

## ReMap Recruitment Analysis: Performance and Attrition Data

- **ROI** We are committed to evaluating as much of our work as possible to ensure ROI and true value for money for our clients.
- **Analysis and Evaluation** We evaluate 100% of our 4 week ReMap Development Programmes, and have created long-term case studies (all over 2 years), which show sustained year on year Sales growth of up to 43%. This is something that few, if any, training companies or indeed internal training departments ever attempt to provide, as producing evaluation to Kirkpatrick levels 3 and 4 is extremely difficult to achieve.
- We have now undertaken a rigorous and lengthy analysis of the value of our Recruitment support by going back to a number of our long term users and obtaining detailed information regarding the outputs from their recruitment processes over the last few years.
- **445 Candidates / 7 years** This is the results from the 445 candidates profiled: it includes the clients appointment and attrition rates together with actual individual performance standards achieved following appointment as determined by the actual Sales Managers responsible for their sales.
- **81%** appointed were deemed **Good / Exceptional** and an average of just **4% attrition** rates for these over 7 years.

| <----- Breakdown Of Analysis Totals -----> |        |                                |                                |                                 |
|--|--------|--------------------------------|--------------------------------|---------------------------------|
|  | Totals | Global Pharmaceutical Business | Global Pharmaceutical Business | Global Financial Print Business |
| Months of data                             |        | 18                             | 60 (5 yrs)                     | 84 (7 yrs)                      |
| Candidates Profiled                        | 445    | 86                             | 150                            | 209                             |
| Appointed                                  | 98     | 31                             | 36                             | 31                              |
| % Appointed                                | 22 %   | 36 %                           | 24 %                           | 15 %                            |
| <b>Performance</b>                         |        |                                |                                |                                 |
| <i>Poor</i>                                | 11     | 2                              | 4                              | 5                               |
| <i>Below Average</i>                       | 8      | 0                              | 3                              | 5                               |
| <i>Good</i>                                | 67     | 26                             | 26                             | 15                              |
| <i>Exceptional</i>                         | 12     | 3                              | 3                              | 6                               |
| Attrition rate for 'Good/ Exceptional'     | 4 %    | 0 %                            | 4 %                            | 9 %                             |
| Attrition rate for 'Poor / Below Average'  | 63 %   | 100 %                          | 71 %                           | 60 %                            |
| % of Good / Exceptional still employed     | 81 %   | 94 %                           | 81%                            | 69 %                            |
| % of Poor / Below Average still employed   | 37 %   | 0 %                            | 28 %                           | 40 %                            |

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