

STOP 1ST YEAR TURNOVER

START WITH EFFECTIVE ONBOARDING



ONBOARDING ACCELERATES RETENTION

Companies that invest in creating effective onboarding processes realize decreased first year turnover, as effective onboarding has *proven* to increase new hire retention. As new hires often account for half of all turnover –many companies could fast track retention with improved onboarding.

With an Onboarding Study we analyze the process from start to finish: evaluating first day planning, mission, vision and goals communication, job expectation dialogue, culture integration and supervisor assimilation. This provides insight into the reasons why many workers leave new jobs and identifies areas of improvement to help create a lasting, positive employee experience.

**A GREAT
FIRST 90 DAYS
LEADS TO
10X GREATER
LIKELIHOOD
OF STAYING
A LONG TIME.**

GOALS OF AN ONBOARDING STUDY

1. Understand what causes new hires to leave
2. Identify what must be improved in the onboarding experience
3. Know employees' initial impressions of supervisors and leadership



ONBOARDING STUDY DATA CAN TELL YOU:

If your onboarding program is well structured

Is there a well-structured and implemented onboarding process in place?
Structured onboarding is critical as employees are more likely to remain long-term if they go through a structured onboarding process.

Amount of team and supervisor support

Are your team members and leaders showing enough support to new hires?
New hires with supervisor support during onboarding show more positive attitudes about their job.

Training depth and comprehensiveness

Does your training program currently hit on all of the necessary criteria?
In addition to company policies, facility tours and departmental introductions, training should cover key programs, best practices, technologies and equipment – with clearly stated goals.

Follow-up feedback consistency

What happens after the first day?
A key part of the employee onboarding process is early follow-up. Meeting at regular intervals to discuss overall job experience is a way to continue a positive onboarding experience.

Long-term communication effectiveness

What strategies are in place to monitor new hire engagement and productivity?
Onboarding extends beyond the first day or week, it's important to understand the first 30 days, 90 days and beyond.

NEW HIRE FAST FACTS

70% decide to stay or leave within the first 6 months

69% more likely to stay 3+ years with a structured onboarding program

83% of high-performing companies begin onboarding before their first day

1 in 25 leave due to poor (or no) onboarding program

4% leave after a disastrous first day

Sources: Aberdeen Group, Society for Human Resource Management

Call Work Institute to schedule a free workforce consultation.

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