

Cost of Employee

For Entry Level Occupations TEERs 4 & 5

Based on National Occupational Classification (NOC) 2021
Training, Education, Experience and Responsibilities (TEER) Categories

Turnover



For Kawartha Lakes Region

Hourly Wages By Occupation*

	Low	Median	High
Specialized Middle Management Occupations - TEER 0	\$26.53	\$45.83	\$75.22
Professional Occupations - TEER 1	\$22.96	\$37.32	\$55.56
Supervisors, Administrative, Technical Occupations - TEERs 2 & 3	\$18.75	\$27.91	\$41.07
Entry Level Occupations - TEERs 4 & 5	\$16.55	\$19.76	\$28.86

*Depending on the position, other occupations are involved in the cost of turnover factors. For example, the median wage for Supervisors, Administrative, Technical Occupations is included in the cost of turnover factors below for an Entry Level Occupation.

Cost Of Turnover Factors

Pre-Departure

	Hours	Median Wages	Total
Separation processing: administrative costs by owners, supervisors, managers, human resources	2	\$27.91	\$55.82
Lost productivity of departing employee (estimating at 50%)* <i>*Based on 2 weeks' notice</i>	40	\$19.76	\$790.40
Development of replacement strategy: supervisor/HR* <i>*Based on two people developing a replacement strategy at three hours each</i>	6	\$27.91	\$167.46
Sub-Total Costs			\$1,013.68

During Vacancy

	Hours	Median Wages	Total
Co-worker burden: covering vacancy & overtime of other workers* <i>*Based on 20 days until vacancy filled at 1.5 wages due to overtime</i>	160	\$29.64	\$4,742.40
Lost productivity of supervisor: scheduling changes/overtime, etc.	4	\$27.91	\$111.64
Administrative costs: planning and implementing job posting/marketing for position	5	\$27.91	\$139.55
Advertisement costs			\$1,000.00
Other: lost business revenue from sales (shorter hours, quality of service, etc.)* <i>*Based on 20 days below capacity at \$1,000/day</i>			\$20,000.00
Sub-Total Costs			\$25,993.59

(continued on reverse)

Selection & Hiring

	Hours	Median Wages	Total
Pre-screening and scheduling interviews	10	\$27.91	\$279.10
Interviewing (based on two staff conducting the interviews)	20	\$27.91	\$558.20
Reference checking	2	\$27.91	\$55.82
Employment contract preparation, signing & other administrative tasks	3	\$27.91	\$83.73

Sub-Total Costs

\$976.85

Onboarding

	Hours	Median Wages	Total
Orientation	2	\$19.76	\$39.52
On-the-job training (new employee): lost productivity* <i>*Based on two weeks operating at 50% capacity; lost productivity of 40 hours</i>	40	\$19.76	\$790.40
Lost productivity during training: requires support/direction* <i>*Based on 10 hours per week for two weeks, from supporting co-worker</i>	20	\$19.76	\$395.20
Lost productivity of supervisor	4	\$27.91	\$111.64
Uniforms			\$100.00

Sub-Total Costs

\$1,436.76

Probationary Period (3 Months)

	Hours	Median Wages	Total
Loss of productivity during probationary period* <i>*Based on an average productivity of 80% during the probationary period (12 weeks); loss of productive hours = 40 hours at 20% = 8 x 12 weeks = 96</i>	96	\$19.76	\$1,896.96

Sub-Total Costs

\$1,896.96

Total Cost of Turnover

For Entry Level Occupations (TEERs 4 & 5)

\$31,317.84

Cost of Turnover For Other Occupation Levels

Consider the same cost of turnover factors for other occupations within your organization by using the median wage in Kawartha Lakes for other TEER categories.

Supervisors, Admin & Technical Occupations (TEERs 2 & 3)

\$35,889.64

Professional Occupations (TEER 1)

\$40,011.78



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This estimated cost of turnover for the Kawartha Lakes region is part of the Workplace Stability program for local employers delivered by VCCS Employment Services. Occupation and wage data is provided by Workforce Development Board using Lightcast data source.