



Active job seekers, represent only 25% of the workforce

Comprising of "The Unemployed" (8%) and "The Employed and Looking" (17%).

Job search and the workforce

1. Unemployed – 8%
2. Employed and looking – 17%
3. Employed and not looking – 45%
4. Employed and not interested – 30%

Double your pool of candidates

Passive candidates make up about 75% of the workforce of which 60% of are open to move.



Bad sales hires' negatively impact employee morale and client relations.

Hiring the wrong salesperson who performs poorly and decreases your team's productivity and is estimated to cost from 30% – 150% of their annual salary.



Rehiring costs*

It takes 39.8 days to rehire and the average cost of rehiring executives is \$34,440, senior managers \$23,059, mid-level positions \$17,841 and \$9,772 for entry-level.

Recruitment & Onboarding

For small businesses who do not have an internal HR team, the hiring and onboarding process is time consuming and costly.

Remuneration, education and training

Probation periods of six months result in salary and superannuation being paid out along with costs to fund training and education.

Legal costs during termination

Bad hires can result in unfair dismissal claims, unlawful activity and litigation which can damage a company's reputation resulting in financial loss.



**The true cost
of hiring the
wrong person**

*based on a survey research of over 1,500 HR professionals across Australia conducted by Human Capital Australia (www.hcamag.com)