



E-book

# Infographic: Surprising onboarding statistics



This is why you should invest in  
(digital) onboarding

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Chapter

# Introduction to onboarding: Beyond first impressions

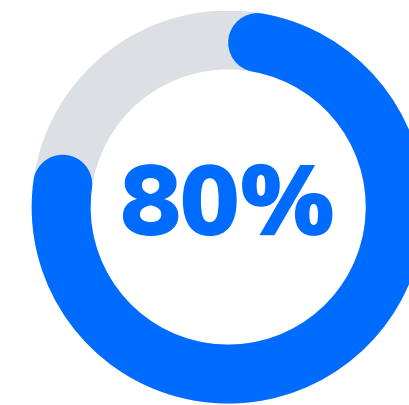
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# 1. Don't wait until day 1: Start your employees' journey with **preboarding**

Ensuring new hires feel engaged and supported from the moment they accept an offer is crucial for their seamless integration and long-term commitment to the company. However, many companies miss out on this opportunity by delaying engagement until the first day of work.



Shockingly, **19%** of candidates have accepted a verbal offer and disappeared before signing the paperwork, and **22%** have not shown up for their first day of work at least once ([Indeed](#)).



of professionals admit to feeling nervous before starting a new job ([LinkedIn](#)).



This can also be explained by the fact that **64%** of employees report not receiving any form of preboarding ([Vlerick Talmundo](#)).



## 2. The importance of effective onboarding

Onboarding is the process of integrating new hires into an organization. While many companies are aware of its existence, not all dedicate enough effort to it (or know how to do it).

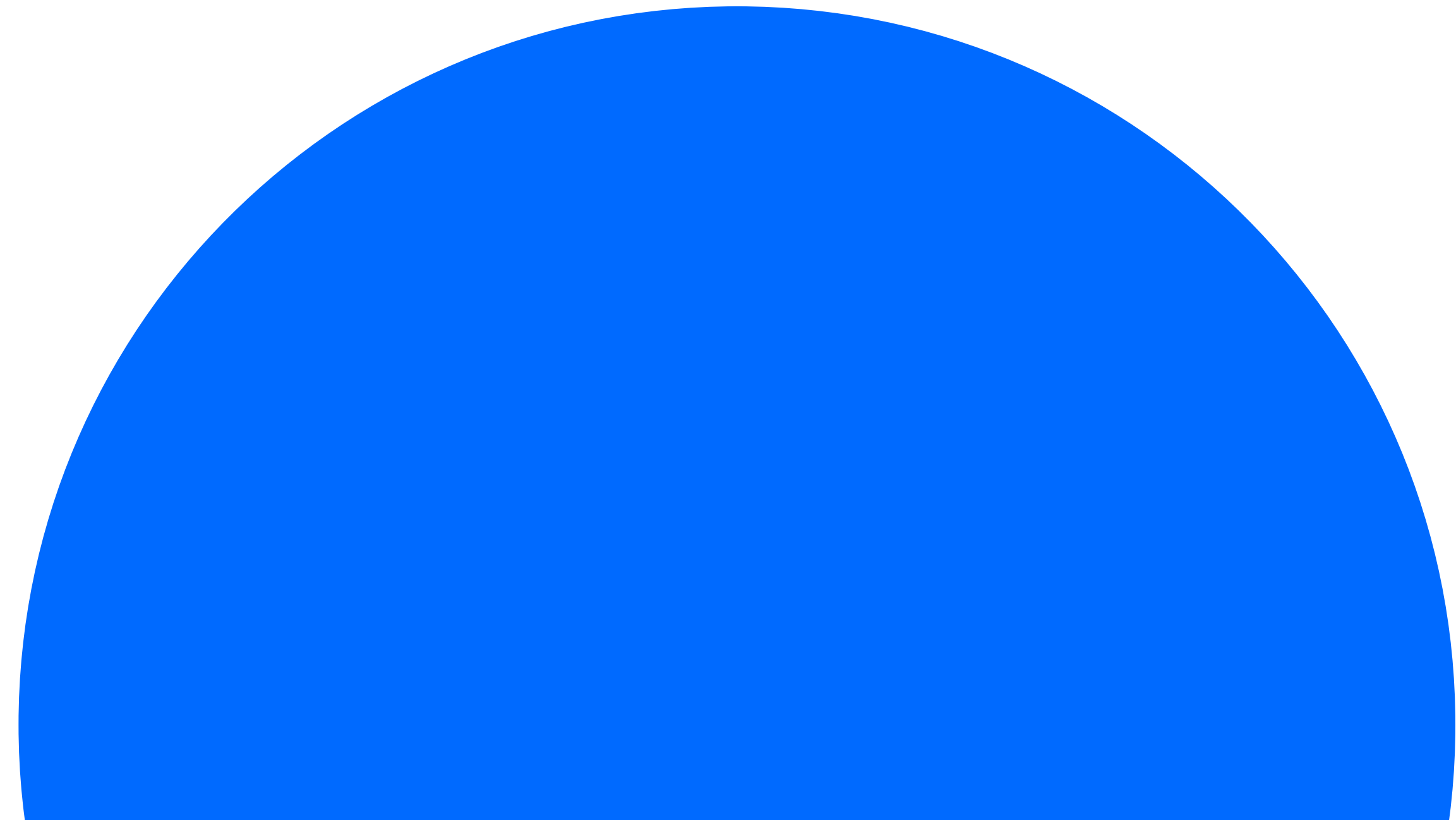
Statistics reveal that only **52%** of employees feel satisfied with their most recent onboarding experience ([Paycheck](#)).

The significance of onboarding cannot be overlooked, as **64%** of employees are likely to leave a new job within their first year if they have a negative onboarding experience ([Hibob](#)).

Among employees preparing to leave their current employer, **74%** describe their latest onboarding experience as boring, **66%** as confusing, and **64%** as a failure ([Paycheck](#)).

Organizations with a robust onboarding process, on the other hand, experience an **82%** improvement in new hire retention and over **70%** increase in productivity ([Brandon Hall Group](#)).

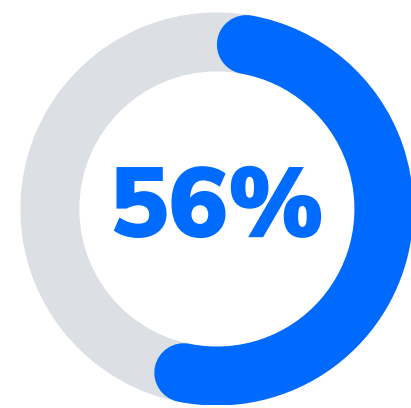
Moreover, **69%** of employees are more likely to stay with a company for three years if they have a positive onboarding experience ([SHRM](#)).



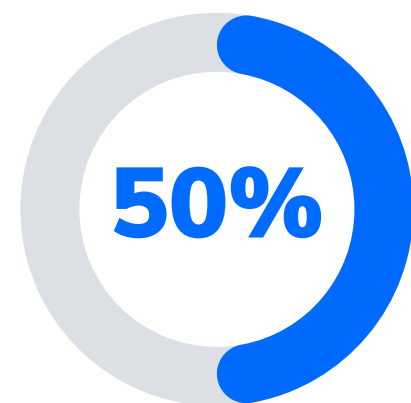
# 3. Onboarding challenges

## from the view of HR and new hires

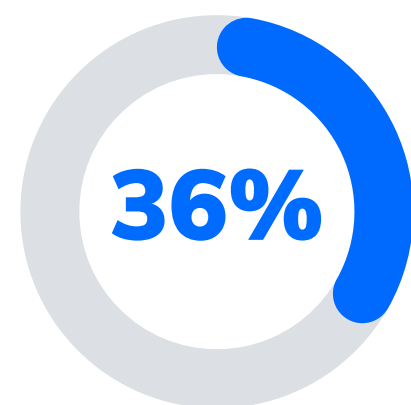
3 common reasons candidates  
lose interest in their jobs ([Vlerick Talmundo](#))



Unclear or unreasonable  
job responsibilities

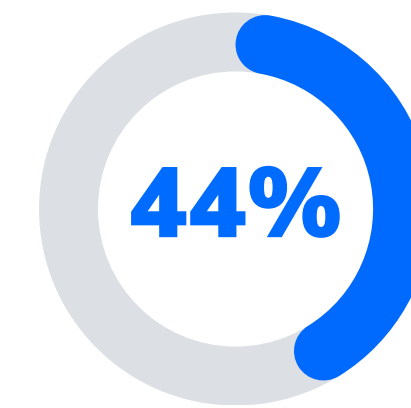


Poor communication with  
the hiring manager

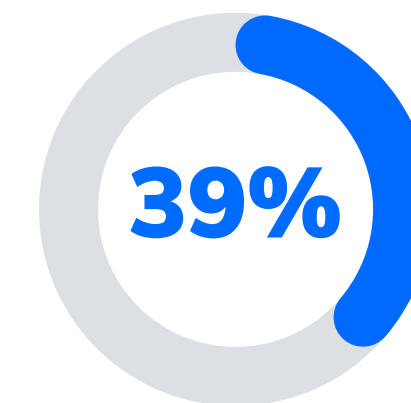


Misalignment with the  
company culture and values

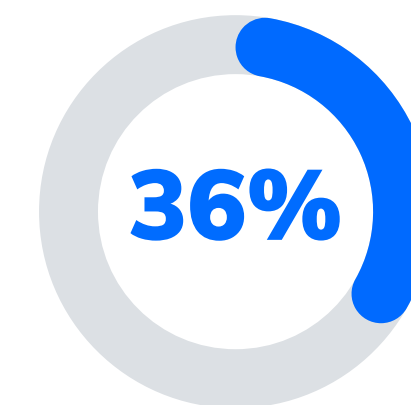
Top 3 onboarding challenges  
for HR ([Psychology Today](#))



Inconsistencies in application  
across the organization



Competing priorities



Measuring onboarding  
effectiveness

## 4. Onboarding

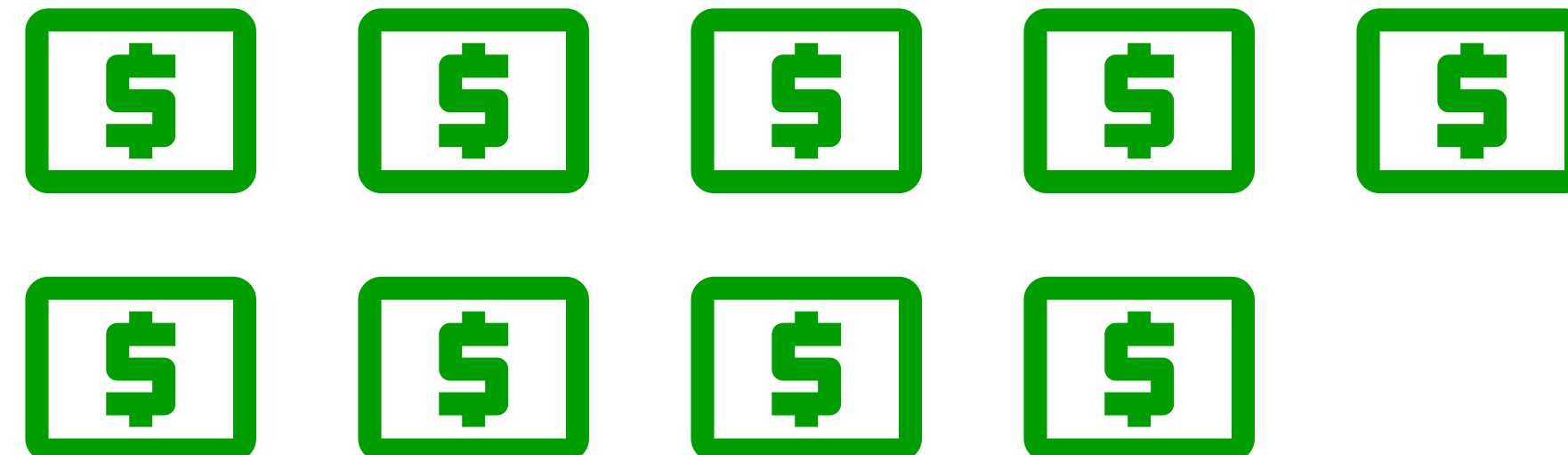
### financials

Losing employees not only has negative strategic, practical, and well-being implications, but it also takes a toll on the financial side.




Research reveals that the average US employer spends approximately **\$4000** and **24 days** to find and hire a replacement worker ([Glassdoor](#)).

Moreover, estimates indicate that the cost of replacing a salaried employee can range from **6 to 9 months' worth of their salary** ([SHRM](#)).







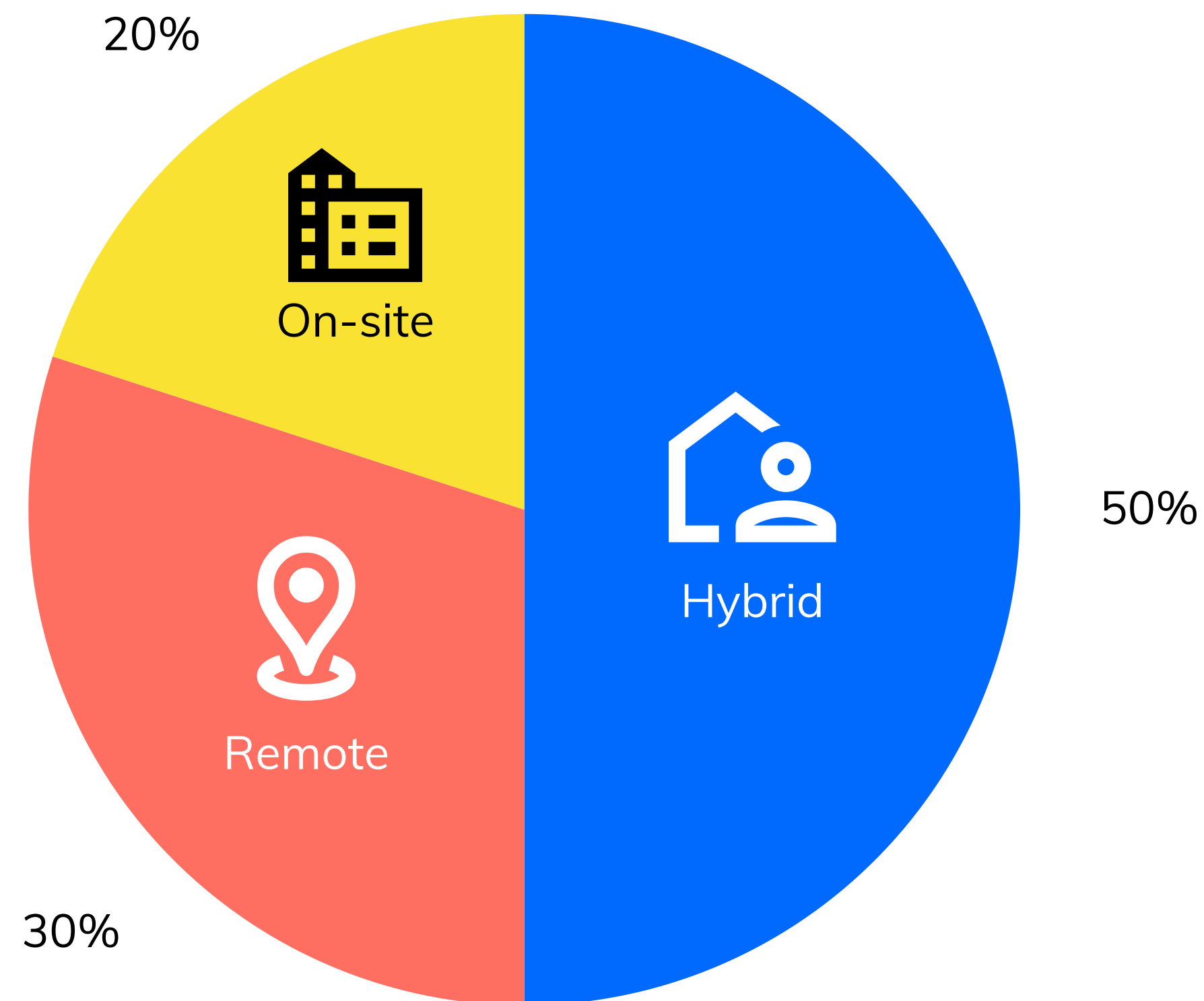
Now that you understand the importance of effective onboarding, let's explore strategies to improve your onboarding process for the new ways of working, such as hybrid and remote onboarding.

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# Work is evolving: Embracing hybrid and remote onboarding

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# 1. Shifting dynamics: From **physical** to **remote** workplace



The workforce is transforming, with **50%** of employees working in hybrid arrangements, **30%** working remotely, and only **20%** working entirely on-site ([Gallup](#)).

This means that organizations must adapt their traditional working models, onboarding processes, and digital tools to cater to both hybrid and remote workstyles. This will ensure a smooth integration of employees into their roles, no matter where they are located.

## 2. Statistics on remote onboarding **activities**



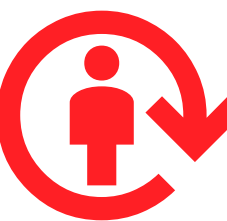
**52%** of U.S. remote-capable employees work hybrid, and **27%** fully remote ([Gallup](#)).



**97%** of respondents believe offering a hybrid model will help to attract better talent ([At&t](#)).



More than **50%** of organisations have shifted to online applications, virtual hiring, and virtual onboarding post-COVID-19 ([Leena AI](#)).



Companies with optional remote work have a **25%** lower turnover ([LegalJobs](#)).

Since remote work has become such an essential part of our jobs, the need for digital tools is crucial. Let's look at the impact it can have on the HR processes at a company.



### 3. The need for **digital tools**

Research has found that **26.5%** of organizations lack technology in their onboarding programs, but **68%** of HR professionals plan to integrate technology moving forward ([Vlerick Talmundo](#)).

Enhancing onboarding experiences with technology improves employee engagement and saves HR managers **14 hours** weekly ([CareerBuilder](#)). Automated onboarding systems can save **1.75 hours** for every 100 new hires, resulting in **175 hours** annually for the HR team ([signNow](#)). Embracing digital transformation is necessary for a competitive edge and operational efficiencies.



Technology evolves very rapidly in the modern-day landscape, and the toolkit expands in many processes of the business. One of the ways to keep up with the innovation is to **start the integration now.**

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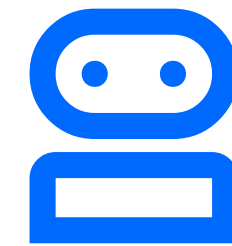
# The AI advantage: Streamlining onboarding with artificial intelligence

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# 1. The role of AI in onboarding

The use of AI is rapidly increasing in the corporate world, leading to a new era of automation and intelligent processes.



Recent data shows that **35%** of companies worldwide are already utilizing AI in their operations, while another **42%** are actively exploring its potential applications ([ExplodingTopics](#)).



This means that a total of **77%** of companies are either using AI or considering adopting its technology. The prevalence of AI highlights its potential to transform the onboarding process, making it more efficient and personalized for new employees.

## 2. The rise of **AI in onboarding**

Insights from research conducted by [Leena AI](#)



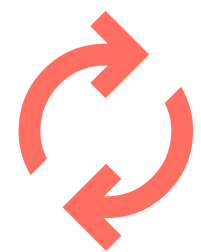
### Improved onboarding experience

Enhanced and personalized onboarding is a driving factor for **50%** of participants to consider adopting AI.



### Growing adoption

AI is already implemented in the hiring and onboarding methodologies of **68%** of organizations.




### Future embrace

**41%** of respondents plan to embrace automated onboarding within the next 6 - 12 months.



### New trend

A shift in the HR landscape indicates that **87%** of HR managers are “very committed” to adopting AI for hiring and onboarding, suggesting future uses.



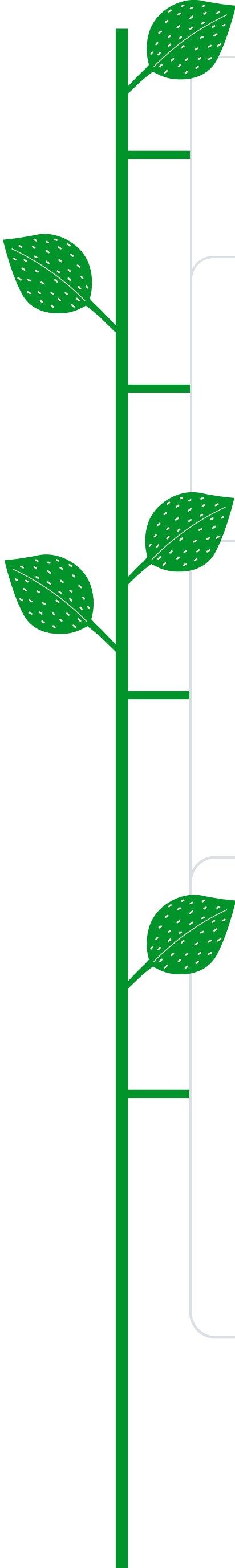
👉 Let's dive into the ways you can create an effective onboarding program using a mix of technology and creativity.

Chapter

# Make it special: Creative onboarding additions to improve your employee experience

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# 1. Onboarding goes green: The importance of sustainability in onboarding



A whopping **56%** of professionals are more likely to stay in a company with a sound sustainability agenda ([GetSmarter](#)).

And **30%** of the respondents in a study by [Fast Company](#) have admitted to leaving a job in the past because the company lacked a sustainability plan.

**40%** of millennials chose a job due to the company's sustainability practices, compared to less than **25%** of Gen X and only **17%** of baby boomers ([FastCompany](#)).

**More than a third of employees** have admitted to going the extra mile in their jobs because of their employer's commitment to sustainability ([Fast Company](#)).

This indicates that companies should prioritize sustainability initiatives in their onboarding process to attract and retain top talent.



## 2. **Gamifying** onboarding: Making first impressions fun (VR in onboarding)

**51%** of companies are integrating Virtual Reality (VR) into their strategies ([PwC](#)).

By incorporating virtual reality (VR) into your onboarding process, you can provide new hires with an immersive experience, such as virtual office tours and realistic job simulations. This technological advancement boosts confidence, reduces workplace stress, and minimizes potential errors, leading to improved business outcomes.

How? Find out in our VR in onboarding [blog](#).



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# Don't forget the goodbyes: The importance of offboarding

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# The role **offboarding** plays in the employee lifecycle

When employees leave, ensuring a positive and lasting impression is crucial. A digitized offboarding process with automated checklists, surveys, and activities can make employees feel valued and improve the company's reputation. This process can also lead to significant cost savings, up to **\$5,000** per employee annually, by creating an attractive employer brand and improving metrics, such as time to fill, cost per hire and employee retention ([LinkedIn](#)).

# Current trends and statistics on **offboarding** practices



More than **1 in 10 (16%)** respondents were not offered a structured offboarding process ([Capitalize](#)).



Employees who were offboarded were nearly **2x more likely** to leave a positive company review ([Capitalize](#)).



Companies with a positive employer's brand receive up to **2x** as many applications ([LinkedIn](#)).

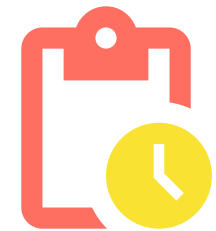
Chapter

# Appical onboarding statistics

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# Appical **statistics**



According to **40%** of our clients, with Appical they get new hires **20-30%** faster to full productivity.



Before using Appical, our clients rated their onboarding program with a **6.9**.

After starting to use the app, they rate the program with a **8.6!**



Our great customer support is a lasting promise - over the last year our customer satisfaction rate was **95%!**





# Main goals of Appical clients to use an **onboarding tool**:

- ✔ Informing new hires before they start
- 🔥 Bringing across the company culture
- ✨ Giving new employees a warm welcome
- 💰 Saving time and costs for HR (ROI)





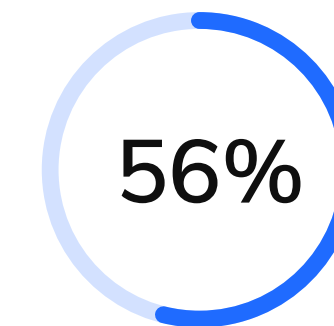
# Engage your new employees with **great onboarding**

- ✓ Easily build preboarding, onboarding, reboarding and offboarding journeys
- ✓ Create engaging and personalized content
- ✓ Create onboarding content in minutes with [Appical.AI](#)
- ✓ Maintain and update your content in one place
- ✓ Easily keep track of progress and task completion
- ✓ Integrate with other HR systems & tools

Discover Appical



Robin's onboarding  
progress is





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