

Reduce Your Turnover with RPO

NEGATIVE EFFECTS OF HIGH TURNOVER



Recruiting Costs
 Training Costs
 Burden on Current Employees
 Burden on Managers

Employee Morale
 Productivity Due to Job Vacancies
 Workforce Capability
 Employer Brand



Organizational costs of employee turnover are estimated to range between **100%-300%** of the replaced employee's salary.

Orion's impact on turnover



20%

Average Increased Retention

- ✓ **PARTNER** - Orion Talent will partner closely with our client to resolve issues resulting in turnover.
- ✓ **STRAIGHT TO THE SOURCE** - Identify turnover drivers and potential concerns.
- ✓ **FIX THE ROOT, NOT THE SYMPTOMS** - Once the drivers are identified, create and implement a plan to fix these issues.



Reduced turnover from over 30% to 8%

Montefiore

Improved typical turnover rate by 11%



Over an 8-year period, Orion Talent reduced turnover by 21% within business units utilizing RPO

"We partnered with Orion Talent on some really tough recruiting challenges. Not only did they deliver - we achieved 21% lower turnover and an 8 digit ROI within 15 months."

- VP HR, Superior Energy

