

Potential Employer Benefits

Use this resource to:

- Help guide consideration of the potential benefits to employers from participating in the career ladder initiative.
- Help guide consideration of ways to measure the benefits to employers from participating in the career ladder initiative.

Issues to Address	Types of Benefits of a Career Ladder			Potential Impact		
	Improved Hiring	Reduced Turnover	Increased Skills	Low	Med	High
Costs Related to Job Vacancies						
Goods/services not provided due to vacancy						
Recruitment and hiring costs						
New workers' needs for skill development						
New workers' need for equipment, clothing, etc.						
Increased supervision						
Low productivity of new workers						
Cost Related to Employee Turnover						
Tardiness and absenteeism						
Reduced performance after decision to leave						
Termination-related administrative costs						
Exit interviews						
Separation pay and benefits						
Temporary workers required by loss of employees						
Overtime required by loss of employees						
Reduced performance due to new employees' need for training and experience						
Reputation for turnover						
Cost Related to Employees' Skill Deficits						
Poor quality work						
Increased supervision						
Rework						
Greater time required to produce goods/services						
Poor supplier relationships						
Grievances, claims, work actions						
Lost business						
Difficulties attracting business						
Low internal or external customer satisfaction						