



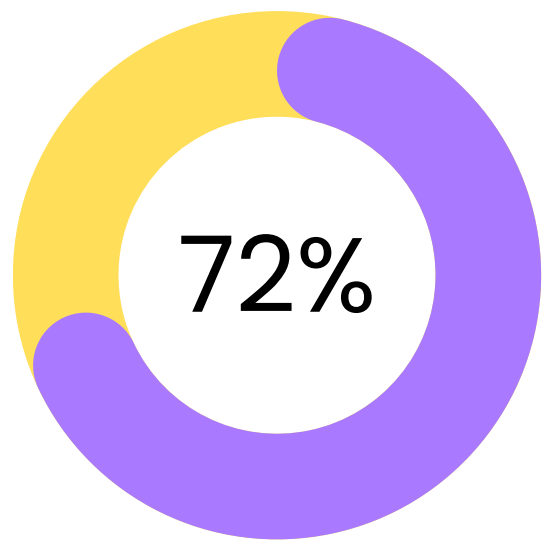
EMPLOYEE REFERRAL

STATISTICS YOU NEED TO KNOW FOR

2026

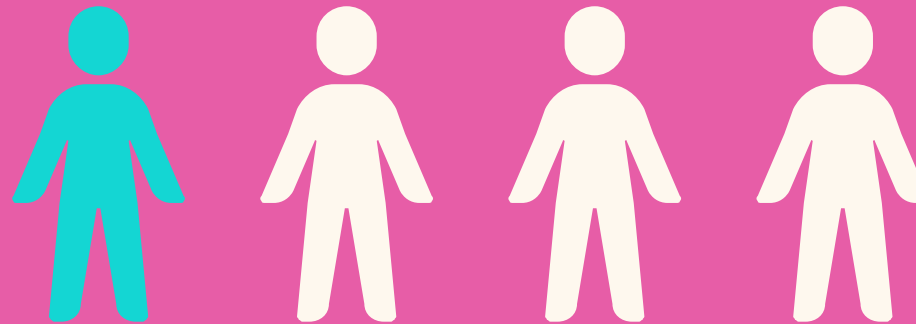
FOR FRONTLINE WORKERS

Employee referral programs have become a cornerstone of effective SMB recruitment strategies.



Widespread Adoption
72% of companies have employee referral programs

HIRING EFFICIENCY



1 in 4 referral accepted candidates are hired vs only 7% of traditionally sourced candidates.

\$1,800

SAVED PER REFERRAL HIRE
due to decreased cost and time spent on recruiting

31%

INCREASED RETENTION
referral hires stay longer than traditional hires

\$500

Average Referral Bonus
varying by industry

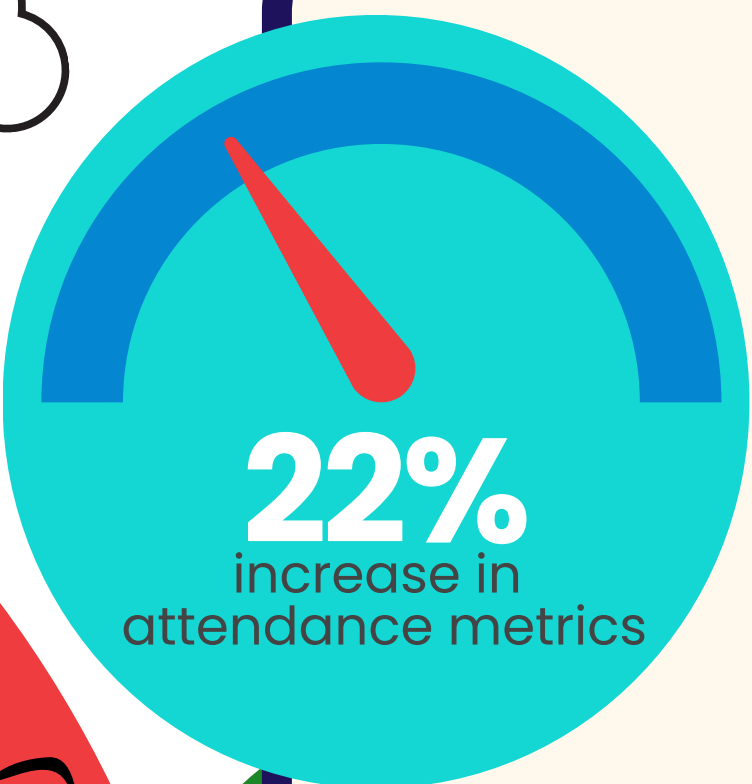
17
days to hire an employee referral

VS

31
days to hire from other sources



Frontline Worker Study results show...



AI-assisted referral nudges increase participation **by 65%**



52% use SMS as their preferred referral submission method



81% of frontline referrals start on mobile devices



Same-day referral bonus payouts increase participation **by 29%**

24%
< 250 employees
(frontline)

20%
250-1k employees
(frontline)

17%
1k - 10k employees
(frontline)

14%
10k+ employees
(frontline)

Average % Hires From Referrals

Learn more at erinapp.com

34% REFERRAL HIRES W/ ERIN