

COST TO HIRE FOR CLEARED POSITIONS



HOW MUCH DOES IT COST TO HIRE A CLEARED EMPLOYEE?

Cost per hire is the average amount you spend on making a hire. Calculating your cost to hire will serve you in developing your recruiting budget, managing which recruiter focuses on certain positions, and in choosing what contracts/ positions deserve more focus.

INTERNAL COSTS

- Salaries ~\$70,000
- Infrastructure costs ~\$10,000
- Software licensing & website ~\$20,000

EXTERNAL COSTS

- Agency fees ~\$20,000
- Advertising costs ~\$14,500
- Career fairs ~\$20,000
- Testing services ~\$4,000
- Background check services ~\$1,500

RECRUITER ADD-ONS

- Recruiter commissions ~\$13,500
- Employee referral bonuses ~\$32,500
- Employee sign-on bonuses & relocation ~\$55,000

EXAMPLE:
\$261,000 in costs
Divided by 40 hires

\$6,525
Avg. cost per hire



Calculating your cost to hire will be extremely specific to your company, given that small, mid, and large sized defense contractors have different funding to invest in the above resources, and cost of living affects salaries and infrastructure costs.

