

# Your Guide To Calculating Your True Cost of Turnover

## STEP 01

### Identify the annual salary of the HR manager.

The calculator will automatically convert this annual salary into an hourly rate. Unsure of what that is? We'd recommend using the industry average of \$107k.



What is the annual salary of the HR manager? \*

Continue



## STEP 02

### Enter the annual salary of the hiring manager.

As before, the calculator will automatically turn this annual salary into an hourly rate.

What is the annual salary of the hiring manager? \*

Continue



## STEP 03

### Input the annual salary of the training manager.

This will automatically be converted to the hourly wage as in the previous steps. If you don't know the exact salary, a quick Google search will help.

What is the salary of the training manager? \*

Continue

## STEP 04

### Enter the hourly wage of your frontline worker.

The industry average for these positions is between \$20 -25 per hour.

What is the hourly pay of the worker? \*

(average: \$20-25 per hour)

Continue



## STEP 05

### Enter the hourly benefits cost.

This is the contribution your company gives towards benefits per hour for each worker. If unsure of the amount, the average is around \$2.83 per hour.

What are the hourly benefit costs of the worker? \*

(average: \$2.83 per hour)

Continue

## STEP 06

### Calculate what the total cost is for sourcing candidates.

If uncertain of the exact amount, the average is \$1,250 per hire.

What are your total sourcing costs per hire? \*

(average: \$1,250)

Continue



## STEP 07

### How many days does it take to fill the position?

Unsure? Industry average is around 29 days.

What is the average time-to-fill the open role? \*

(average: 29 days)

 days

Continue

## STEP 08

### Have you offered incentives to attract candidates?

Enter those here. The average in the industry is around \$1,200.

What is the total cost of any incentive pay per hire? \*

(average: \$1,200)

Continue



## STEP 09

### New hire ramp time.

How many days does it take for a new hire to complete training and work independently, making them 100% efficient?

During the ramp period, how many days does it take for a new worker to be 100% efficient? \*

 days

Continue

## STEP 10

### Efficiency during ramp period.

When a new employee starts, what is the percentage of skills and ability they have to efficiently perform the job during the onboarding and training phase?

How efficient is a new worker during their ramp period? \*

 %

Continue



## STEP 11

### Training.

In a given year, how many hours on average is spent training one employee. Not sure? We've calculated the average to be 56 hours per year.

How many hours are spent on training per year, per hire? \*

(average: 56 hours per year)

 hrs

Continue