



DON'T LOSE OUT ON **HIGH-PERFORMERS**

The Workforce is Changing

Do your employees see you as a career destination, or a stepping-stone?

There is nothing more important to your long-term success than your culture.

That's a strong statement. Why should you believe it? First, you have to understand the breadth and scope of the difference in results between high and low performers. Teachers are a good example. The top 20% of teachers "generate 5 to 6 more months of student learning each year than a poor performer." ([TNTP, 2012](#))

This impact of high performers is not limited to classrooms. In general, high performers can deliver [400% more productivity](#) than the average employee. Apply that to a finance or HR office, and you're talking about thousands of dollars saved, to say nothing of the manpower you've just freed up.

Millennial loyalty. The demographics of your workforce reached a major milestone in 2015. Millennials now make up a larger percentage of workers than any other generation. But have you done enough to create a culture where these young adults feel welcome?

If not, you will find yourself faced with some major staffing issues in the years to come. The average tenure of a millennial is [two years](#).

It's hard to reach new heights when your organization is a revolving door. Unless you give the best and brightest a reason to stay, how far into the future can you even plan?

Candidate attrition. How agile is your hiring process? Early research shows a direct correlation between hiring turnaround times and candidate attrition. In [this](#) study of urban school districts, 31 - 60 percent of applicants withdrew from the hiring process and more than half of those did so because of drawn out hiring times.

It's a problem everywhere. High performers can afford to pick and choose where they want to work. You can't fall into the trap of believing yours is the only application they have filled out. Inefficient processes left over from the old days aren't just costing you time; they're costing you people.

The wrong fit. When you think about your best hires over the past several years, how much do you really know about them? Can you easily identify what factors they had in common, from their educational backgrounds to their referral source?

Data-driven decision-making has become a [staple](#) of the strongest HR teams. Unless you have a culture-focused strategy and the tools

to follow through on it, it's going to be even harder for you to pick out the high-performing applicants that will be the best fit for your culture and mission.

You have an opportunity to lead the charge in this culture shift. When done right, the end result is lower candidate attrition and stronger applicant pools for your posted positions. If you want to establish a high-performing culture, [blended hiring](#) is the key.

FastTrack

FastTrack offers all the benefits of a digital applicant tracking solution, with the added bonus of being tied directly into your ERP solution. Set up multilayered scoring systems to identify the strongest candidates from a given pool, then lead them through a strategic, automated hiring process that will help you get your offer letters out quicker.

With FastTrack, the focus is on communication. Applicants won't need to contact your HR office for updates on their application; they will follow along with their progress from day one. Whether you need more information or are ready to schedule an interview, FastTrack will manage the administrative side, leaving you to focus on the questions and credentials that will lead to the best fit.

THE BENEFITS

FastTrack's close relationship with position control means that you'll be able to get proactive about staffing needs. Set up a bank of job descriptions and push out new openings internally, externally, or both. The

smart workflow walks your applicants through each step, including any self-assessments or skills questionnaires you have set up.

Once an application is submitted, your hiring managers will see all applicants in the FastTrack Screener. From here, they can review applications, score applicants based on predetermined criteria, and then modify the application status to disqualify, schedule interviews, or even proceed with hiring. No more file folder organization – all of the information for a given posting is accessible from one online location.

Perhaps most importantly, FastTrack will help your HR teams devise a hiring strategy based on real numbers and results. It's easy to turn large quantities of applicant data into actionable intelligence. Identify correlations between application factors and on-the-job success, then adjust your process accordingly.

SUMMARY

The first step to building a high-performing culture is to ensure that the people you are

bringing in now will provide a solid foundation for years to come. Start small with your hiring process, then dare to dream bigger. Take the next step with FastTrack.

**“Skyward’s
FastTrack is efficient
and convenient.
By streamlining
our evaluation of
candidates, we’ve
been able to save
valuable time and
money.”**

- Brian Bridwell, Business Manager
Jerome School District 261, ID

