

How TalentClick Helped a Medium-Sized Company Reduce New-Hire Turnover by 68%

THE CHALLENGE

Southern Earth Sciences, Inc. (SESI) was founded in 1976 to provide the construction industry with complete geotechnical consulting and materials testing services. SESI has grown to 9 offices across the United States. However, despite their growth, they had been experiencing issues with voluntary and involuntary turnover of new employees. Industry statistics show that the average cost of turnover for a mid-level position is at least \$15,000, and this applied to SESI.

THE SOLUTION

TalentClick configured an assessment solution to help hiring managers screen for Person-Job (PJ) fit and Person-Organization (PO) fit. The tool helped identify employees and managers who would see projects through to completion, and who had high productivity and efficiency ratings.

“There is no doubt we are benefiting from using this assessment tool.”



DON MEYN
DIRECTOR
SESI

THE RESULTS

Prior to using TalentClick, SESI had a ‘New Hire Retention Rate’ of **44%**. After using TalentClick, they reported that their success rate for retaining new employees had climbed to **82%**. That’s almost a doubling of their success rate, and they were extremely pleased. They experienced these gains: (i) cost savings for Recruiting, (ii) cost savings for Training, (iii) increased productivity, (iv) improvement in employee engagement scores.

SOUTHERN EARTH SCIENCES, INC. 



**86% INCREASE IN
NEW HIRE RETENTION**



**68% DECREASE IN
EMPLOYEE TURNOVER**



**>\$100,000 SAVED IN
COST OF TURNOVER**



**DECREASES IN
SCREENING TIME FOR
NEW APPLICANTS
AND TRAINING TIME
FOR NEW HIRES**