

Innovation Networks Lowers Turnover by 58%



Objective

Optimize the hiring process

Products

Assessment Suite
Applicant Tracking System

Industry

Technology

Company Size

50+ Employees



About the Company

Founded in 1996, Innovation Networks is a leading Managed Services Provider, offering a wide range of IT solutions to businesses throughout Canada. The company's team is a dynamic group of IT and business professionals from various backgrounds and skill sets, all working together to drive value and success for their clients.

Challenge

Innovation Networks faced a major challenge: finding IT professionals who could not only manage complex computer networks but also communicate their work clearly and professionally to clients. This need for both technical expertise and client-facing skills proved difficult to meet, leading to high turnover rates – 68% of staff left within one year, resulting in around \$60,000 in direct costs.

Efforts to secure the right hires were time-consuming, often taking up to **four weeks** and requiring 30 to 40 hours per candidate. This challenge reflected a broader trend in the tech industry, which consistently ranks among the top five sectors for high employee turnover.

Solution

Innovation Networks implemented Prevue's comprehensive hiring solution, combining assessments and an all-in-one platform to streamline their recruitment process. This approach includes:

The Assessment Suite

Incorporating pre-employment assessments that evaluate Aptitude, Motivations, and Personality. Prevue collaborated with the company to create custom benchmarks that align with specific qualities sought in new hires. Using insights from Prevue's **Job-Fit** report, hiring managers can accurately identify top candidates to invite for interviews.

Applicant Tracking System

Instead of manually sifting through numerous resumes, the hiring team now operates through a complete hiring system. From posting jobs on the company's career site to gathering applications, screening candidates with targeted questions, and administering assessments, all tasks are seamlessly managed within a single platform.

“ Prevue guided us through the Job-Fit report, highlighting the key traits to focus on. By comparing each candidate's results with our job profile benchmarks, we can quickly identify strong matches to invite for interviews. ”

— President & CEO, Innovation Networks

The Results

Adopting Prevue's assessment suite and applicant tracking system has transformed hiring at Innovation Networks, reducing **employee turnover by 58%** and cutting hiring time in half, from four weeks to two.

This data-driven approach has built a more stable and committed workforce, allowing hiring managers to shift their focus from lengthy recruitment cycles to business growth and client service. With increased confidence in selecting the right candidates, Innovation Networks is well-positioned to continue scaling its success.

The Impact



58%
reduction in turnover



50%
faster time-to-hire

For more information about how we can help your organization with hiring and talent management, get in touch.

 sales@prevuehr.com

 888.277.3883 x1

 www.prevuehr.com