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.

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?

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.

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.
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