

National Retailer – 120 Sites

Interview-to-Hire Process Streamlined

Locations across North America measured the results from using iWorkZone's Talent Mining and Matching tools, including the Talent Selfie™ for 18 months. The 120 sites reduced their interviews-to-hire from 10 sessions to 2.

This was an average savings of 4 hours per job based on their 30-minute interview average.

A hidden benefit is more rapid hiring; more time-on-the-job and not losing talent due to delayed processes.

Real Cost of Turnover

Turnover can be a hidden "drain" in businesses. In this case, leadership estimated the average cost of each turnover was \$3,000. The average turnover was 10 employees at each of the 120 sites.

Over the course of 18 months, this is a substantial churn and can affect loyal employees and customer satisfaction. There is also the cost of getting new hires onboarded and up-to-speed.



Total Cost of Training New Employees = [Cost of Trainers + Cost of Trainees] X Time + Cost of Training Tools. iWorkZone has proven tools to avoid these business disruptions.



*"There is something different about iWorkZone candidates...they are more productive and seem to complement our other members and overall culture of our stores."
District Manager, Virginia*

Just the Facts:

Within 18 months the 120 multistate locations realized a **35% decrease** in turnover, consistently throughout all locations.

Dollars & Sense:

Savings = \$30,000 per site

ROI % Annually = 650%

RESULT: The annual reduction in turnover cost contributed over \$3,000,000 in increased revenue across 120 locations.