

2027

Frontline worker referral statistics

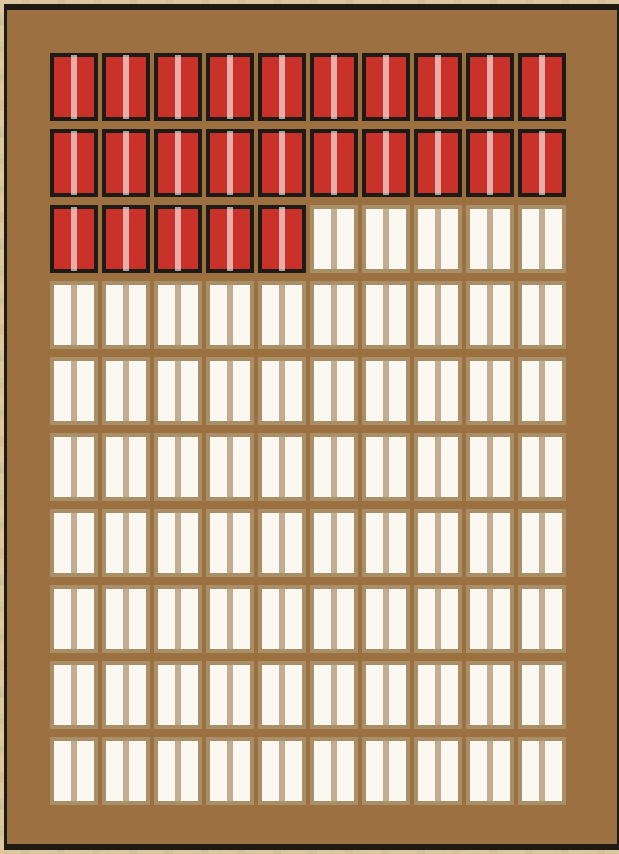
Every open shift costs overtime. Referred frontline workers get hired faster, show up more and stay longer.

Who gets hired

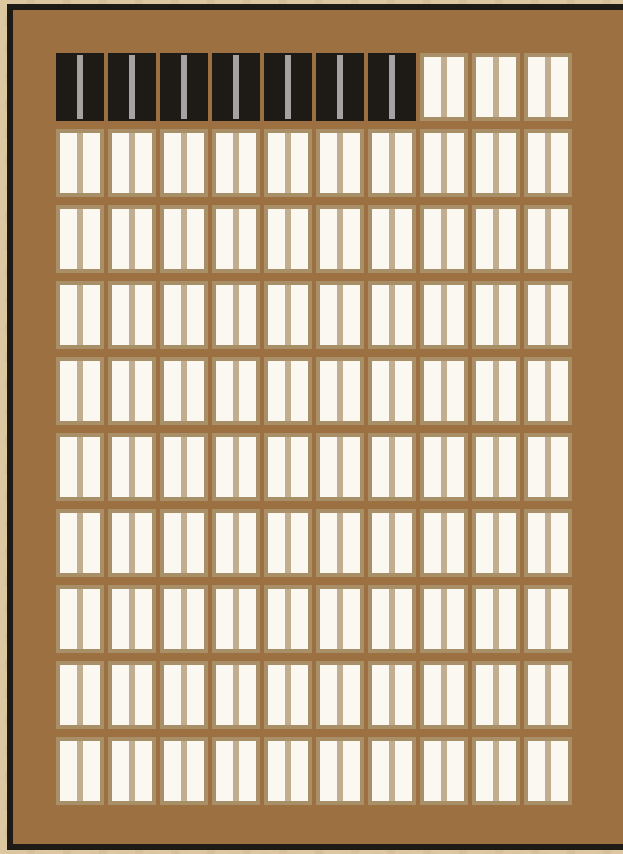
Out of every 100 candidates

25 of 100

7 of 100



Referred candidates
1 in 4 is hired



Job board applicants
7 percent are hired

Days to hire a frontline worker

Shift roles filled through an employee referral



Shift roles filled through job boards and other sources



Week 1 Week 2 Week 3 Week 4 Week 5

\$1,900

saved per referral hire in ads, agency fees and overtime

31%

higher retention than frontline job-board hires

22%

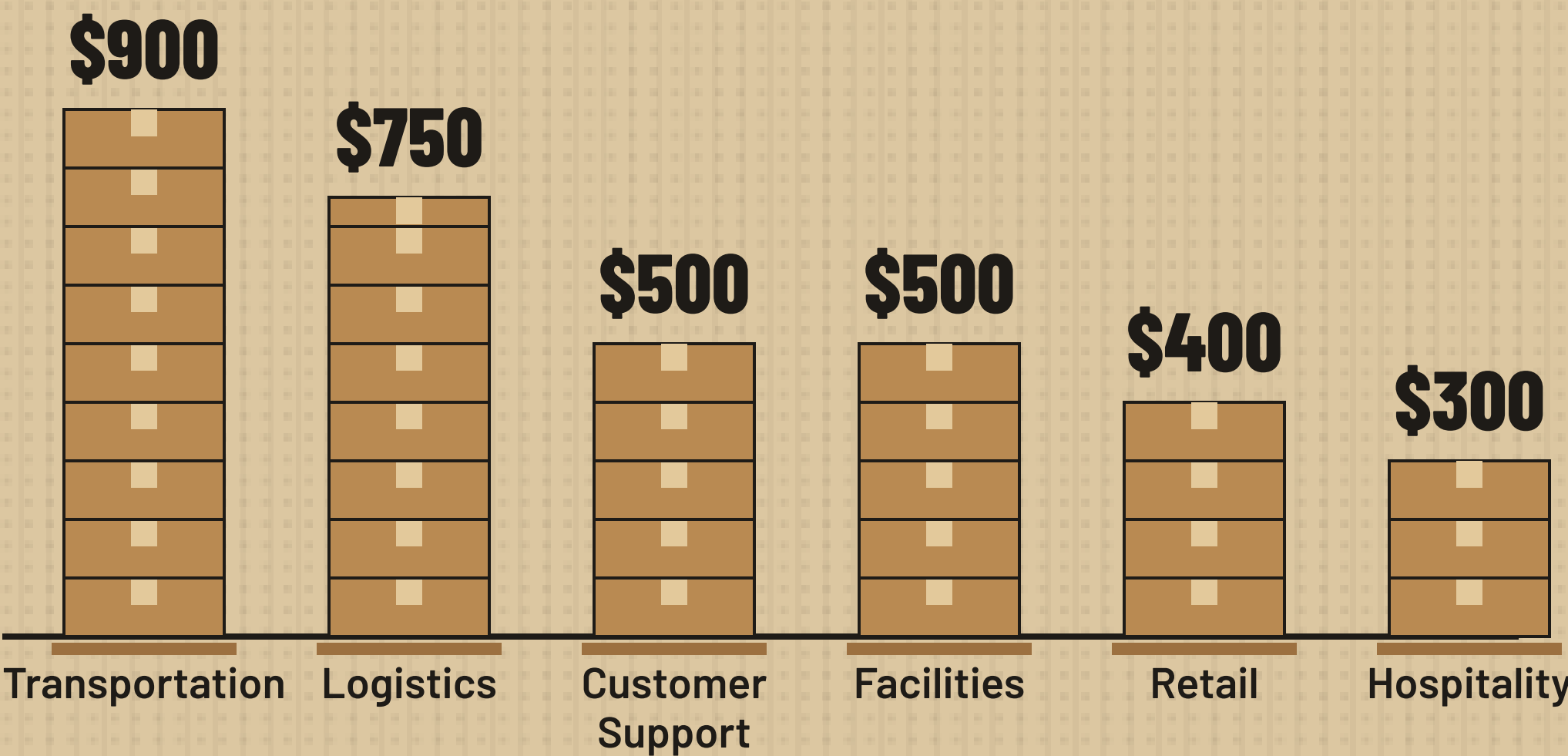
better attendance from referred frontline employees

74%

of frontline employers run a referral program

Referral bonus by role

One carton for every \$100. Average frontline bonus: \$550.



Mobile-first referrals

- 84% of frontline referrals start on a mobile phone
- 55% of frontline workers prefer to refer by text
- 29% more referrals when bonuses pay out the same day
- 65% more employees refer when AI nudges them about shifts

Hires from referrals

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

