

New Hire Turnover and Outsourcing Recruiting

In April 2006, ERC surveyed Northeast Ohio employers regarding their turnover of new hires within 90-days of employment and to see how many organizations outsource at least some portion of their recruiting function. **81** organizations participated in the survey.

New Hire Voluntary Turnover Rate within First 90-days of Employment

- 57% None
- 11% Less than 1%
- 8% Between 1% and 2%
- 7% Between 3% and 5%
- 17% Over 5%

Average: 4.284%

New Hire Involuntary Turnover Rate within First 90-days of Employment

- 40% None
- 11% Less than 1%
- 14% Between 1% and 2%
- 14% Between 3% and 5%
- 22% Over 5%

Average: 4.205%

Does your organization outsource any of your recruiting function to an outside vendor?

- 47% Yes
- 53% No

If yes, please describe.

- We use Staffing Solutions Enterprises and they do the screening of all candidates along w/all background checks. It is worth the cost for us to hire someone to do these functions for us.



- When it is necessary to supplement an internally-led search
- We retain the services of an independent consultant who spends 15-20 hours per week on site. He screens applicants and also serves on the safety committee.
- We will use recruiters for top mgmt jobs.
- We use Snider Blake, Remedy and Kelly Services for our temp-perm hires. We also use payroll through Snider Blake when we have someone that has been referred to us and want to try them out for 30-60 days before hiring them.
- Executive level recruiting - Director level and above
- Specific opportunities are contracted to a recruiter based upon meeting certain predetermined criteria
- We use headhunters to prescreen candidates to a workable number when looking for management candidates.
- Recruiters, temp. agencies
- For hard to fill positions such as higher level fundraising.
- All of our hourly employees come to us through a temp service. They must work in our facilities at least 90 days before we consider offering them a permanent position. It may take considerably more than 90 days before we offer them a permanent position. This virtually eliminates quick turnover, as the 'new' employee already has a good understanding of what the job is.
- We have found it difficult to attract qualified QA Technicians so we have used a local technical recruiter to supply the need. All other employment requirements are satisfied through the efforts of the HR department.
- We use a temporary agency on the hourly side - go temporary to FT. On some salaried positions we do use a recruiter.
- Sometimes use employment services
- We outsource for skilled machinists
- Positions that are difficult to hire in the northeast Ohio area due to our customer base in the power and petroleum industry. The types of positions include Chief or Director of Engineering, Regional Sales Manager, Design Engineer with chemical experience.



- Utilize recruiting firms on rare occasion to provide candidates to interview.
- We use both retained and contingency search firms, in addition to internet ads.
- Occasionally we use a headhunter. Criminal records checks and employment physicals are outsourced.
- We utilize outside vendors for salaried and technical positions. Hourly positions are through Manpower Temporary Service and have to be employed at least 90 days to be eligible for hire.
- We outsource background checks only.
- We occasionally contract with Search Firms to fill positions, almost always as a Contingency Search.
- We use a contingency based recruit firm that we have an exclusive arrangement with, for a discount.
- Occasionally use placement firms to find new hires on a temp-to-permanent basis.
- We use a staffing company to help us recruit employees.
- CHAMPION STAFFING for entry level warehouse employees.
- High level Executive searches are performed by Retained Search Firms We also use contingency recruiters if we are unable to fill the position ourselves within a few weeks
- We primarily hire on a temp-to-hire basis so we use different agencies. Using a variety of agencies affords us the greatest amount of coverage with the least amount of expenditure from the Company.
- We use several temp agencies as recruiters, looking for people to fill current positions. For 90 days, these individuals are on the temp agency's payroll. At that point, we normally make a hiring decision based on the employee's performance during the 90-day 'probationary period.'
- We use three different temporary service companies to obtain employees on a temporary basis first and then hire as a regular employee. We have in the past used a temporary service company to fill in for our receptionist position.
- Temp to perm organizations
- We do a lot of temp to hire.



- We use a temp agency to make sure that candidates will continue working for us and to find talented individuals
- We use an agency to provide resumes for our legal secretaries.
- WE HIRE SOME (HOURLY) WORKERS THROUGH A TEMP AGENCY
- Yes, we use several agencies.
- We work with recruiting search agencies on a contingent basis for our support staff positions.
- We currently do not track turnover. Most of our people are hired through temporary agencies. They are hired on a temp-to-perm basis after 90 days.