Generation and the Rockefeller Foundation are seeking flagship partners to participate in our Impact Hiring project

Generation

The ROCKEFELLER FOUNDATION

Our aspiration

- The Impact Hiring project aims to **increase the adoption of demand-side strategies** to provide greater opportunities to marginalized populations

- We believe by **linking impact hiring practices to business outcomes** we can demonstrate a **positive ROI for both employers and employees**

  - The objectives for employers are improved productivity and quality outcomes, longer retention and speed to promotion

  - The goal for opportunity youth is improved personal, financial and professional well-being

Who we are looking for

- We are looking to partner with **employers who are committed to changing their practices in a transformational way**

- These employers likely have **pain points across the continuum of hiring, training and retaining entry-level employees** that they are looking to alleviate

- Employers may be new to impact hiring or have already adopted a suite of interventions – either way, **our potential partners want to increase their impact while simultaneously improving business outcomes**

What you can expect as a flagship partner

- A full-time, dedicated Generation team that will:

  - **Perform a diagnostic** to map key pain points and assess current recruiting, hiring and retention costs

  - **Work side-by-side with employers to design and implement** a set of interventions aim to address identified pain points

  - **Rigorously track and document** intervention outcomes and refine design accordingly

- **Funding from the Rockefeller Foundation** to cover a portion of implementation costs

If you are interested in learning more, please contact Kat O'Neil at kat@generation.org

Employers can use Generation's diagnostic tool to estimate the total cost of hiring, training and retaining entry level employees

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What is the tool?

- **The diagnostic tool allows any employer to estimate the cost-per-hire** by calculating costs across recruitment, direct hiring, onboarding / training, productivity, vacancy coverage and retention for entry-level roles

- **We envision this calculator to be the first in a suite of tools** that will enable employers to assess their current state of impact hiring, size pain points, and analyze the return on investment of strategies that can address their pain points
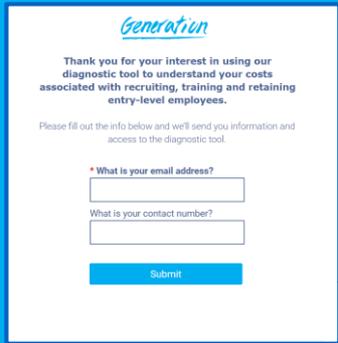
How do I use the tool?

1 **Scan QR code or visit link to fill out interest form**

http://bit.ly/gendiagnostic

2 **Receive email with a unique code**

3 **Estimate your total cost per hire**

Please note the form can take up to 60 minutes to complete and will likely require inputs from different areas in the organization (e.g., HR, recruitment, management). Users can save and return to the form using the unique code, as well as share the unique code with multiple users. Data will be kept confidential to Generation.