

2027

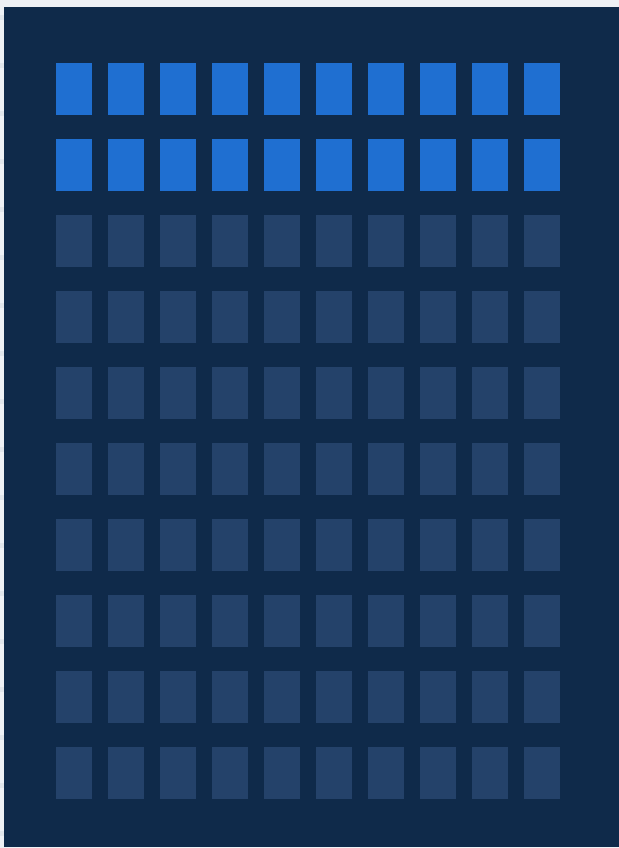
Enterprise referral statistics

At enterprise scale, referrals are a quality filter and a cost lever. AI keeps them running across every team.

Who gets hired

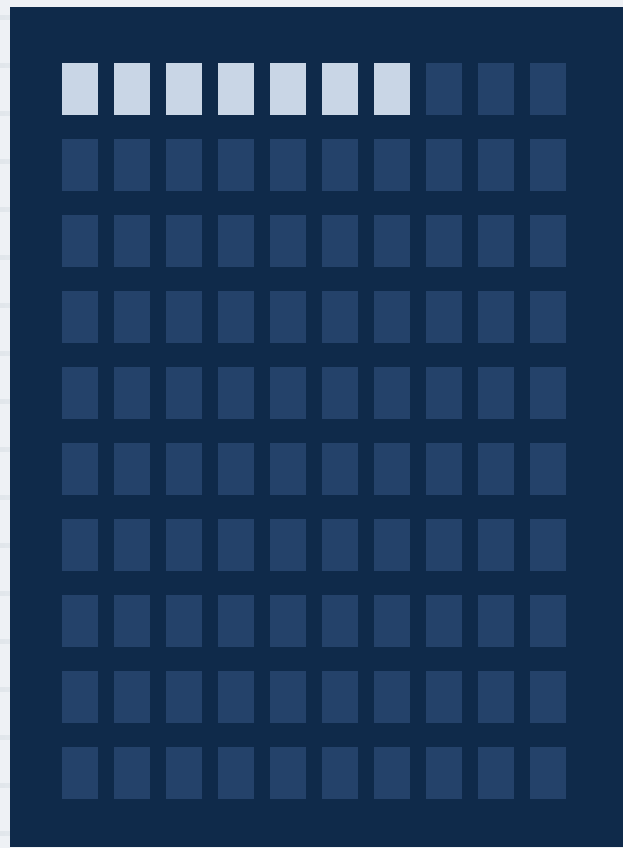
Out of every 100 candidates

1 in 5



Referred candidates
20 of every 100 hired

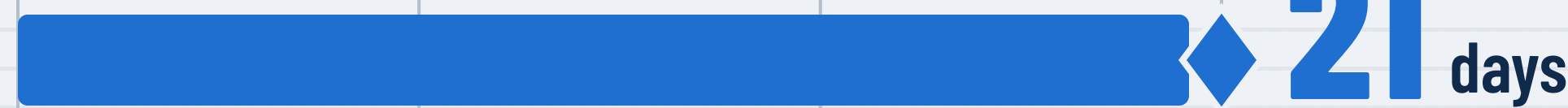
7 of 100



Job board applicants
7 percent are hired

Days to hire

Hired through an employee referral



Hired through job boards and other sources



Week 1 Week 2 Week 3 Week 4 Week 5 Week 6

\$3,700

saved per referral hire in
sourcing and agency costs

48%

higher retention than job-
board hires

33%

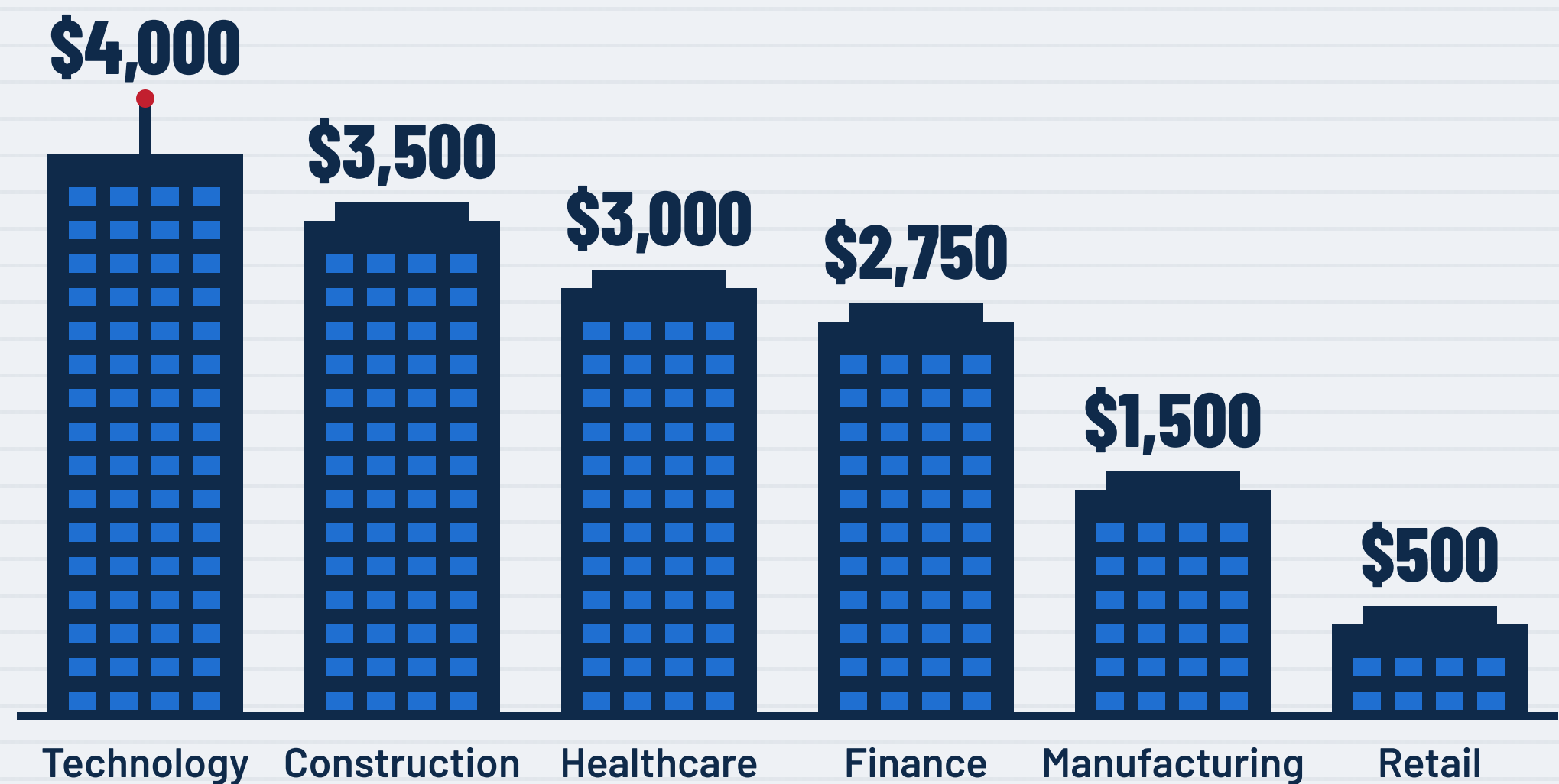
higher job performance
from referred employees

88%

of enterprise companies run
a referral program

Referral bonus by industry

One lit floor for every \$250. Average enterprise bonus: \$2,100.



What it adds up to

27% more profit from referral hires

65% more employees refer when AI
matches them to roles

17 fewer days to hire through a
referral

\$7.4M saved a year at 2,000 referral
hires

Hires from referrals

Share of hires from employee
referrals, by number of employees.
Dashed line: companies using ERIN.

