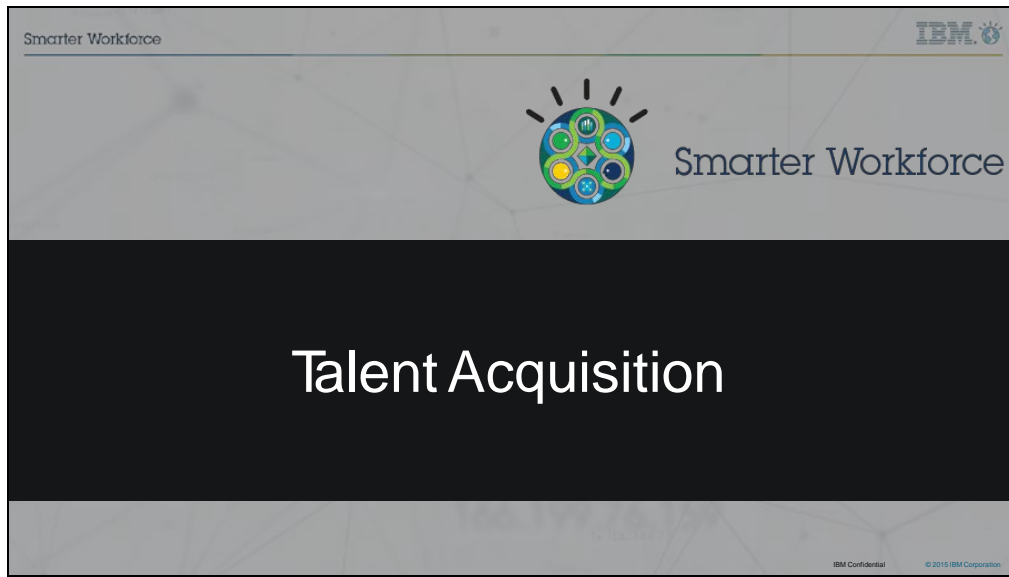
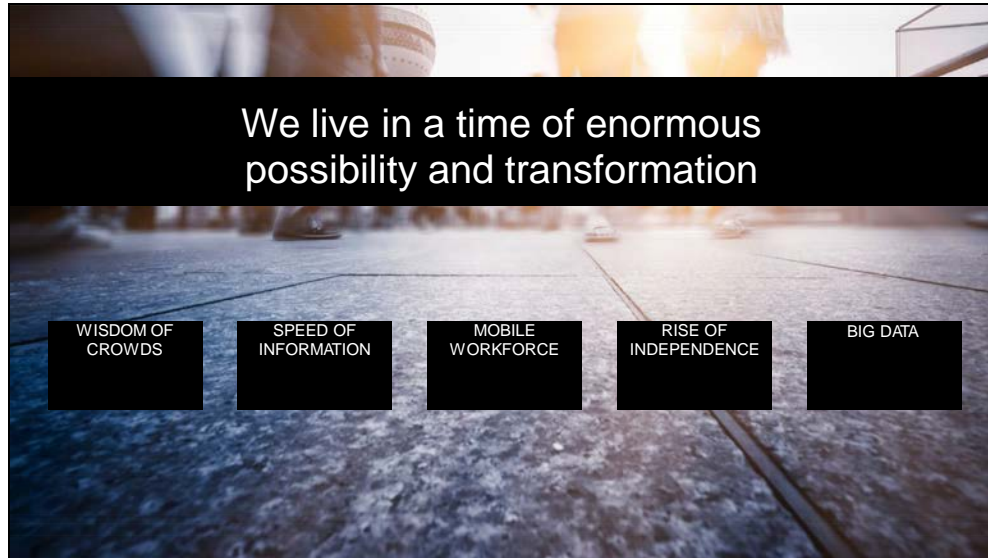
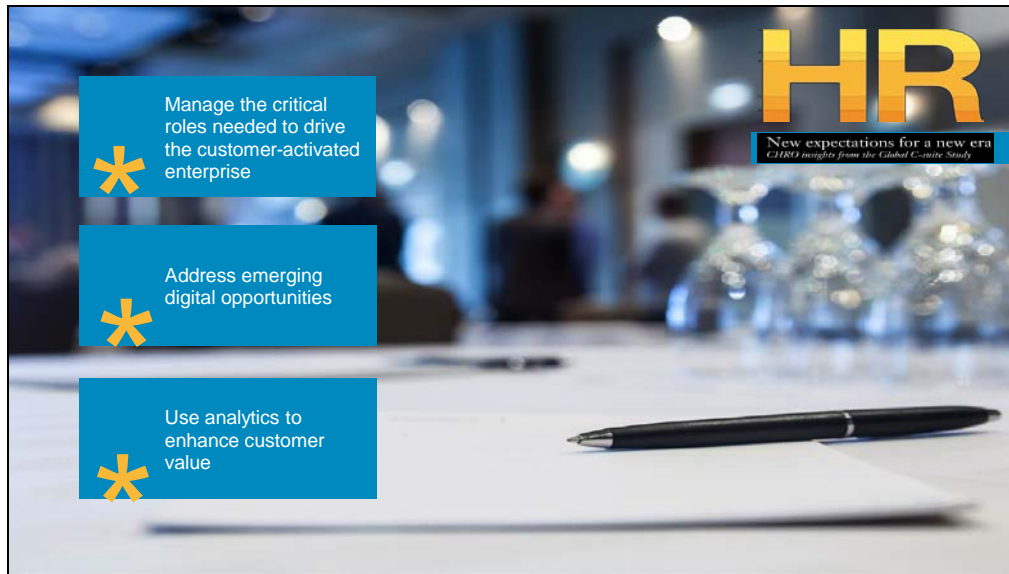


The Smarter Workforce logo consists of a circular emblem with a blue base and green segments. Inside the segments are icons: a person, a gear, a lightbulb, and a network. To the right of the emblem, the words "Smarter Workforce" are written in a dark blue, sans-serif font.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

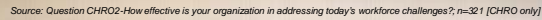
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Effectiveness in addressing workforce challenges today



Talent Acquisition Needs Work.

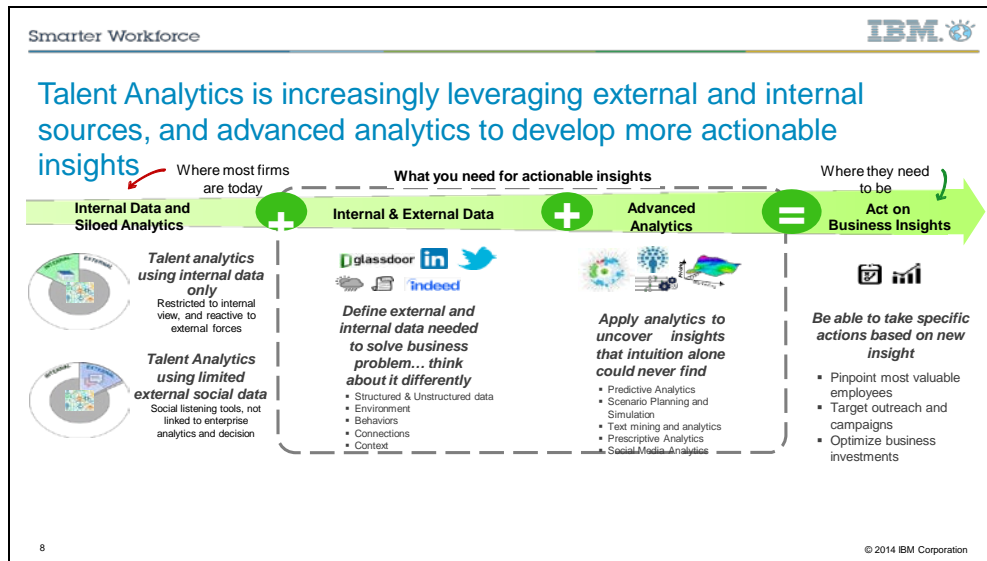
39% of recent hires would not be rehired.
(IBM Smarter Workforce Institute)

29% of companies said they were unable to pursue a market opportunity because of talent constraints (PWC)

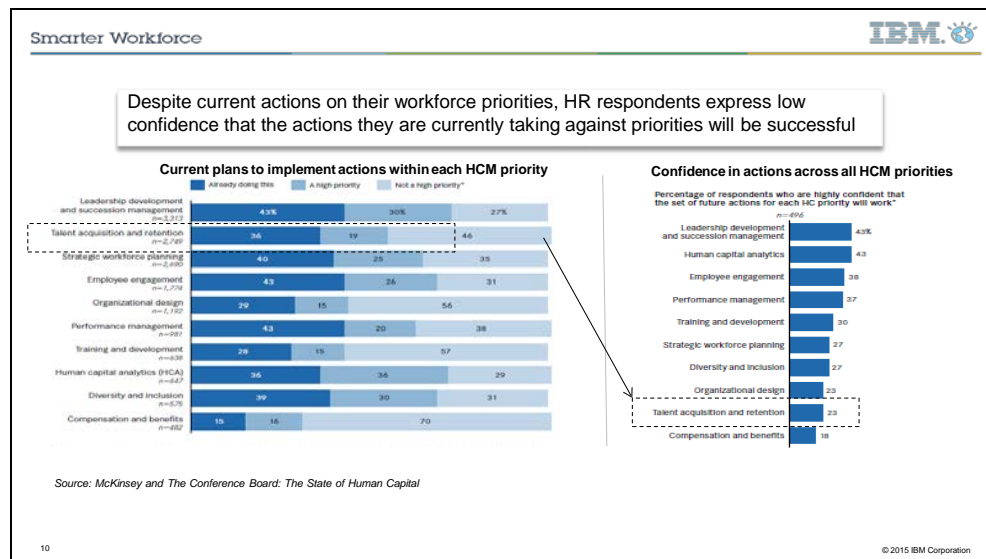
39% of CEOs say they are “barely able” or “unable” to meet the demand for talent
(Deloitte)

One-third of managers and executives
will fail at their new jobs within 18 months
(Bersin by Deloitte)

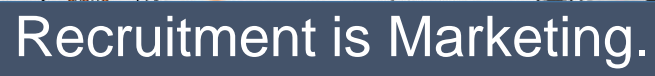
50% of newly hired employees had some remorse about their decision
(DDI)

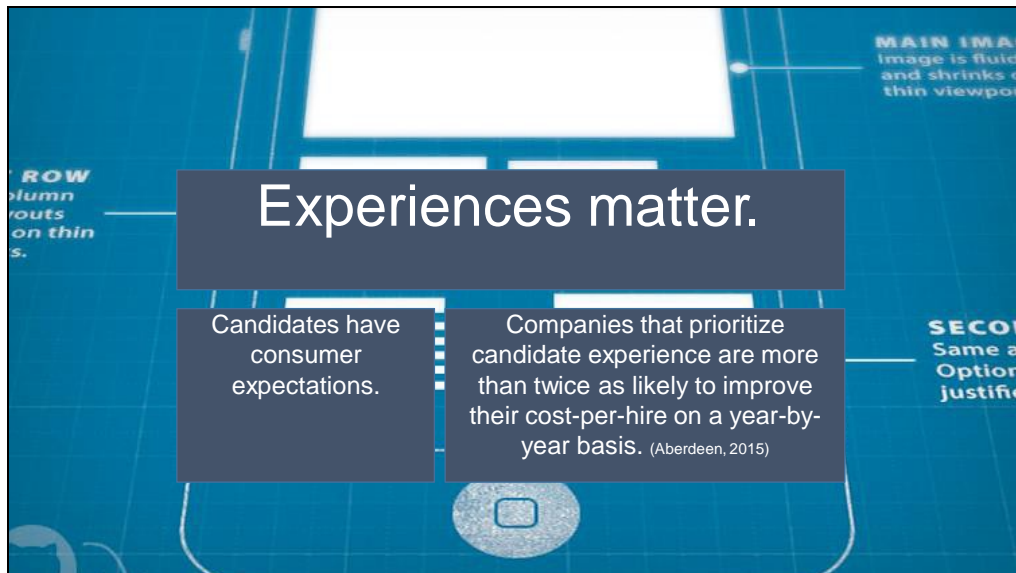


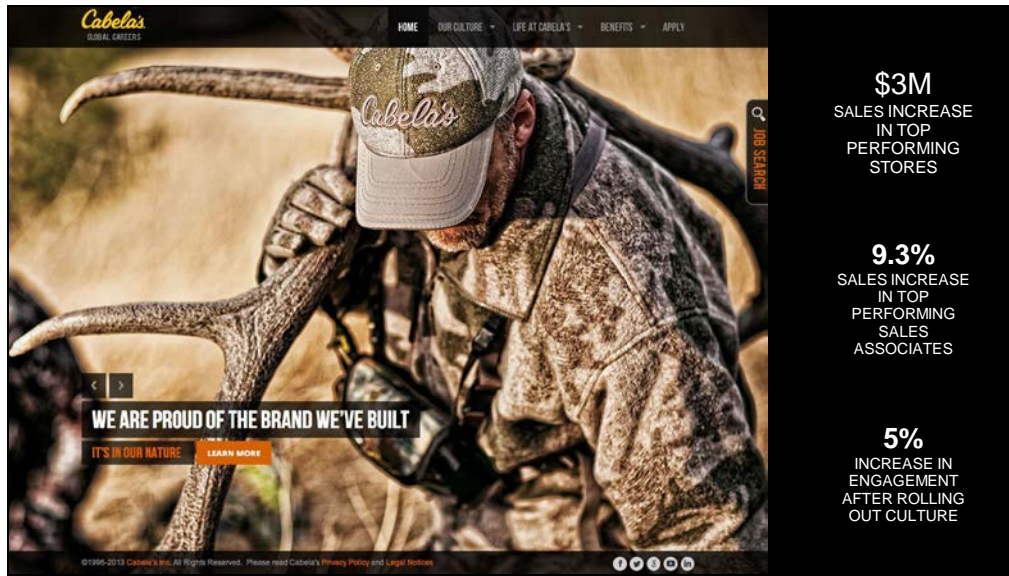
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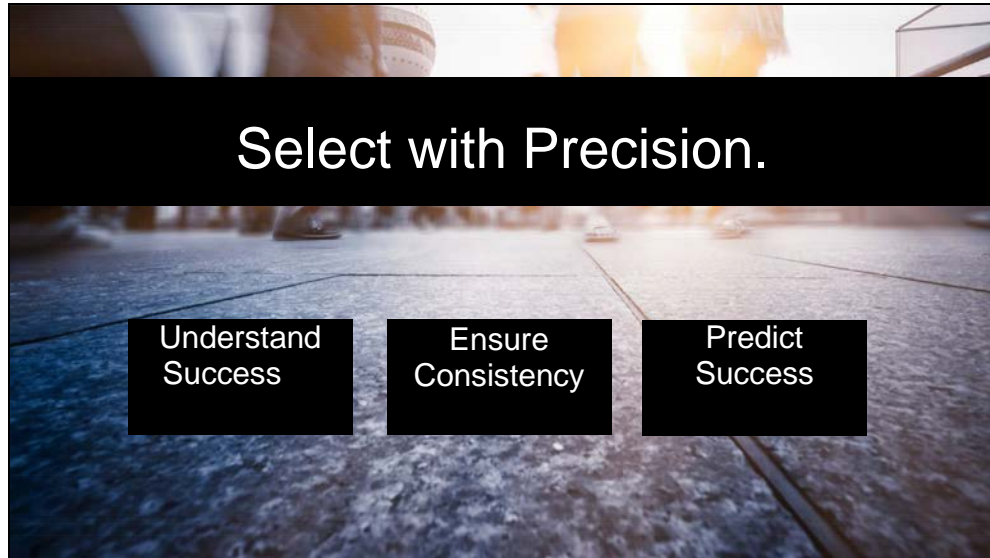


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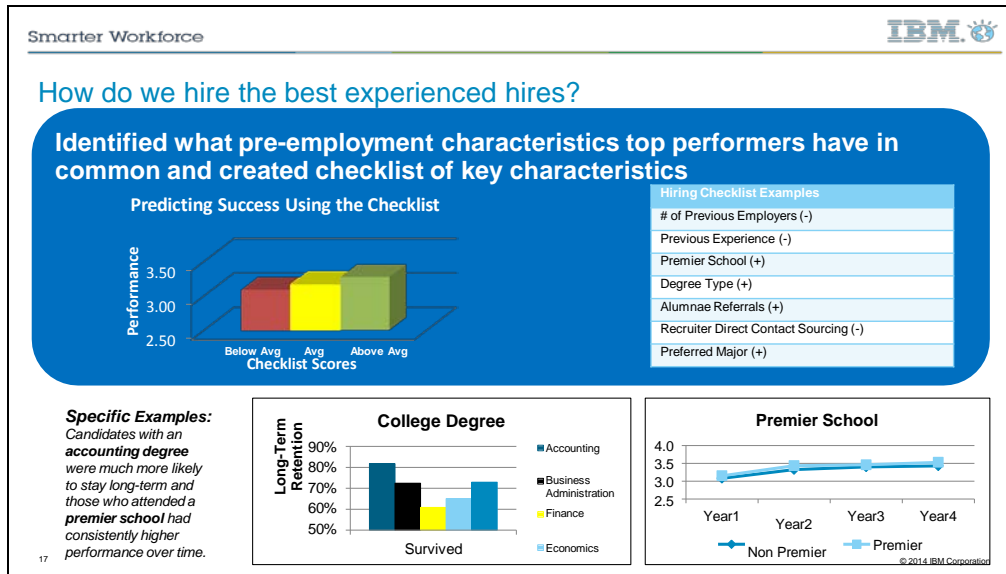
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Onboard With Style.

32% of organizations have formal onboarding processes in place

Onboarding processes are getting shorter each year, although longer programs are still related to lower turnover

Best in Class:

- 1) Electronic forms
- 2) Job specific materials
- 3) Self Service Portals
- 4) Pre-boarding
- 5) New hire tracking

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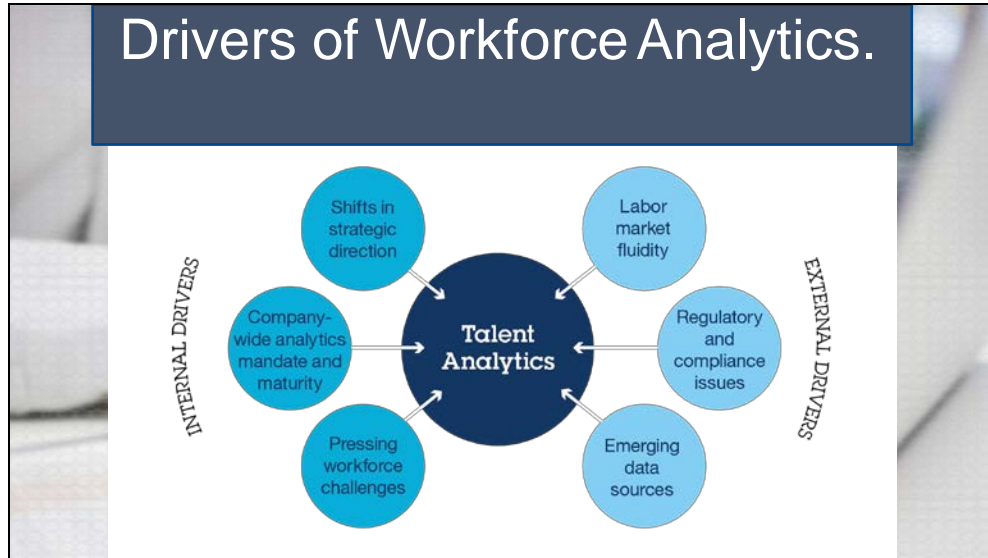
Measure What Matters.

10% of organizations use NO hiring metrics

Measuring
efficiency =
More hiring
mistakes

60% of organizations track quality of hire



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Practical Advice for Better Data.

Collect data from employees once

Communicate
clearly about
requirements
and choices

Show employees the value of the data they provide

Allow business leaders and employees input on goals and updates on progress

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Set Up for Analytics Success.

Focus on
business
priorities

Leverage analytics through storytelling

Use analytics to help inform decision making (not a substitute)

Understand
that perfect
data isn't
required for
insight

Understand
the past,
optimize the
present,
predict the
future

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