WHEN IT COMES TO HIRING,
GOOD THINGS <u>DON'T</u> COME TO EMPLOYERS WHO WAIT.

We've been preaching for a while that hiring requirements and processes should not give job seekers any extra time or reasons to look elsewhere. Indeed's recent article titled, "Why a lengthy time-to-hire hurts everyone involved," addresses this same issue, sharing how even highly desirable companies risk losing out on quality candidates when the process becomes excessively prolonged. The Indeed article points out how this is a major issue when the most talented may only be on the job market for an average of 10 days.

Don't get us wrong, we wholeheartedly support taking steps to find the best of the best! As a staffing partner, our job is to ensure positive hiring outcomes by assuming all hiring activities and eliminating unnecessary delays. Our success comes not only from applying our expert recruitment knowledge, but also from leveraging the efficiencies of trusted vendors and mimicking our clients' proven hiring practices. This is why our client intake process begins with observing, learning, and then streamlining our clients' already successful selection and onboarding practices.

4 WAYS TO PREVENT CANDIDATE FALL-OFF

Good talent won't wait. Below are the most common client screening activities we find contribute to the loss of qualified candidates and our recommendations for reducing delays and fall-off.

- **Replace verifications with custom interviewing. Time saved: 1 - 2.5 days.** Education and employment verifications are expensive, and in our experience, a counterproductive investment. Data from our national verification services vendor partner shows the average employment verification extends the hiring process by 1.1 days and 28.5% are ultimately never verified (and given the limitations on what past employers can share, there is little to no return on investment). Even worse, the average education verification causes a delay of 2.46 days and 7.8% are never verified. We recommend forgoing the costly verification process and letting us confirm relevant facts, details, and experience during the interview that not only validate proof but also provide an intimate knowledge of each candidate, a valuable benefit a third-party vendor can't provide.

- **Limit criminal background search criteria. Time saved: 1.5 - 8 days.** Between the extensive time delays of expanded criminal lookbacks and the growing number of states (13 currently) either partially or fully banning their use, we recommend limiting your criminal lookback period to seven years or less. Our national verification services vendor reports that compared to a seven-year search, it takes 7.4% longer to turnaround lookbacks eight years or longer and 35% longer for 20-year and unlimited lookbacks. Turnaround timeframes for criminal lookbacks vary significantly depending on the nature and scope of the search and the states the records are being requested from. In our experience, the average quick result returns in about 12 hours, with more comprehensive searches taking anywhere from 48 to 64 business hours. By partnering with us to identify your needs, goals, and states where you'll conduct searches, we can work together to find the quickest, most reasonable option that removes unnecessary expenses and hiring delays.

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- **Remove THC from your drug screen.** **Time saved: 3.5 - 4.65 days.** Not only are a growing number of states (21 as of January 1, 2024) limiting how employers can use positive marijuana drug tests and/or prohibiting discrimination against legal marijuana users, but screening for THC also increases time to hire, which once again, leads to candidate fall-off. According to our national drug screen vendor partner, the average overall turnaround time for a positive result with medical review is a whopping 4.65 days, while the average for a negative result is 3.58 days. And if you're under the assumption testing for THC is a big safety net that's going to catch a good chunk of undesirable candidates, you might be surprised. Quest Diagnostics reports that only slightly more than 3% of the combined U.S. workforce tests positive for marijuana. Barring federal contractor work, driving positions, and other safety-sensitive positions, we recommend you stop screening for THC. But if you fall in the category that requires a THC screen (state mandate or otherwise), our recommendation to reduce turnaround delays is to take advantage of Elwood's in-office instant rapid urine test, as negative results from our instant screens are available within the same day.

- **Delegate the interview process.** **Time saved: 1 - 3 days.** When it comes to identifying the best candidates quickly, a well-executed, comprehensive interview is more valuable than most screening tools. Elwood's carefully designed interview process is efficient, reducing time to hire, and yields the best candidates for the job by coupling our recruiting expertise with successful client interview practices (we shadow client-led interviews to observe and emulate preferences). While it's tempting to interview candidates yourself or interview them after Elwood, we recommend delegating the interview process to Elwood. When clients conduct their own interviews, our data show the average time from interview to start date increases by 9.3%. While intentions are good, the increased wait time and resulting candidate frustration causes fall-off and early turnover (see our full report).

WE'RE AN EXTENSION OF YOUR HR TEAM
Our goal is to be a trusted business partner—an extension of your HR team—who delivers the talent you need, when you need it. By working together, we can identify costly hiring delays, gain efficiencies through our network of preferred vendors, refine hiring processes by emulating your successful practices, and remove hiring burdens so you can focus on your business.

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