

What's Business Got To Do with It?



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*The mission of RCS is to provide quality cost effective training
and technical assistance that will enhance service delivery
and influence positive outcomes.*

What is the Purpose of Business?

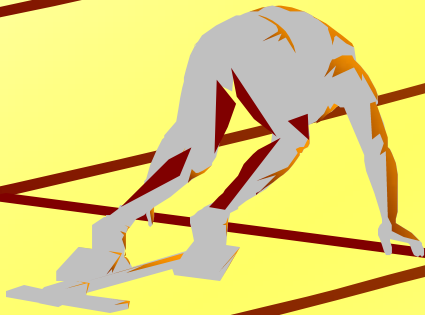
The Purpose of Business

\$ Profit!!!

\$ Make \$

\$ Save \$

\$ Save Time



Business Expenses

<u>Services:</u>	<u>Market Rate:</u>	<u>Total Cost:</u>
Advertisement	\$2,500	\$2,500
Recruitment	\$1,500	\$1,500
Pre-screening	\$600	\$600
Application	\$65/hr	$\$65 \times 8 = 520$
Interviewing	\$85/hr	$\$85 \times 8 = 680$
Facilities	\$50/hr	$\$50 \times 8 = 400$
Testing	\$85/hr	$\$85 \times 8 = 680$
TOTAL		\$6,880

**Average market rates for these products and services.*

Business Wants to Save Time & Money

- ✦ **Product Investment Per job seeker \$3,500**
- ✦ **Training Investment \$3,000 - \$5,000**
- ✦ **2004 National Cost Per Hire (CPH) \$4,249**
- ✦ **Average Interviews before hiring: 5**
- ✦ **Average Time: 40 hrs (40 x \$15 = \$600)**
- ✦ **Average Tax Incentives (\$2,400 – \$8,400)**

“Value & Benefit”

Business Cost of Turnover

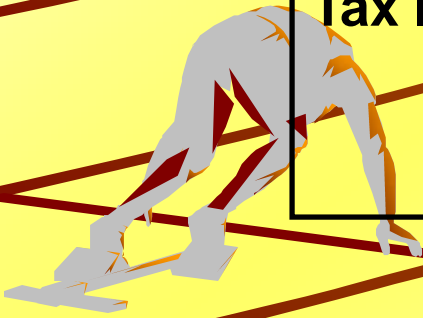
- ◆ **Costs Due to a Person Leaving**
- ◆ **Recruitment Costs**
- ◆ **Training Costs**
- ◆ **Lost Productivity Costs**
- ◆ **New Hire Costs**
- ◆ **Lost Sales Costs**

\$3,500 is the estimated cost to replace one \$8.00 per hour employee.

Source: Society for Human Resource Management.

To calculate the cost of employee turnover go to:
www.caliperonline.com/solutions/turnover.shtml

Businesses Want the Bottom Line



<u><i>HR Resources:</i></u>	<u><i>Total Savings:</i></u>
Advertisement	\$2,500
Recruitment	\$1,500
Pre-screening	<u>+ \$600</u>
Sub Total	\$4,600
Training Investment	+\$3,000
Tax Incentives	<u>\$2,400</u>
Total Savings	<u><u>\$10,000</u></u>

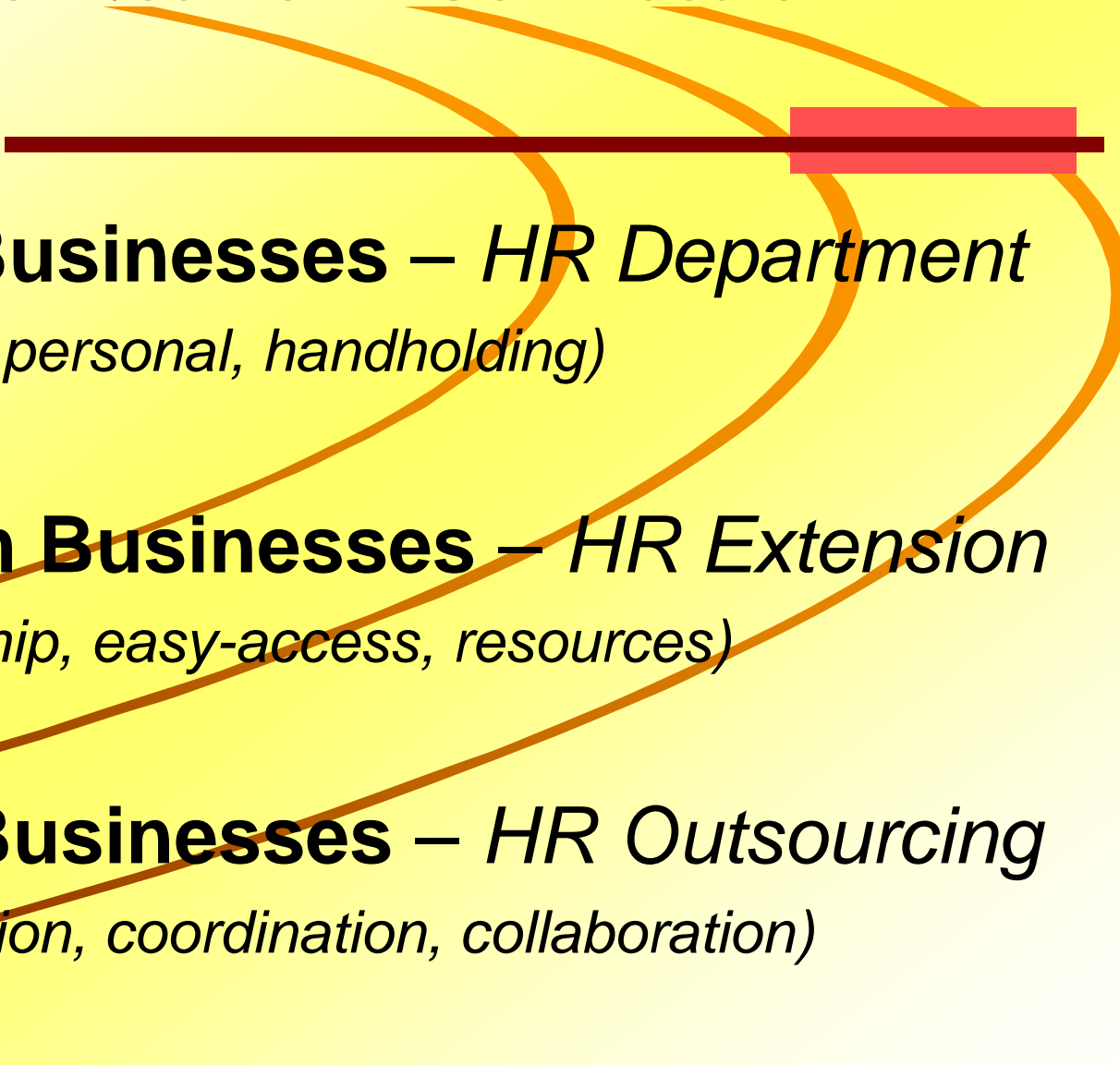
Significant Savings!

Business Resources

- ✦ Job Posting (*recruitment services*)
- ✦ Layoff Assistance (*transition services*)
- ✦ Education and Training (*employee development*)
- ✦ Tax Credits (*reduce tax liability*)
- ✦ Job Fairs (*marketing networks*)
- ✦ Labor Market Information (*data exchange*)



Business Network Connection



✦ **Small Businesses – HR Department**
(intimate, personal, handholding)

✦ **Medium Businesses – HR Extension**
(partnership, easy-access, resources)



✦ **Large Businesses – HR Outsourcing**
(cooperation, coordination, collaboration)

Business Development System

- ✦ Serves as a valuable resource that will enhance human resource capabilities.
- ✦ Increase profitability through incentives, tax credits, and resource assistance.
- ✦ Use real-time economic trends, industry competencies, and occupational data to assist in making business decisions.
- ✦ Reduce recruitment costs and increase retention through workforce solutions.
- ✦ Develop a more competitive workforce to compete in the global market.

This Concludes the Workshop

Thank You!
*I appreciate your
attendance & attention.*

