Robert Half Canada

Survey: 91 Per Cent of Managers in Canada Would Rehire Former Employees



Canadian Workers More Hesitant to Return to Their Previous Companies

TORONTO, Jan. 17, 2019 /CNW/ - The competitive hiring market has companies casting a wide net to find job candidates with the in-demand skills they need. A new Accountemps survey found more than nine in 10 senior managers in Canada (91 per cent) are open to rehiring boomerang employees — staff members who previously left the company on good terms.

The research, however, also revealed that former employees were not quite as eager for a reunion, with only 33 per cent of workers likely to apply for a position with a previous company. Reasons professionals cited for not wanting to return to past employers included dissatisfaction with management (18 per cent), unfulfilling job duties (14 per cent), poor fit with the organizational culture (12 per cent), and bridges burned by the company (9 per cent).

"Former employees are already acquainted with a company's structure, training requirements, work environment and expectations, making them well-equipped to ramp-up quickly and begin contributing," said David King, Canadian president of Accountemps. "Companies need to recognize the potential advantage of hiring back team members and proactively use exit interviews as constructive learning opportunities that can pave the way for a return down the road."

See an infographic of the data details.

King added, "A candid conversation early in the hiring process to address why the employee initially left, their motivations for returning, and how both their career and the company may have evolved in the interim, is key to ensuring a successful rehiring."

Accountemps offers these tips when considering a previous employee's return:

- **Have a conversation.** Before launching the formal hiring process with a former employee, check in on what they're looking for from your company and ensure all previous issues have been addressed.
- **Conduct a formal interview.** Follow all hiring procedures as you would with a new candidate. Perform reference checks (including the most recent employer) and have an in-depth discussion to ensure that a return would be beneficial for both parties.
- **Reorient the employee.** If the person is rehired, have them go through the standard onboarding process to bring them up to speed on current company policies and processes.
- **Reassess skills.** Managers should consider the returning employee's updated experience to determine if they may be suited for new roles or responsibilities.

About the Research
The online surveys were developed by Accountemps and conducted by independent research firms. They include responses from more than 400 workers 18 years of age or older and employed in office environments in Canada and more than more than

600 senior managers at companies with 20 or more employees in Canada.

About Accountemps
Accountemps, a Robert Half company, is the world's first and largest specialized staffing service for temporary accounting, finance and bookkeeping professionals. The staffing firm has more than 300 locations worldwide. More resources, including job search services and the company's blog, can be found at roberthalf.ca/accountemps.

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