

## Welcome Onboard! Now What?

Presented by Kimmel & Associates

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- Our Unique Perspective**
- Over 38 Years in the Making
  - 950,000 Contacts
  - 3,000 Connections Daily
  - Over 17,000 Placements Nationwide
  - We go to extraordinary lengths to find the best people in the world.



### The State of the Construction Workforce

#### Construction Unemployment Rate

- Lowest in 18 years
- Important fact related to onboarding because new, good employees are hard to find.

**Onboarding** is the process of acclimating and welcoming new employees into an organization and providing them with the tools, resources, and knowledge to become successful and productive.



### WHAT YOU NEED TO KNOW

- 20% of employee turnover happens in the first 45 days
- 71% of employees who are looking for a job site poor onboarding processes as a major factor
- 35% of companies spend zero dollars on onboarding and over \$11,000 to hire
- Cost to replace an employee is 25-100% of an employee's annual salary
- 69% of employees are more likely to stay with a company at least 3 years if they have a positive onboarding experience

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## Stages of Onboarding





## PHASE 2 – Offer/Hire

Put Your Best Foot Forward  
No Pause

Do Not Take It for Granted  
Blasé/ Unprofessional

Be Honest  
Be Clear

## PHASE 3 – Hire to Start DANGER ZONE

\*\*\*COMMUNICATE\*\*\*

Meet the Spouse

Seek Input  
Get Them Involved

Don't Adjust/Tinker  
with the  
Offer/Perks/Anything

## PHASE 4 – Start to 6 Months Traditional ONBOARDING

Support Support Support

Make a Part of the Team

Involve Spouse and Family

Introduce to President

Schedule Frequent and Planned Reviews

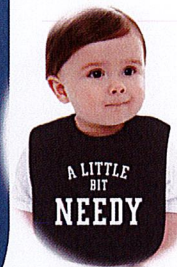
Contact Person Who Interviewed/Hired

Orientation

\*\*\*COMMUNICATION\*\*\* \*\*\*COMMUNICATION\*\*\* \*\*\*COMMUNICATION\*\*\*

### Top Reasons People Leave In First 3 Months

- \*Job Description/Duties Change\*
- Culture not as expected
- Unkept Promises – big and little
- Lack of communication with direct boss
- Boss and Hiring Manager not aligned
- Company unprepared



**\*Hint\***  
New Employees  
are **NEEDY**



## 3 Key Takeaways

Be Honest – Be Clear

Keep Your Word

\*\*COMMUNICATE\*\*

"There seems to be some perverse human characteristic that likes to make easy things difficult."

Warren Buffett