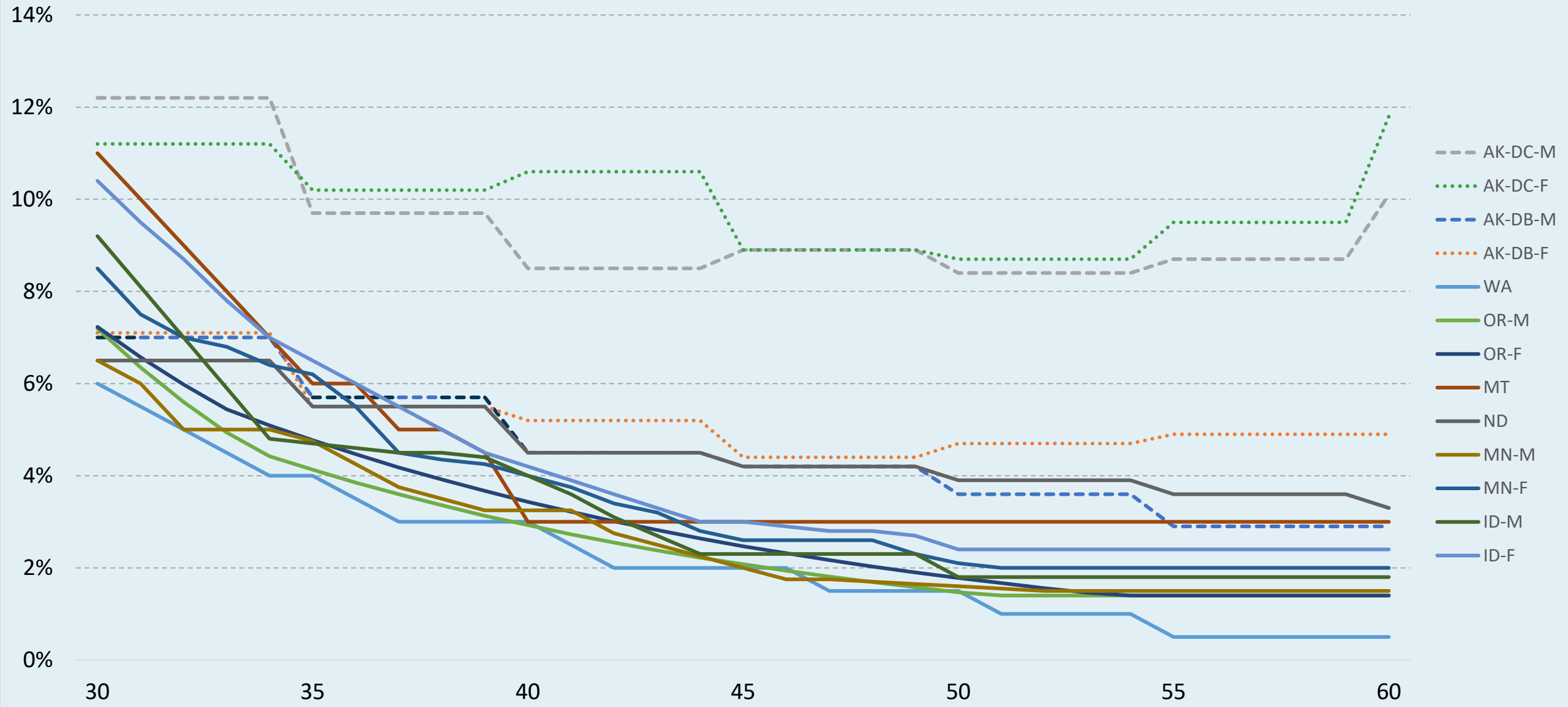


Workforce Tenure: US Workers vs. Educators

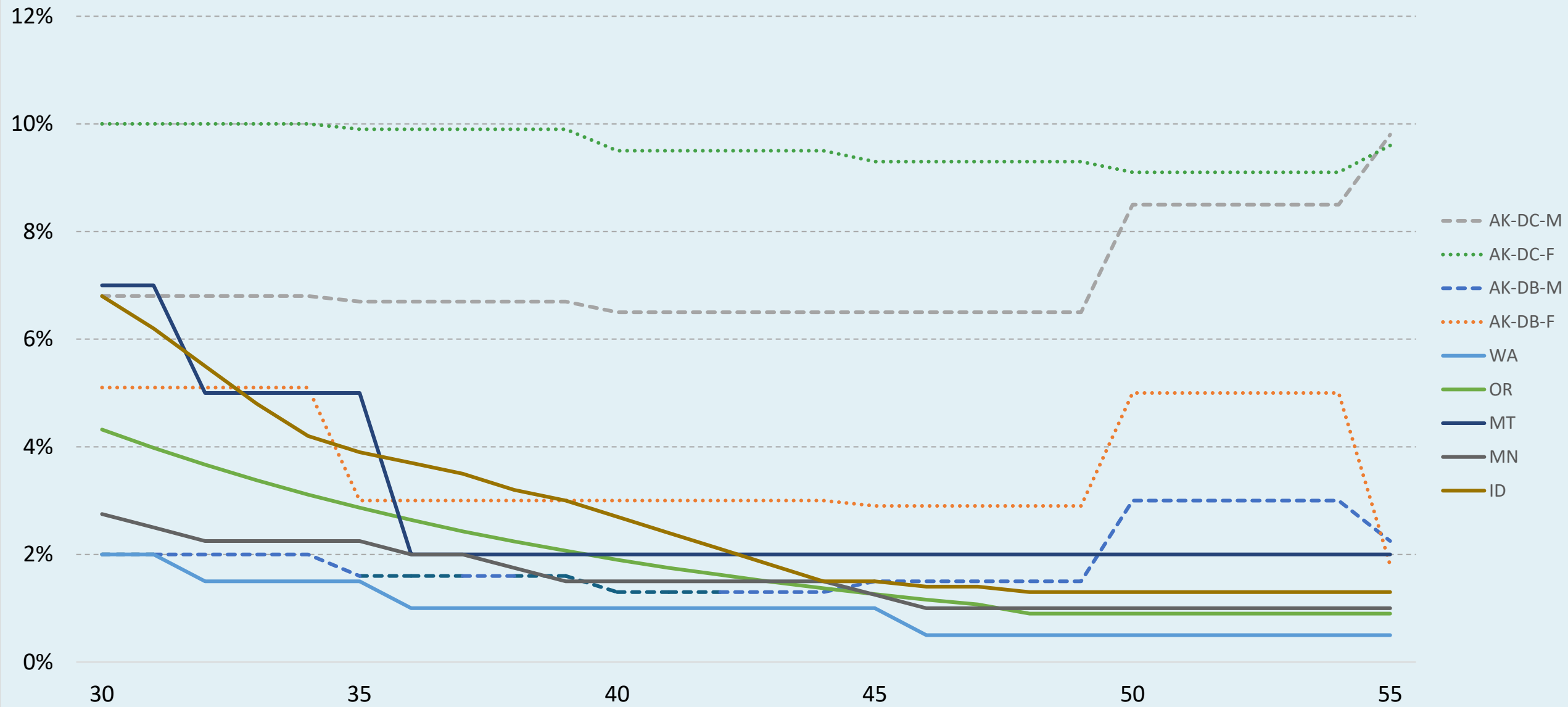


Source: NIRS: US Educators / EBRI: US Workforce <https://www.ebri.org/content/trends-in-employee-tenure--1983-2024>

General Employees Turnover Rates: After 5 Years

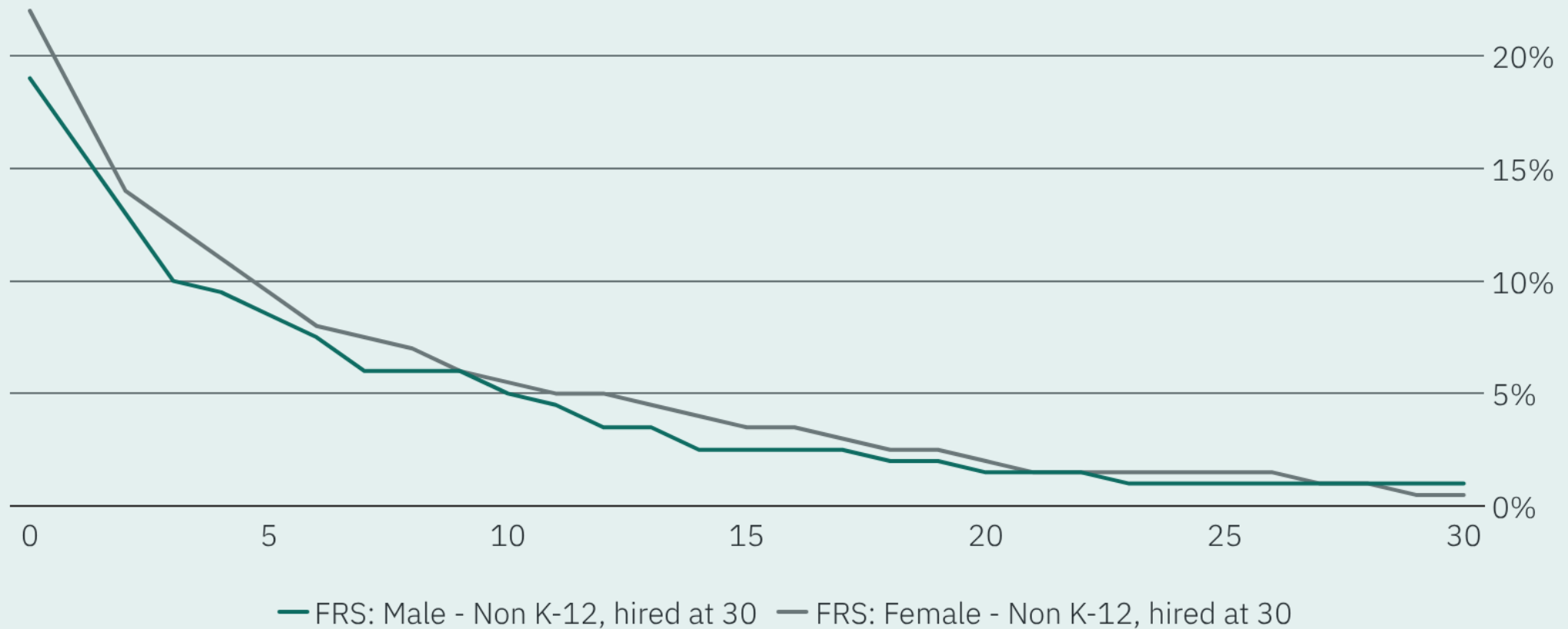


Public Safety Turnover Rates: After 5 Years



FRS Turnover: Regular, Not K-12 Class

Most of the difference occurs in the first 5 years, as retention becomes strong in both states after workers reach 5-8 years of service.

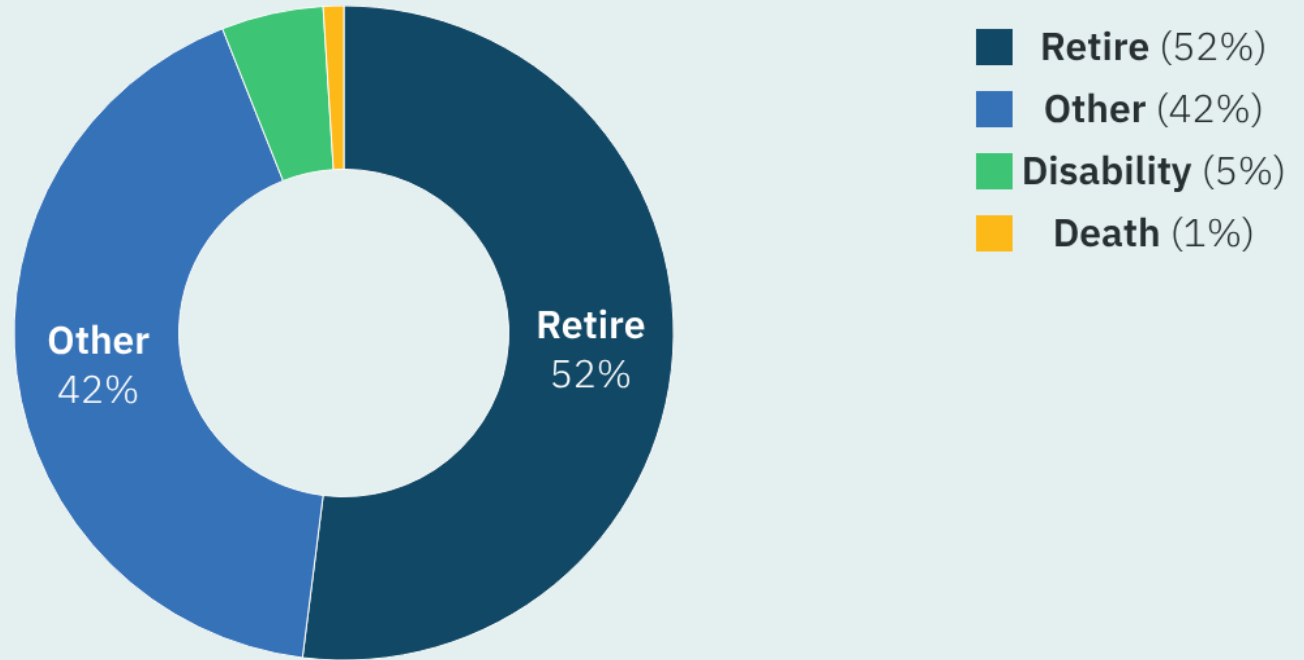


Source: FRS ACFR 2024

Most Public Safety Hires Will Work a Full Career

New Hires in Public Safety Plans: Projected Reason for Leaving Employment

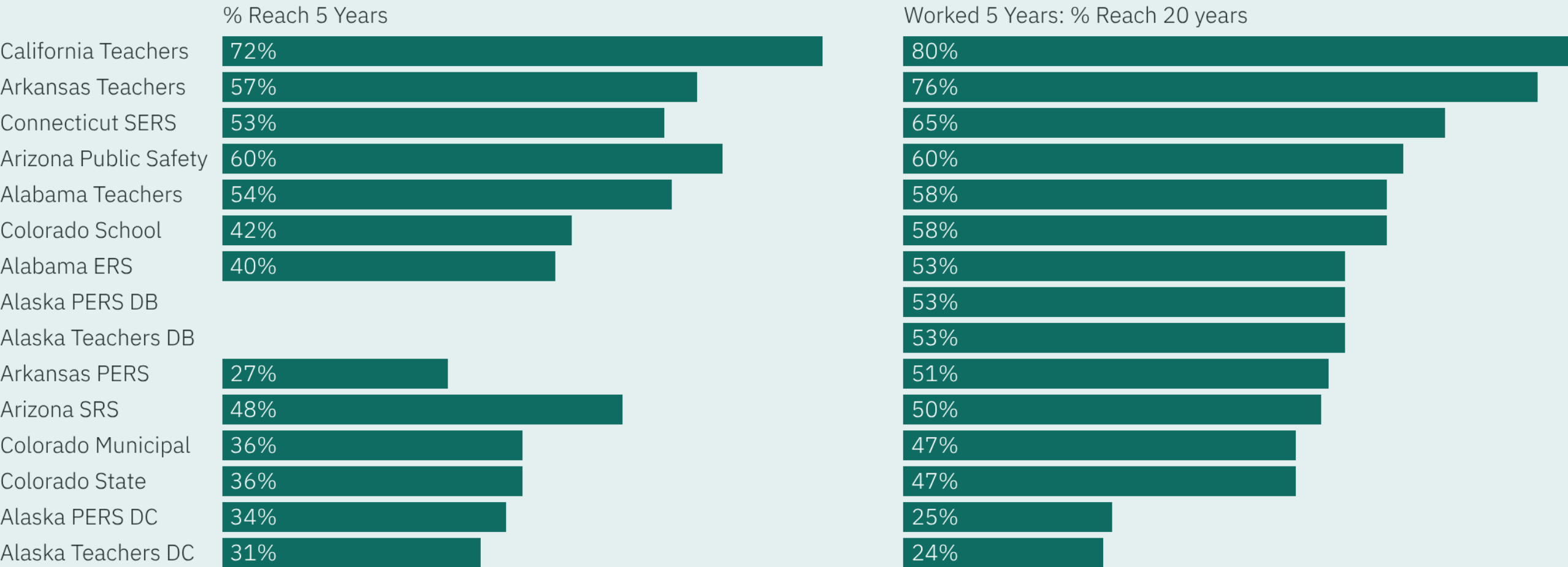
Based on past experience, we expect over half of newly hired public safety workers to stay until retirement.



Source: NIRS

Retention Expectations for Someone Hired at 35

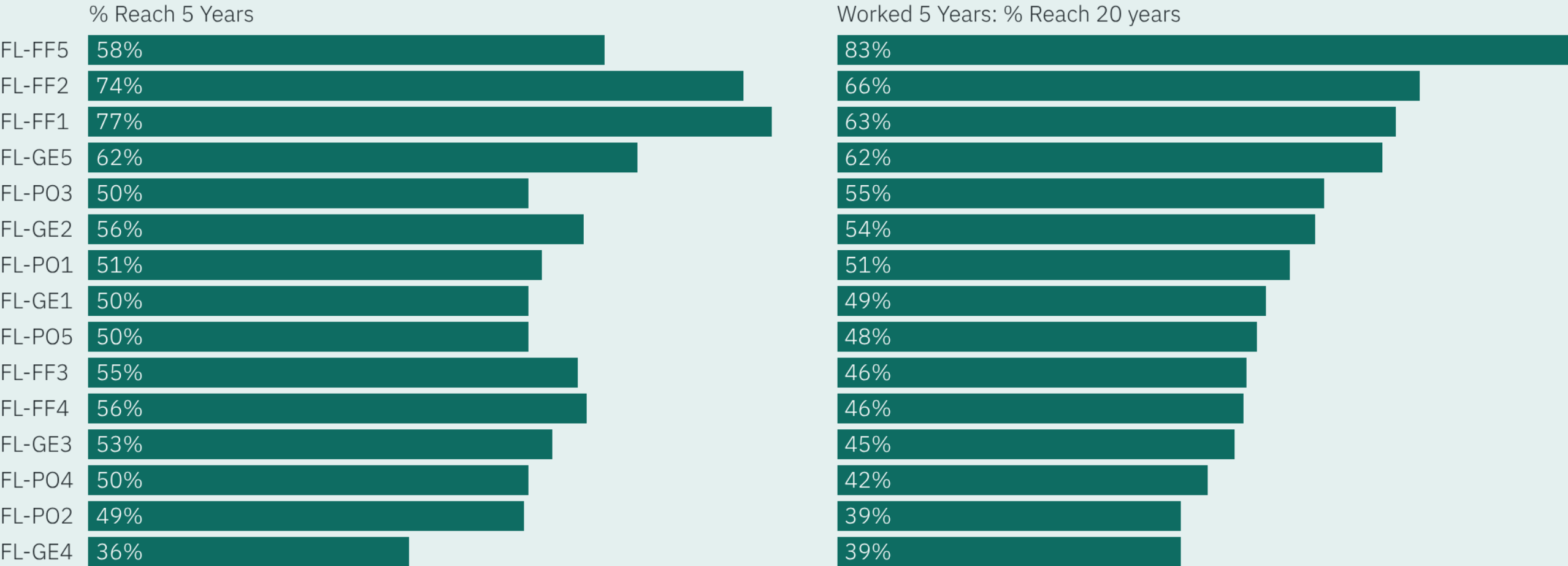
Service projections based on Plan assumptions. Higher turnover is common in first 5 years. Retention improves in public sector after 5 years.



Note: 5 years is used for vesting to standardize these figures, though actual vesting rules vary by plan.

Retention Expectations for Florida Plans

Service projections based on Plan assumptions. Higher turnover is common in first 5 years. Retention improves in public sector after 5 years.

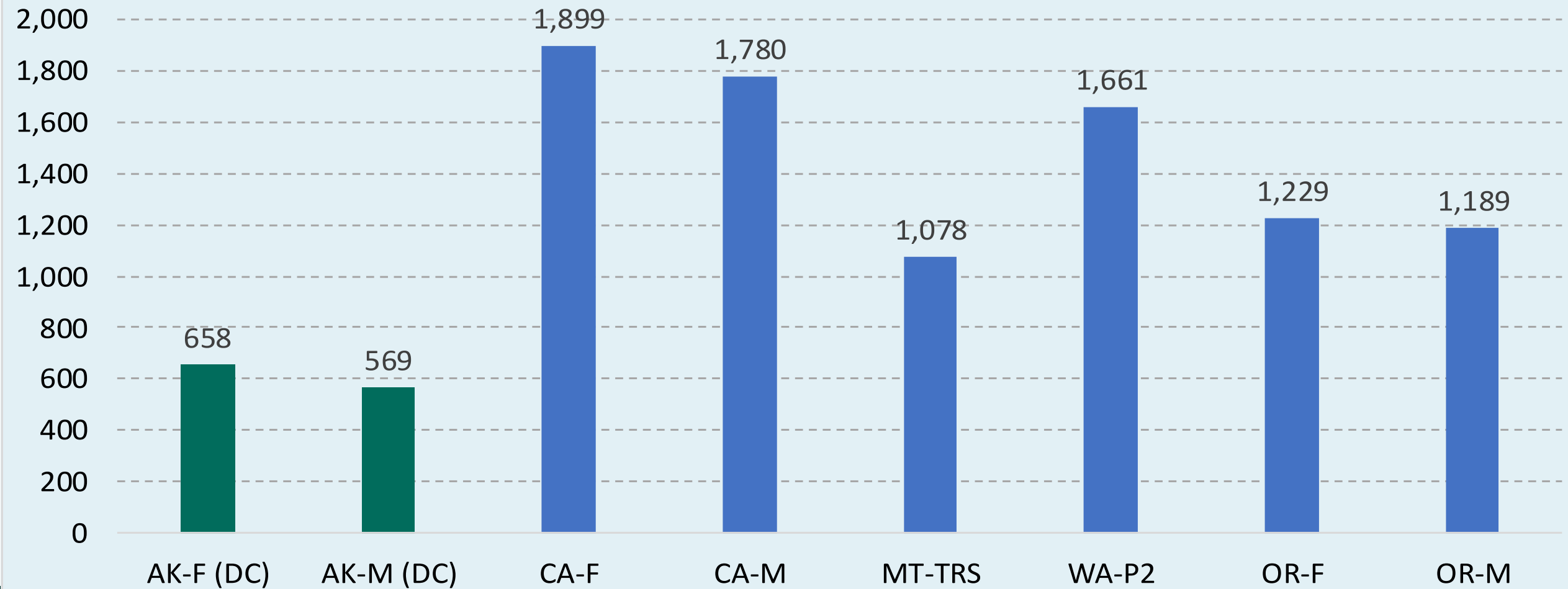


Note: 5 years is used for vesting to standardize these figures, though actual vesting rules vary by plan.

High Turnover Invites Even More Turnover

- When you are losing a lot of employees, a higher share of your workforce is new (i.e. first 5 years).
- Newly hired workers are almost always more likely to quit.
 - 13-30% quit in early years, as opposed to $\approx 9\%$ afterward
 - Double-Whammy: It is both the share of experienced workers and the retention rates that drive turnover and impact services.
- Hiring managers need to be less selective.

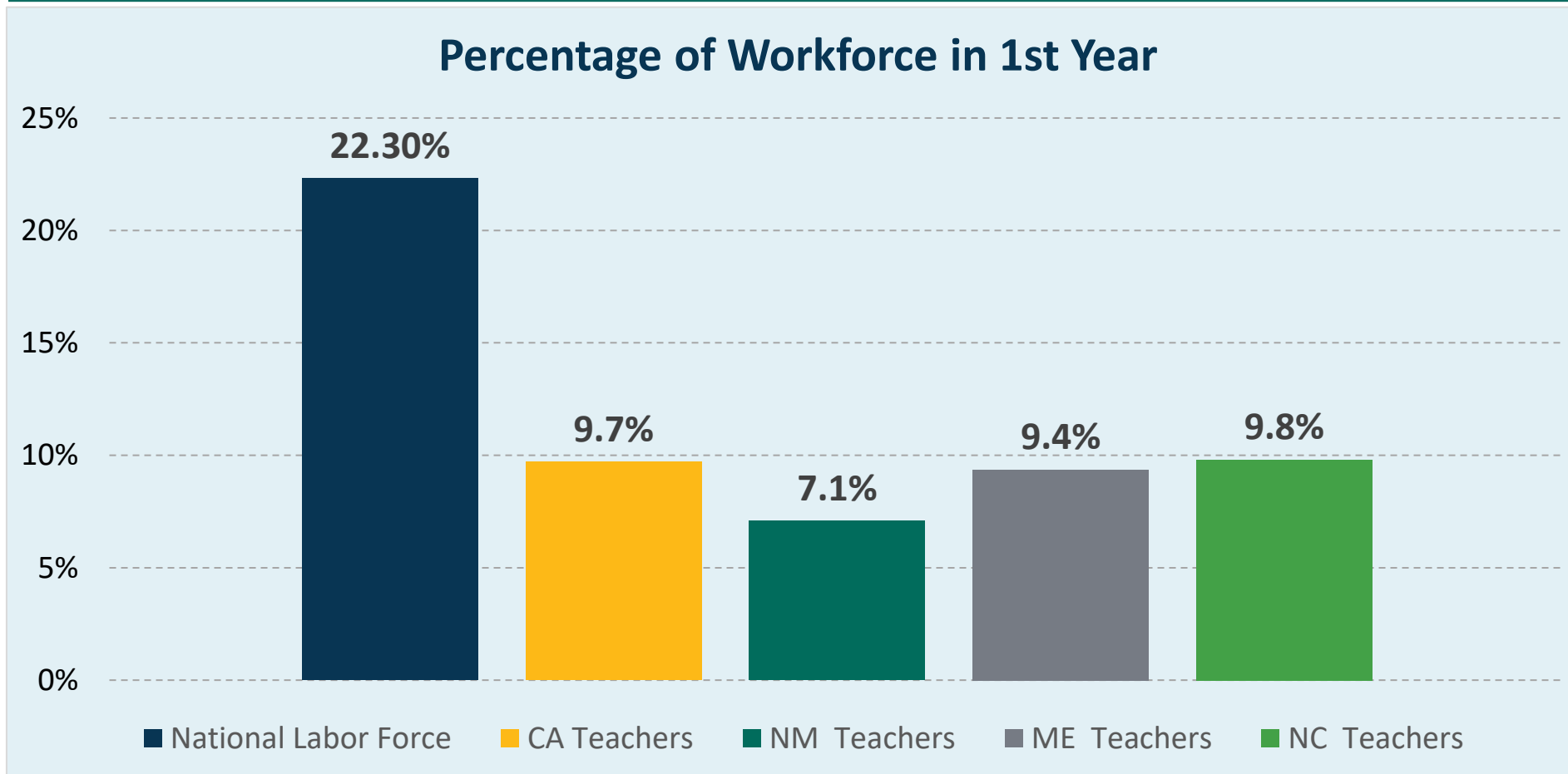
Cumulative Years Taught: 100 newly hired, 25 -year Old Teachers Over 30 Years (Select and Ultimate Periods)



Projected Service in Alaska: DB Vs DC Plans (Per 100 workers)

	Teacher Female	Teacher Male	Safety Male	Safety Female	General EE's Male	General EE's Female
DB Plan	1,792	1,914	2,048	1,636	1,377	1,352
DC Plan	<u>1,093</u>	<u>935</u>	<u>1,225</u>	<u>942</u>	<u>902</u>	<u>895</u>
Number of Extra Years of Service	699	979	823	694	475	457
% More Years of Service	64%	104%	67%	74%	52%	51%

Turnover Shapes a Workforce



Source: EBRI, Trends in Employee Tenure, 1983–2024;

www.ebri.org/docs/default-source/ebri-issue-brief/ebri_ib_632_tenure-27mar25.pdf?sfvrsn=e0f4042f_2

How Does Your Plan Stack-Up?

- Simple to produce these estimates:
 - % reaching 5 years
 - % reaching 20
 - % working from 5-20
 - Projected service from a new hire
 - Projected service from a newly vested worker
- Impact on hiring:
 - Can compare % of workers in 1st year to national data, as proxy for hiring needs



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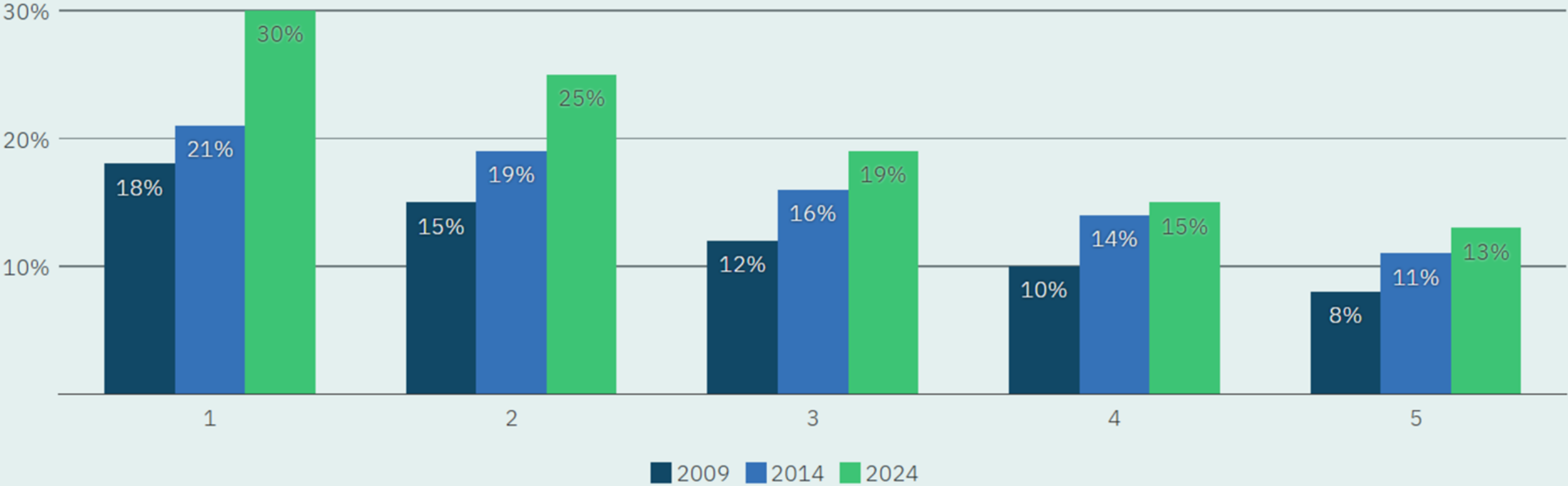
Additional Observations From Alaska

Turnover Changed Incrementally & Efforts to Return to DB



Change in AK Teacher Turnover from 2009-2024: Percent Quitting During First Five Years

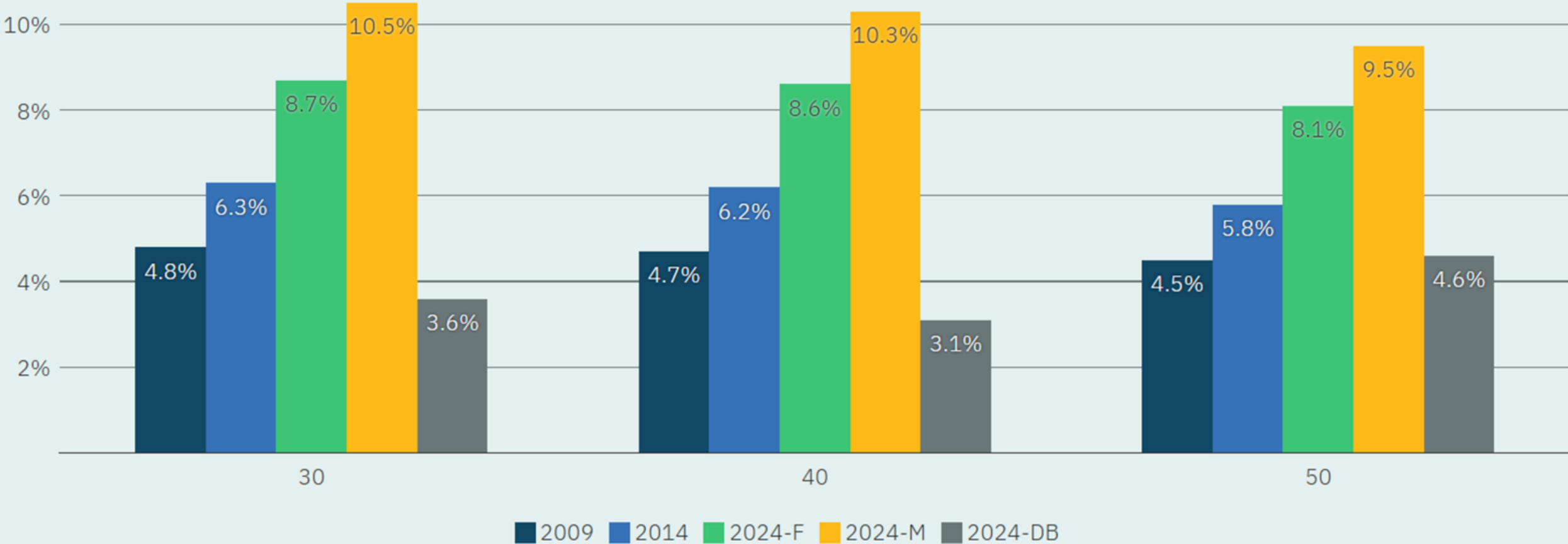
Even small differences repeated year-over-year add up. Under 2009 assumptions, 51% of new hires reach 5 years of service. Under current assumptions, it's 32%.



[Download image](#)

AK Teacher Turnover: 2009-2024, Ultimate Assumptions

Even small differences repeated year-over-year add up. DB retention remains around 96%, versus 91% in the newer DC tiers. This difference leads to 44 teachers working another 20 years in the DB plan, versus 15 in the DC plan.



[Download image](#)

Wide-spread Support for Revised DB Offering

[Home](#) > [34th Legislature\(2025 - 2026\)](#) > [Bill](#) > [Detail](#) > [HB 78](#)

34th Legislature(2025-2026)

BILL HISTORY/ACTION FOR LEGISLATURE

[Next Bill](#)

BILL	HB 78	BILL	CSHB 78(FIN) AM(EFD FLD)
CURRENT STATUS	(S) FIN	VERSION	
STATUS DATE	02/02/2026	SHORT TITLE	RETIREMENT SYSTEMS; DEFINED BENEFIT OPT.
SPONSOR(S)	HOUSE FINANCE		
TITLE	"An Act relating to the public employees' retirement system and the teachers' retirement system; and providing certain employees an opportunity to choose between the defined benefit and defined contribution plans of the public employees' retirement system and the teachers' retirement system."		



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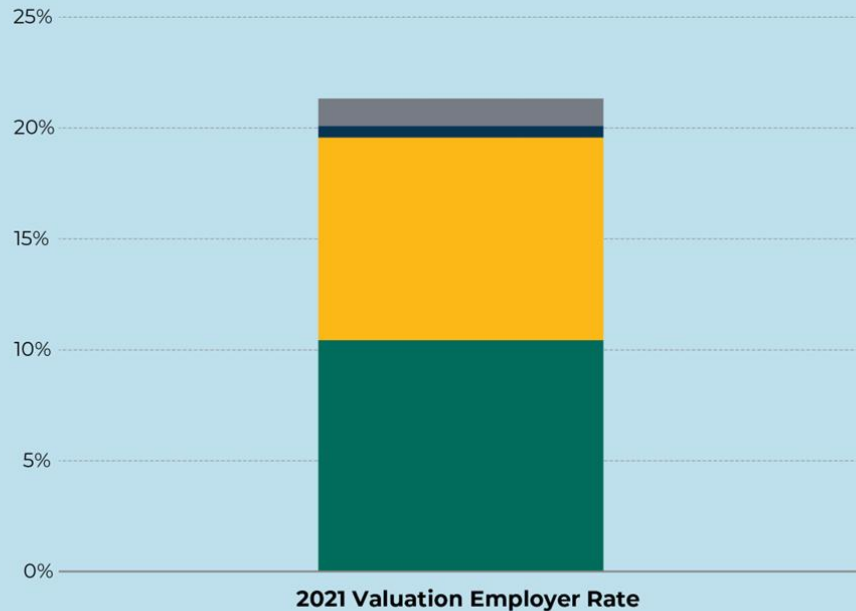
Final Note: Where Do Your Costs Come From?

Experience Vs. Assumptions



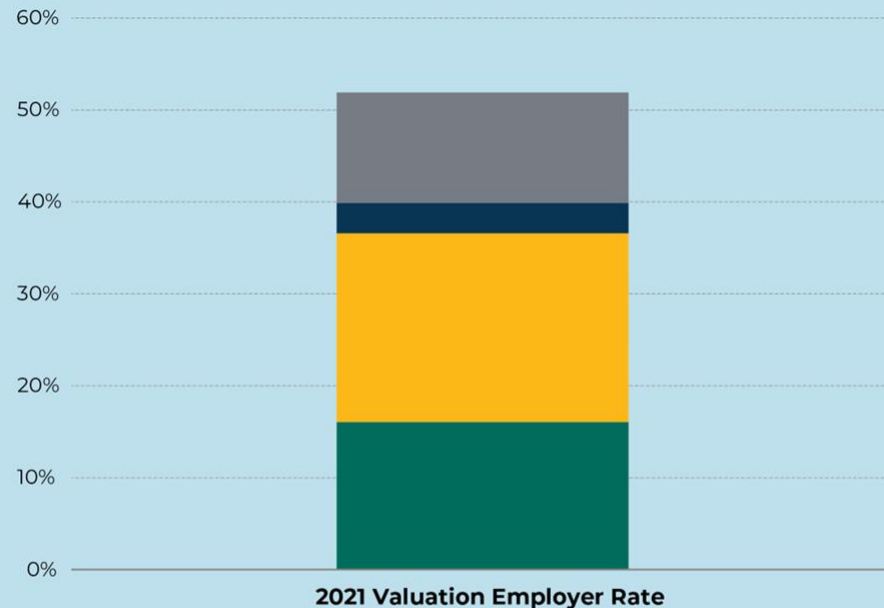
How much of the UAL Costs is from Assumption Changes?

Figure 12: 2021 Valuation Employer Rate Breakdown - Plan B



- UAAL Attributed to Other Experience Loss
- UAAL Attributed to Assumption Changes Cost Impact (pre 2008)
- UAAL Attributed to Assumption Changes Cost Impact (post 2008)
- Normal Cost

Figure 13: 2021 Valuation Employer Rate Breakdown - Plan C



- UAAL Attributed to Other Experience Loss
- UAAL Attributed to Assumption Changes Cost Impact (pre 2008)
- UAAL Attributed to Assumption Changes Cost Impact (post 2008)
- Normal Cost

Source: [Examining the Experiences of Public Pension Plans Since the Great Recession](#)



Questions?

Follow Up Contact/Information:

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