

Alumni Programs

DRIVE 6X ROI On Your Recruitment Program!

The world's leading organizations are leveraging their former employees as the most qualified and available source of talent by engaging with their Alumni Community

Companies with a recruiting driven Alumni Program can fill up to 20% of all open requisitions via Alumni

Flaws in Recruiting Strangers

Are you still investing in finding random talent on the internet and hoping they work out?

50%

Of Stranger Recruits end up Being Mistakes



Typically, About 2% of All Internet Recruits Convert Into Employees



Random Internet Hires Are the No.6 Source of Quality Hire



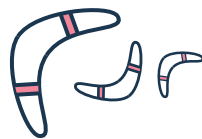
Chasing Passive Candidates Typically Only Fills 11% of Open Roles

Benefits of Recruiting Alumni

2020 Should Focus on Hiring People With an Existing Relationship to Your Organization

72%

Past Employees Would Happily Return



Boomerangs Have a 44% Higher Retention Rate Over 3 Years



50% Average Reduction in Time to Productivity



Alumni Rehire is the No.1 Source of Quality Hire

Building a Business Case

10k Person Company \times 14% Turnover \times 17% Alumni Fill Rate \times \$4,216 Cost of Rehire = ROI of \$1M/year*
238 Former Employees Rehired

SHRM *Cost of rehire & turnover according to SHRM benchmark data

Stranger Recruiting - Searching for a candidate that you don't know and doesn't know you. Literally a stranger to your organization.

Alumni Recruiting - Filling a role with a candidate that has a pre-existing relationship to your organization either as a prior employee, a qualified referral, or some other working relationship.

Sources: enterprisealumni.com