



Intelligent Candidate Profile

Retention Indicators - Summary Report

Partner: Warehouse

Date: 1/5/22

Total Associates: 250

90 Days+

Less than 90 Days

Skill Assessments:	90+ Avg Score	Less 90 Avg Score	Retention Indication?
Picking Packing	75% - 50	62% - 200	YES
Basic Warehouse Knowledge	68% - 50	66% - 200	NO
Forklift	55% - 50	53% - 200	NO
Behavioral Assessments:			
Safety	70% - 50	71% - 200	NO
Engagement	78% - 50	61% - 200	YES
Teamwork	72% - 50	66% - 200	NO
Retention	64% - 50	58% - 200	YES

Analysis: Top 50 reps scored over 4,500. Bottom 40% under 3,000 / Strong Performance Indicator

Industry Experience (Years)	90+	Less 90	Performance Indication?
None:	8% - 5	92% - 58	NO
Less than 1 Year:	14% - 14	86% - 89	NO
1 Year to 3 Years:	39% - 20	61% - 32	YES
3+ Years:	34% - 11	66% - 21	YES

Analysis: 73% of Top Reps had 1 yr plus of CC Exp, while 79% of Mid/Bottom had less than 1 yr Strong Performance Indicator for identifying not only Top Reps, but Mid/Bottom reps also.

Education	90+	Less 90	Performance Indication?
High School / GED	18% - 28	82% - 124	NO
One Year of Post Education	22% - 21	76% - 74	YES
College Degree (assoc./bachelors)	33% - 1	67% - 2	YES

Analysis: Retention results are not affected by level of education.

Recruiting Sources	90+	Less 90	Performance Indication?
Referrals	35% - 8	65% - 11	YES
Traditional- Career Fair, Print, Etc.	7% - 9	93% - 118	NO
On-line Sources	30% - 22	70% - 52	YES
Ending CC projects/assignments	41% - 13	59% - 19	YES

Analysis: Traditional found candidates stay significantly longer with 3 resources.

Performance Indicator Summary:
 There are 5 Retention Indicators. "A" candidates have all 5. "B"s have 4. "C"s have 3. "D"s have 0-2
 Testing: Pick-Pack and Engagment, Retention for 90+ Associates. Strong correlation Testing/Retention.
 Warehouse Experience: One or more years of Warehouse experience correlation for 90+ Associates
 Educaiton Level: Direct Correlation between Post HS Schooling and 90+ Employees
 Recruiting Sources: Ending projects, referrals, & on-line significantly outperform traditional sources.