



# 3 STEPS

## TO HAVING MORE RECRUITS SAY “YES” AND COMMIT TO LONG-TERM EMPLOYMENT

Use LINC as part of your talent acquisition and retention system to:

Maximize your success • Avoid a bad fit • Reduce your turnover costs • Increase your ROI!

## ABOUT

LINC will support and enhance employers' efforts to attract, retain and cultivate a highly skilled and diverse workforce in the Lehigh Valley by networking and connecting potential, recent, and new hires and their families, resulting in more acceptances and longer retention.

LINC leverages a collaborative regional effort that crosses industries, communities, and cultures to meet company/organization and individual needs.

## SERVICES

- ☀ **Leverage** employers and community resources to secure commitments from and retain talent
- ☀ **Integrate** diverse individuals and families through personal and professional connections
- ☀ **Network** resources to create customized plans for employees and their families to ease the transition within existing communities
- ☀ **Connect** employers, talent and community



## CONTACT US

Office: 484-719-0017

[info@linc-lv.com](mailto:info@linc-lv.com) • [www.LINC-LV.com](http://www.LINC-LV.com)

# 1. RECRUIT TALENT

Getting your potential recruit to say “yes” to your offer is impacted by life decisions and their partner’s career.



**58% OF PRE-HIRES** state that LINC services were a strong influence or determining factor in accepting the job offer



**75% OF PROSPECTIVE TALENT** made the acceptance decision after their conversation with LINC

A recruit’s most common concerns:

- ♥ Family considerations
- 🏠 Location quality of life
- 🔍 Inadequate practical support
- 👤 Partner support



# 2. ACQUIRE TALENT

Ultimately, people need community, connection, and jobs.

An employer’s biggest retention problems:

- 47%** PARTNER RESISTANCE
- 34%** FAMILY ADJUSTMENT
- 29%** CHILDREN’S EDUCATION
- 25%** DIFFICULTY OF DESTINATION
- 14%** CROSS-CULTURAL ADJUSTMENT
- 12%** PARTNER’S CAREER

“*The LINC team provided a far more in-depth and personalized service than I had expected. Working with LINC has been a tremendous benefit to starting my career in the Lehigh Valley. I was introduced to many different networking, business, and leisure opportunities in the area which helped me acclimatize to my new home.* - Jason

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# 3. RETAIN TALENT

What happens in the departments where employees stay longer:

- 😊 Workflow efficiency
- 😊 Increased productivity
- 😊 Decreased knowledge loss
- 😊 Retention of revenue through increased ROI and longevity

“*My employees, once they start, are just happier. Whether it is themselves or a spouse, they all agree it makes the transition easier. It reinforces the persona of our company that we care about you as a person and not just as an employee. It is part of our culture.* - C. Harper, Director of Talent Acquisition, Lutron Technologies, Inc.

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Contact LINC today at 484-719-0017 to refer your next recruit, new or relocated hire for support!