EG's Staffing Team Reduces Turnover and Cuts Costs for Michigan School District

Employment Group
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Situation

A school district in Michigan, spanning multiple elementary, middle, and high schools, faced persistent challenges in maintaining a stable workforce. High turnover rates and prolonged vacancies left critical roles unfilled, disrupting daily operations and placing added strain on existing staff.

Their previous staffing partner struggled to attract, source, and retain qualified talent, resulting in constant staffing gaps and operational inefficiencies. Without a reliable workforce, the district experienced disruptions in essential services, impacting both students and faculty. Seeking a more effective solution, they needed a staffing partner capable of delivering consistent, long-term talent to restore stability and ensure seamless operations across their schools.

Solution

EG's Talent Strategists partnered with the school district to implement a more strategic and data-driven hiring approach, designed to address ongoing staffing shortages and high turnover rates. After conducting a thorough assessment of their recruitment challenges, we identified key obstacles in their hiring process, including inefficiencies in candidate screening and a lack of long-term retention strategies.

To resolve these issues, we introduced our **Applicant Qualifier** tool—an advanced screening system that evaluates candidates beyond basic qualifications, ensuring they align with the district's needs and culture. This approach not only improved the quality of new hires but also enhanced retention rates by matching the right talent to the right roles, creating a more stable and reliable workforce for the district.

EDUCATION

Results

Turnover decreased from 69% to 34.5% in one year, improving workforce stability

Reduced hiring costs by saving on training expenses, onboarding, and background checks