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People are leaving the restaurant industry in record numbers.

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More restaurant employees are quitting than in any other industry, recent data shows

The Bureau of Labor Statistics' November data shows that the quit rate for the foodservice industry has grown from 4.8% to nearly 7% in one year

[Joanna Fantozzi](#) | Jan 05, 2022



droves. According to the report released on Jan. 4, quit rates for the accommodation and foodservice industry has grown from 4.8% to 6.9% over the past year, a larger jump than any other sector listed.

Despite the growing quit rate, hiring has largely remained stagnant over the past year, with restaurant industry hiring rates at 8.1% in both Nov. 2020 and Nov. 2021, while most other industries saw at least modest hiring growth. Because of this widening chasm between restaurants needing workers and employees leaving the industry, the rate of foodservice job openings has grown significantly from 5.8% to 8.4% over the past year, according to the Bureau of Labor Statistics.

Related: [More Starbucks stores make moves to unionize after labor victory in Buffalo](#)

For restaurant operators experiencing labor shortages every day in the trenches, these numbers are not surprising. Restaurant job growth has [largely remained stagnant](#) over the second half of 2021, and restaurant owners are scrambling to offer higher wages, benefits and [even unique benefits](#) to attract and retain employees like buying workers cars or paying student employees to do their homework during shifts. According to Black Box Intelligence data the prevalence of flexible scheduling, for example, was up 54% in 2021.

Beyond benefits, experts are strongly encouraging employers to rethink how they approach leadership and management to help boost failing employee morale.

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“Should we be so surprised [that people are quitting] when mostly what we’re trying to do is manipulate them?” Former Chipotle co-CEO Monty Moran [said in the keynote session](#) at Informa’s CREATE conference in October.

As employees get fed up, union activity is buzzing. Following one Starbucks store successfully becoming the only unionized Starbucks store in the country, several other restaurants — both in Starbucks and other companies — around the country [are following suit](#) and filing petitions for union elections. Other employees are staging walkouts: On Thanksgiving, several [Boston Market stores unexpectedly closed](#) due to employee walkouts protesting 14-hour shifts at understaffed restaurants with broken equipment.

“It is not surprising that the restaurant industry has the highest quit rate of any other industry,” Wesley Suitt, Client Success Manager at hiring solutions platform, Harver, said.

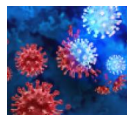
“The restaurant industry has always had high turnover rates, but the pandemic has exacerbated that fact. Workers are leaving due to many reasons, some legacy reasons and some due to COVID-19, like low compensation and poor benefits coupled with long hours, and potential exposure to COVID. Others are leaving simply because of a desire to change career paths.”

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Wayback Burgers is optimistic about strong sales at its restaurant locations, the roll out of exciting new LTO items, as well as 15 to 20 restaurant openings across the U.S. and more international openings including Japan's first Wayback Burgers, opening in February 2022.

America's favorite hometown burger joint looks to build on momentum over next twelve months

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Wayback Burgers, America's favorite hometown burger joint and one of the nation's fastest-growing burger franchises, is excited to report that 2021 saw record positive gains. As businesses bounce back from the aftermath of the pandemic, the company's projected expansion and innovation led to strong growth including a systemwide sales increase of 26.2% and a comparable store sales increase of 24.19%.

In the last 12 months, Wayback Burgers awarded 124 new franchise agreements worldwide and awarded the master franchise for Japan, as well as oversaw 13 remodels and opened 18 new locations. Wayback Burgers also partnered with Reef Kitchens to operate 25 ghost kitchen locations within major cities throughout the U.S. All these transactions contributed to the company's overall success, and it is looking to maintain this positive trajectory in 2022.

In addition to sales and expansion, Wayback Burgers enjoyed continued success with the company's philanthropic efforts through its national partnership with Boys & Girls Clubs of America, whose mission is to enable all young people to reach their full potential as productive, caring and responsible citizens. Since the partnership's launch in June 2018, Wayback Burgers has raised around \$650,000 for the non-profit organization through a variety of national fundraising events and initiatives. Wayback Burgers also awarded a \$10,000 prize to the Boys & Girls Clubs of Middle Tennessee in Nashville through a nationwide contest with Boys &

“We are very proud of the Wayback Burgers brand for having a successful 2021,” stated Patrick Conlin, President of Wayback Burgers. “We can’t thank our franchisees and guests enough for supporting the brand this past year. There was great enthusiasm, dedication, hard work and execution day in and day out by our franchisees and their teams that resulted in a record year for Wayback Burgers, despite challenges in the supply chain and labor. As we begin 2022, Wayback Burgers is well positioned for even greater success.”

Sales growth was bolstered by popular seasonal limited time only (LTO) menu items, such as the Impossible Melt, Fiery Bacon Burger, Bourbon Bacon Burger, Guac Burger, Brownie Milkshake, Pumpkin Caramel Milkshake, Tangerine Milkshake & Tangerine Lemonade and Chocolate Cake Shake.

This year, Wayback Burgers is optimistic about strong sales at its restaurant locations, the roll out of exciting new LTO items, as well as 15 to 20 restaurant openings across the U.S. and more international openings including Japan’s first Wayback Burgers, opening in February 2022.

For more information on Wayback Burgers, please visit [WaybackBurgers.com](https://www.waybackburgers.com), or visit our social pages on [Facebook](#), [Twitter](#) or [Instagram](#). For more information about the Wayback Burgers franchise opportunity, visit [WaybackBurgers.com/Franchising/](https://www.waybackburgers.com/franchising/).

ABOUT WAYBACK BURGERS

Founded in 1991 in Newark, Delaware, [Wayback Burgers](#) is a Connecticut-based fast-casual franchise with a reputation for cooked to order burgers and thick, hand-dipped milkshakes, served in an environment that harkens back to a simpler place and time — when customer service meant something and everyone felt the warmth of the community. Wayback Burgers currently operates in 32 states with over 166 locations nationally and internationally in Brunei, Morocco, Saudi Arabia

Bangladesh, Ireland, Japan, Germany and in Canada, Alberta, Ontario, Saskatchewan and British Columbia.

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