

TRUST OUR PROCESS: THE ADVANTAGES OF DELEGATING SCREENING

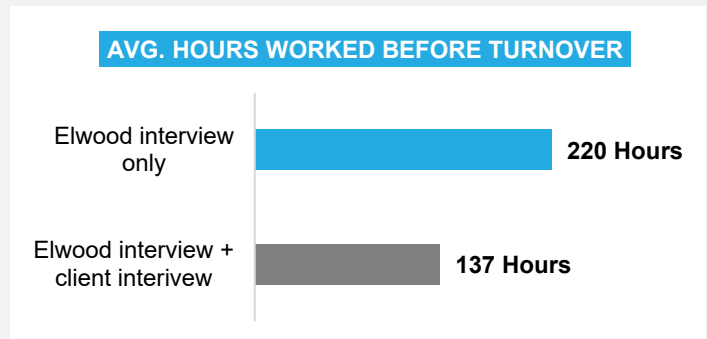
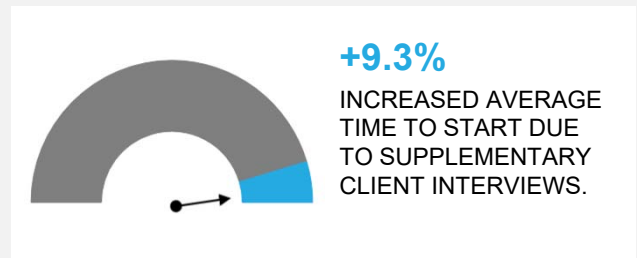
As we navigate an uncertain macro environment, turnover levels remain high ([see our paper on “quick quitting”](#)), prompting employers to take a more deliberate approach to hiring. Case in point: At the start of 2023, clients went from wanting as many workers as possible, as fast as possible, to fewer, more qualified workers. In an attempt to boost quality and retention, employers began to expand screening requirements, even inserting themselves into the screening process. This about-face in preferences made an immediate and noticeable impact on the assignment life cycle, so we decided to analyze the data. Here’s what we uncovered ...

THE COST-BENEFIT OF ADDITIONAL SCREENING

Today’s employers need to make sure hiring requirements and processes don’t give job seekers any extra time or reasons to look elsewhere. The most desirable candidates—the most qualified—are likely considering several offers and won’t wait extra time for you to extend yours. Since January, we’ve seen an uptick in clients conducting supplementary interviews to increase quality and watched the average time to start for Elwood associates increase by 9.3% as a result. While client intentions are good, this delay opens the door for the potential loss of qualified candidates.

Our data also show this additional step does not achieve desired retention outcomes. When comparing associates who undergo additional client interviews to those only interviewed by Elwood, there is no retention advantage. In fact, the average assignment length increases by 36% for those only interviewed by Elwood.

And while supplementary client interviews do tend to decrease the overall number of candidates who no-show their assignments, this improvement is not linked to interview outcomes but rather to candidates' up-front exposure to the client work site (i.e., experiencing the commute and exposure to the facility and working environment). What’s more, turnover data show candidates who do show up for assignments following supplementary client interviews are still likely to turnover for work-performance reasons—nearly 4% more, in fact. Meaning, additional screening does not improve the targeted turnover factor.



Turnover Reason	% of Turnover (Client + Elwood Interview)	% of Turnover (Elwood Interview Only)
Work Performance	10.9%	7.2%
No Call, No Show	9.0%	13.9%
Unable to Perform Essential Job Functions	1.2%	1.1%

TRUST OUR PROCESS: THE ADVANTAGES OF DELEGATING SCREENING

We all want the same thing: a solid recruiting pipeline and long-term worker retention. This is why we begin every client relationship with a thorough discovery process that includes work-site tours and evaluations, interviews, and investigations to uncover critical success factors like culture, work environment, business goals, hiring needs, hiring processes, onboarding requirements, invoicing and reporting needs, etc. Our processes and procedures are designed to give clients the best outcomes possible, but our data show the insertion of additional steps in the hiring process hinders our efforts.

TRUST OUR PROCESS FOR 30 DAYS & WE'LL BENCHMARK THE RESULTS

If you're still considering supplementary screening steps, or if you've already incorporated them into your process, we have a proposal: Trust the standard Elwood screening process for 30 days, and we'll benchmark our performance against previous results. Before we begin, we'll implement the following:

1- FRESH WORK-SITE TOUR:

Elwood representatives will conduct a follow-up tour of your facility to identify any recent work environment, culture, or job-duty changes. Candidate work-site tours may also be considered after the Elwood interview.

2- INTERVIEWER SHADOWING:

Elwood representatives will shadow client-led interviews to observe and emulate preferences.

After 30 days, we commit to sharing outcome data and having an honest performance discussion.

LEVERAGE OUR EXPERTISE

Recruiting and retention are tough. Lucky for you, understanding the labor market, your needs, and which requirements are most highly correlated with job success in your facility is our expertise. When you leverage our expertise, not only do you remove costly stumbling blocks but you gain time to focus on your core competencies. If you're unsure of your next step, let's talk—we're here to strategize!

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