

August 2021

**RECRUITING AND RETAINING:
BUILDING A SUCCESSFUL ONBOARDING PROGRAM**

In today's business climate, organizations are experiencing recruiting and retention challenges not seen in decades. And while unemployment remains relatively high in North America compared to pre-COVID levels, leaders are faced with new obstacles to not only get new recruits in the door, but also keep them. According to an Allied Workforce Mobility survey, organizations lose 25% of all new employees within a year of hiring, and another study found that up to 20% of turnover occurs within the first 45 days.



The beginning of a new employee's tenure with a company is critical for not just training, but also retaining good workers. This is why having a strong onboarding program is essential for success. In fact, companies that have a strong onboarding program increase retention among new hires by 82%; however, according to a Gallup study, only 12% of employees believe their company does a great job onboarding. Building a successful onboarding program is key to attracting top talent and closing the turnover back door.

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What Benefit Would You Offer to Encourage Employees to Upskill or Advance Their Hard Skill Set?

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**PRACTICAL TIPS FOR NEW LEADERS:
EMPLOYEE DEVELOPMENT**

Addressing a diverse group effectively can be a difficult adjustment for new leaders. From open communication and recognition to delegation and empowerment to self-awareness and empathy, there are a plethora of leadership arrows professionals must carry in their quivers to be successful.



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[TAKE A BREAK: THE IMPORTANCE OF VACATIONS](#)

During the summer, millions take to the road or the sky to enjoy some rest and relaxation from the daily grind. A focus on some sort of vacation has been a staple for workers around the world to recharge and spend time with friends and loved ones. However, in 2020, we saw this tradition cease, while workers left vacation days on the table, opting to work more during the global pandemic.



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[POLL: 66% SAY DYNAMICS WILL BE WORSE WHEN EMPLOYEES RETURN TO THE OFFICE](#)

As some businesses eye the return of in-person workers after the COVID-19 pandemic, a question remains: will businesses be able to simply return to pre-March 2020 norms?



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[JOB INSIGHTS FOR THE SECOND HALF OF 2021](#)

To provide accurate and timely employment forecasts for business leaders, Express Employment Professionals International Headquarters commissions an ongoing Job Insights survey to track employment and hiring trends across a wide range of industries.

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