

# THE ROAD TO HELL IS PAVED WITH GOOD INTENTIONS *lots of hiring requirements*

According to the latest from Glassdoor<sup>1</sup>, the average time it takes a company in the U.S. to complete the interview and hiring process for a new employee is 23.8 days, up from 22.9 days just a couple of years ago. At a brisk pace, a person could walk from New York City to Salt Lake City in that same amount of time.

So, in this tough recruiting environment, why on earth are we giving job applicants enough time to literally hike across the country in search of something better? I don't know about you, but we're scratching our heads. If there's enough time for a job seeker to cross the nation, there's certainly enough time for him to knock on a couple doors around town looking for another job—and you'd better believe he will.

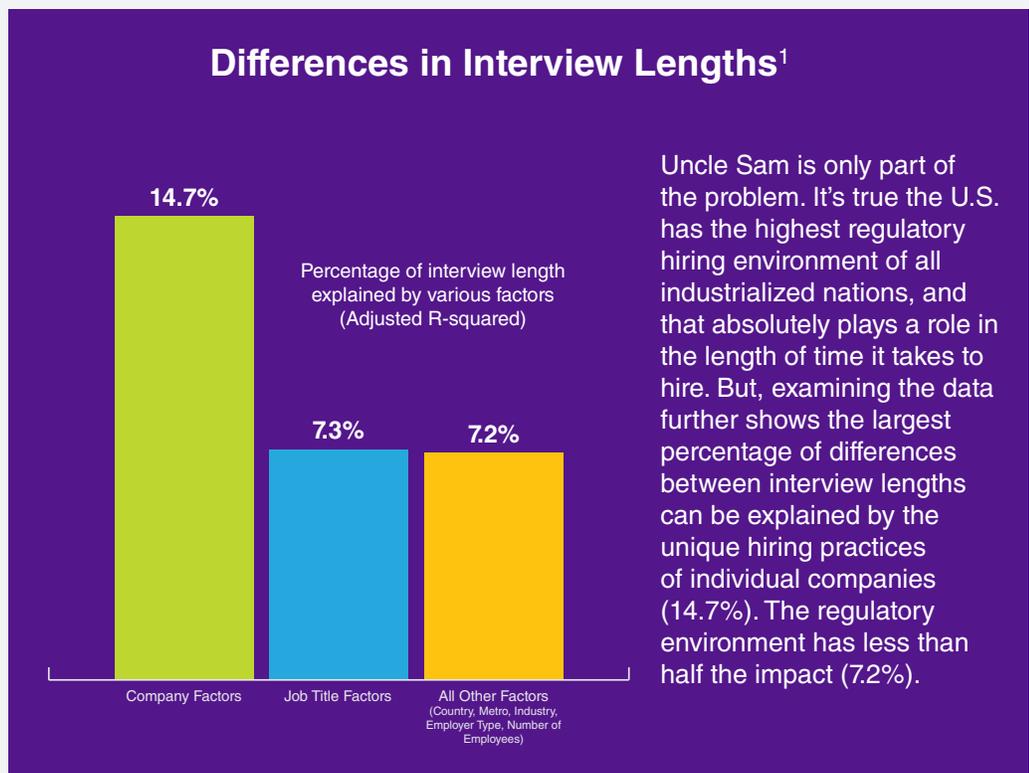
## DATA SHOW RELATIONSHIP BETWEEN TIME-TO-HIRE AND DROP-OFF RATES

Our data support the notion that a lengthy hiring process has a negative impact on job acceptance. In examining data from the first half of 2017 for candidates who were placed in a special hiring pipeline while moving through the steps of a client's extended hiring process, we came across a few key findings:

- **Candidates accept job offers that come sooner.** The average length of the hiring process for candidates who were extended an offer and started in the position was 6.3 days, compared to 17.8 days for candidates who were extended an offer but declined the position.
- **Higher percentages of candidates accept jobs in the first 5 days.** Sixty-two percent of candidates accept a job if it's offered within five days. That number declines to 53% from 6-10 days and 40% from 11-15 days.

- **Longer hiring processes don't weed out many more unwanted candidates than short ones.** An average of 4.5% of candidates are disqualified within the first five days of the hiring process; that number only increases to 5.9% of candidates at 20 days and longer. The average company can disqualify a candidate in 11 days or less.

- **Some candidates vanish after three weeks.** The 22<sup>nd</sup> day is the first point in time we're unable to reach more than 5% of candidates engaged in a client's hiring process. Up to that point, less than 1% of candidates ignore our calls; but after that point, an average of 5.5% of people won't talk to us.



<sup>1</sup>Chamberlain, Andrew. "How Long Does It Take to Hire? Interview Duration in 25 Countries." Glassdoor Economic Research, 9 Aug. 2017. [www.glassdoor.com/research/time-to-hire-in-25-countries/](http://www.glassdoor.com/research/time-to-hire-in-25-countries/).

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## LOOSEN YOUR HIRING REQUIREMENTS

Now, we know what you're thinking: You're biased. *But, of course we are!* And so are you. However, we share the same goal: to maintain the same level of worker quality without breaking the bank, breaking the law, or breaking someone's neck. You know your facility better than anyone, but here are some key areas we often find companies wasting time and money on without achieving better results:



### BACKGROUND CHECKS · Time saved: 1-7 days

In analyzing a year of assignment data for our workers, we've found three things to be true: Employees in facilities that don't require background checks stay on their assignments longer, they are hired onto the payroll by our customers more often, and they are fired less frequently. Our recommendation is to require checks only for specific positions (such as checking for a history of financial crime or theft when you hire a new accountant).



### EMPLOYMENT AND EDUCATION VERIFICATIONS · Time saved: 2-3+ days

It's been our experience that 20% of verifications extend longer than three days, and that 11% of verification requests are never responded to by the former employer or educational institution. In fact, our data show workers without high school diplomas or GEDs perform as well or better than more educated counterparts; so, though we actually think it's a good recruiting strategy to remove your education requirement altogether, we can pretty confidently say, even if the requirement remains, we don't think adopting the honor system will hurt your business.



### PERSONALITY TESTS, INTEGRITY SCREENS, AND THE LIKE · Time saved: 1-3 days

The challenge of writing a valid set of questions (in multiple languages and with relevant, understandable scenarios) has always proven difficult, and the cost of weeding out industrial candidates due to shortcomings of the assessments and the added burden of administration has always outweighed the potential for losses due to unethical behaviors.



### MULTIPLE INTERVIEWS · Time saved: 3-7+ days

One interview isn't necessarily a bad thing (it's even part of our standard process!), but there's no need to ask an industrial candidate to come back multiple times.

*Can you prove every step in your hiring process results in better hires? If not, it's time to mine some data and make some decisions.*

**FOR MORE INFORMATION ON THE STUDIES REFERENCED ABOVE, VISIT [www.elwoodstaffing.com/whitepapers](http://www.elwoodstaffing.com/whitepapers)**

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