

Onboarding Experience

150% The cost to bring on a new employee can range as high as 150 percent of that person's salary. source: Forbes.com, 2013

"Not unlike other organizations, employee retention has been a challenge at FLEETCOR. Our 90-day attrition rate for sales and service associates was at an all time high so we partnered with Clearwater to explore ways to improve the employee experience for new hires. We landed on a high-touch modern learning program that incorporated talent acquisition, human resources, hiring managers, and, of course, learning and development. After the reinvention of our onboarding, we are thrilled to see a 52% increase in our retention rate." ~ Crystal Williams, CHRO, FLEETCOR

86% 

A study by the Aberdeen Group found that 86 percent of new hires decide to stay or leave a company within their **first 6 months**.

source: Aberdeen Group

Engaging an employee can improve their performance by **20%** and reduce their probability of departure by a whopping **87%**. 


source: Forbes.com

70-20-10
Modern Learning Model

FLEETCOR implemented a dynamic, integrative modern learning approach to onboarding that enhances the new hire's experience through their first 12 weeks.

The FLEETCOR Onboarding Program links to the company's core values and includes a micro-learning technology tool that sustains a high-energy, consistent experience.

- 10% Orientation Day
- 20% Jubi platform, interaction with peers and manager
- 70% Completing the exercises, activities, and applying the values daily