

# Understanding the Results of the WorkStep Cost of Turnover Calculator

\* The numbers below are just an example and do not reflect every company's cost of turnover.

RESULT 1

**What is the cost of sourcing a new hire?**  
This includes any advertising, postings etc. The average cost is \$1,200.

Sourcing Costs Per Hire: \$1,250



RESULT 2

**What is the total cost of interviewing candidates?**  
This calculation takes into account the HR hourly pay, times the total number of hours, plus the hiring managers hourly pay, times the total number of hours.

Interviewing Costs Per Hire: \$277  
(HR hourly pay x total number of hours) + (hiring manager hourly pay x total number of hours)

RESULT 3

**What are your total screening costs per hire?**  
The total cost of screening candidates for the role, which includes communicating with candidates and inviting them to interview. Hourly HR pay, times the total number of hours spent.

Screening Costs Per Hire: \$154  
(hourly HR pay x total number of hours spent)



RESULT 4

**What are your total incentive-related costs per hire?**  
e.g. sign-on incentives, bonuses, tuition reimbursements.

Incentive Related Cost Per Hire: \$1,200

RESULT 5

**What is the cost to cover time-to-hire?**  
When a worker leaves their job, that role still needs to be covered by another worker at a cost to the company at time-and-a-half.

Overtime Cost to Cover Time-to-Hire: \$3,120  
(workers hourly pay x .5 x total number of hours)



RESULT 6

**What are your training costs per hire?**  
This takes into considering onboarding and on-going training throughout the employment journey. The average number of training hours is 56 per year.

Training Costs Per Hire: \$2,154  
(training manager hourly pay x number of training hours)

RESULT 7

**What's the total cost of productivity ramp per hire?**  
Total cost until the worker is 100% efficient. This is the percentage of efficiency during ramp period, times the worker's daily pay, times the total number of days for ramp-up.

Productivity Ramp Cost Per Hire: \$3,744  
(% of workers efficiency during ramp period x workers pay x total number of days)



RESULT 8

**What is your end of employment admin cost?**  
This includes exit interview, canceling of benefits, collection of company assets from the employee. HR hourly pay times the total number of hours (based on an average of two hours per event).

End of Employment Administration Costs Per Hire: \$103  
(HR hourly pay x number of hours)

RESULT 9

**Are there any other costs associated with hiring?**  
e.g. background checks, drug testing, driver tests, etc.

Additional Costs: \$500



TOTAL

Total Cost of a Turnover Event: \$12,502

This is your total cost of turnover per turnover event based on your inputs and the calculations outlined above. Times this by your total number of turnover events a year and you get your total cost of turnover.

Interested in reducing your frontline worker turnover by up to 36%?  
Register for a demo of [WorkStep RETAIN](#)