

# Employee-Initiated Moves



## The Issue

Keeping costs in check is a never-ending exercise for nearly every company out there. Since retaining a current employee is more cost-effective than hiring a new one, more companies are focusing their energies inward.

Accommodating employee requests for relocation support is one way to achieve talent objectives without incurring onboarding costs. However, companies who lack a formal process for handling this move-type, may risk an approach that is inconsistent and inefficient.



## The Mobility Impact

The pandemic has undoubtedly had a lasting effect on the workforce. Shifting priorities has led employees to seek opportunities to be closer to family and maintain the flexibility many had while working remotely during that time. Companies are realizing the importance of a work/life balance and are becoming more supportive when approached by an employee to switch locations. After all, happy employees are good for business!

The need to keep an eye on the bottom line while balancing employee well-being results in employers providing minimal support for these employee-initiated moves. Most companies provide just compliance-related support, such as immigration and tax consultations.

Key factors to consider when deciding on whether to build an employee-initiated policy:

- Does the candidate present a **talent retention** risk?
- Does the candidate **fill an existing position**?
- Is this an opportunity to enable **skills gains** for a broader group of future leadership?

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- Does the move or assignment support the **personal objectives** of employees?
- Will this Opportunity promote **career development**?
- Does having a separate mobility program for employee-initiated moves promote our **corporate culture**?



In our [recent survey](#), we asked, "Do you provide the same benefits for all employee-initiated mobility?"

**53%**

Of companies evaluate each employee-initiated move separately



## Our Recommendations

Our recent research on employee-initiated moves revealed that most companies approach employee-led move requests on a **case-by-case basis**. This is sustainable if you're only receiving a handful of requests each year, but if your volume of requests increases, this quickly becomes more work for the manager, HR, talent acquisition, and mobility teams and leads to longer decision-making time.

To ensure equity amongst employees, companies should have a formal process in place for:

- Defining an employee-initiated move
- Requesting a move
- Criteria used to determine approval for the move
- Paying more for the move
- Provisions provided for the move



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## By the Numbers

**Top 3 reasons for supporting employee-initiated mobility (more than one answer could be chosen):**

→ **95%**

Retain talent

→ **47%**

Support employee desire to develop

→ **40%**

Pressure from the business

**Top 3 reasons employees request a transfer (more than one answer could be chosen):**

→ **75%**

To be closer to family members

→ **72%**

Support employee desire to develop

→ **45%**

Lifestyle/quality of life



## Client Impact

The pandemic forced many people to take stock of their priorities and realign the importance of family. They are leaning on their employers to help them maintain a healthy work/life balance, not just through their proximity to family but in other aspects, such as hybrid work arrangements. Smart companies support these arrangements to help retain their talent, knowing that otherwise, the employee could leave and find that kind of support elsewhere. Being open to transfer requests can help maintain your bottom line **and** foster a loyal employee-employer relationship.





## The Bottom Line

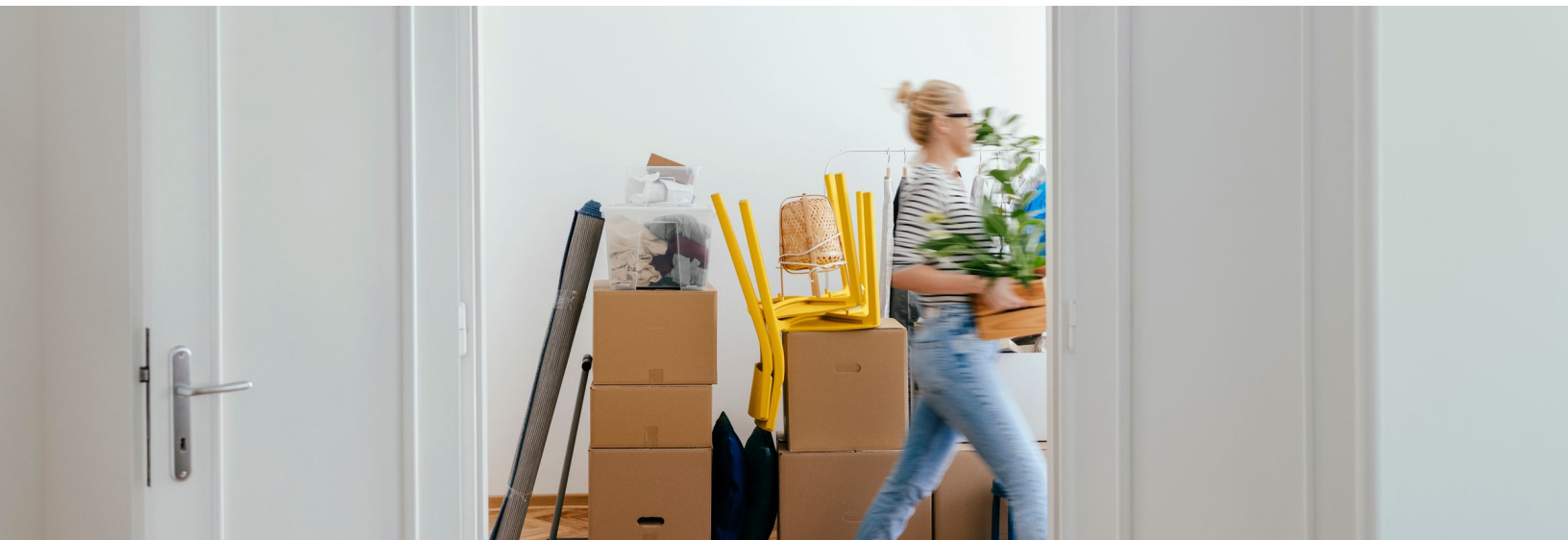
Across the board, companies are receiving more employee requests to work in another location. While some employers support these requests, many companies can formalize their relocation policies by defining who a relocating employee is, the process for requesting a move, and how the company will support these requests.

With the war for talent cooling and continued white-collar layoffs, companies need to grow with the talent they already have. Supporting employee requests for moves can mutually benefit the employee and the business; a true win-win!

References:

[Weichert Workforce Mobility Research: Employee-Initiated Moves and What Drives Them](#)

*Weichert Workforce Mobility has prepared this information from the most current data available. However, the client is advised to consult with their own tax and legal counsel with regard to any interpretation of IRS regulations or subsequent changes in policy.*



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