Preboarding as a Staff Retention Tool

Right now, it's an employee's market, *not* an employer's market. With 22% of staff turnover occurring within the first 45 days, employers need to focus on hiring and retaining skilled labour since it's easier than ever for millennials and younger workers to seek greener pastures. [1]

Companies can retain skilled labour more easily by offering enhanced support and showing greater initial investment to ideal job candidates with preboarding – before those candidates are fully hired.

What is Preboarding vs Onboarding?

Onboarding is the process of bringing an employee into an organization. It usually involves orientation, HR meetings, salary discussions or negotiations, and training for essential job duties.

Although a solid onboarding process that has been improved and streamlined by technology can go a long way toward keeping employees satisfied, some employees still feel overwhelmed by the skills they're required to learn in the early days or weeks of a new job.

Furthermore, employers are increasingly affected by the so-called "skills gap" between the things job candidates know and the skills required for open positions. In many cases, a candidate may be an ideal apparent fit for a company, but lack a few critical skills that would truly seal the deal.

Preboarding is the solution. At a high level, preboarding focuses on offering additional support and training to a candidate either before a job offer is made or before a candidate "officially" starts.

How Does Preboarding Help with Staff Retention?

Companies with preboarding in place are 11% more likely to retain first-year employees than those without. [2] Let's look into the methods of how preboarding can further significantly improve staff retention:

- Preboarding further streamlines the onboarding process. Hired or soon-to-be hired candidates can be offered HR and training materials before their first day, as well as ancillary resources, to familiarize themselves with a new position so they can feel confident before their first real day at the office.
- Preboarding can broaden a recruitment office's candidate pool – if you use preboarding, candidates that have all the qualifications save for a few key skills you can teach during the preboarding process become fair game. You can choose candidates more likely to stick with your company over the long-term as a result instead of just those with the requisite skills.
- Preboarding makes new employees feel more comfortable in their role without overwhelming them with meetings and training in the initial days and weeks of their position. This helps especially with meeting new team members.
- Lastly, preboarding shows a kind of investment in a new employee or a job candidate that is more likely to be returned by said candidate. A new employee or candidate will see that a company willing to invest in them before their first day will continue to invest in them over the future.

Avoid Going Too Far

While preboarding can be very helpful, you have to be careful not to go overboard. Don't throw too much training material or too many preboarding requirements at a candidate or new employee. They may become overwhelmed and wish to avoid investing in a place they aren't yet fully committed to.

Technology Can Provide Preboarding Solutions for Any Company

Technology offers unique and efficient ways to provide preboarding resources and training opportunities to candidates or new employees. For example, they allows any company to connect job candidates or employees with HR departments, where they can receive all of the documents and paperwork required for a new position without having to spend a long day at the office.

Furthermore, They can provide explanatory and training videos to any job candidate lacking a few key skills for an open position. As an employee learns the skills offered, They also allows them to securely message their HR recruiters or other managers for questions or clarifications.

Ultimately, Preboarding can help improve your company's staff retention rates across the board. See what else they can do for you by trying it today!

Sources

[1] https://business.linkedin.com/content/dam/business/talent-solutions/global/en_us/c/pdfs/onboarding-in-a-box-v03-06.pdf

[2] https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/onboarding-key-retaining-engaging-talent.aspx