

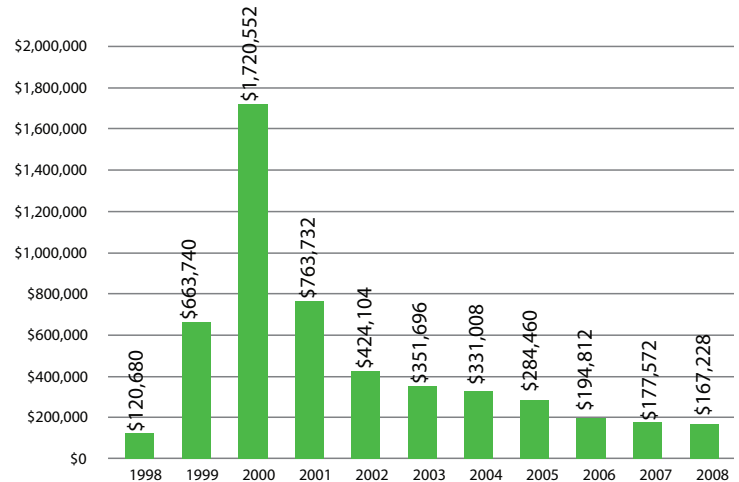
# On Boarding



## The Challenge

- Higher than desired turnover of regular full time employees
- Safety incident rate above industry average
- Significant turnover of employees participating in Welfare to Career program
- Lack of interpersonal skill development for Welfare to Career employees to effectively function in middle class business culture
- 40% of turnover occurred within first two weeks of employment
- New employees unclear of organizational culture and expectations

## Direct Labor Turnover Costs



## The Solution

Design of the New Employee Work Ramping Orientation Program.

Key Program Elements:

- All employees attend first week of employment
- Clarification of cultural expectations
- Increased safety education and requirements

Four Key Cultural Components:

- Success Factors
- Diversity Awareness
- Hidden Rules
- Core Competencies

## The Result

- If you put more effort into how you bring people into the organization, the results can be a well informed, motivated and dedicated workforce
- Implementation of a work ramping orientation can provide reduced turnover, reduced injuries and enhanced motivation among employees



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