

Press release
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Talent shortage fuels rise of “boomerang” employees
More than two thirds of Australian companies have re-hired a former employee.

- 65% of Australian employers have re-hired a former employee: 33% have successfully re-hired a former employee and 32% would not do it again
- 87% are more accepting of hiring boomerang employees today compared to three years ago

Sydney, 14 March 2017 – New research reveals Australian companies are increasingly leaving their doors open to former staff members. According to independent research by leading specialised recruitment company [Robert Half](#), almost two in three (65%) Australian companies have re-hired a former employee who left the organisation voluntarily.

With 89% of HR managers saying they find it challenging to source skilled professionals, more than one in four (26%) organisations are open to the idea of employing former staff. Only 9% would not consider it.

Reinstating an ex-employee can have mixed results. Among the employers who have experienced the process, 33% say it has been a success while 32% would not do it again (32%).

Amid an increasing skills shortage, willingness to hire former employees seem to be on rise with 87% of Australian companies saying they are more accepting of hiring boomerang employees today compared to three years ago.

Andrew Morris, Director at Robert Half Asia Pacific said: *“The current labour market is highly competitive for qualified candidates. Given the dynamics of a talent-short market, coupled with skills shortages in key areas, employers are increasingly considering re-hiring former employees – a trend we expect to see continue throughout 2017.”*

“So-called ‘boomerang’ employees can bring experience to a company’s talent pool as well as an intimate understanding of the business. That said, successfully re-engaging a former employee can call for additional considerations. An employer should revisit the circumstances of their departure to decipher whether they left on good terms, followed by a discussion with the ex-staff member to get a sense of their motivations for returning to their previous workplace,” said **Andrew Morris**.

Key drivers to re-hire former employees

A successful track record is the main reason for re-hiring a former employee, cited by 56% of HR managers. However, almost half (46%) of employers say they would consider re-hiring an ex-staff member if they possessed skills and expertise that are hard to recruit for. Two out of five (40%) employers point to a reduction in the time and cost of on boarding former employees and 33% refer to a good cultural fit.

Australian HR managers were asked: **“Why would you consider re-hiring a permanent employee who left the company voluntarily?”**

The employee has a successful track record at the company	56%
Skillset/expertise for the role is hard to find	46%
Reduced onboarding in terms of time and cost	40%

The employee was a good fit with the corporate culture	33%
The employee has new skills and can come back at a higher level	14%

Source: Independent survey commissioned by Robert Half among 100 Australian HR Managers – multiple answers allowed.

Andrew Morris said, “Keeping the door open to departing staff members can provide benefits that can go beyond tapping into the skillset and broadened experience of a former employee. Re-hiring a person who is already familiar with the company and its culture can significantly reduce the costs and time associated with onboarding, and ensure the employee is productive from day one. Losing good people is never easy, but it’s not a total loss if there’s an opportunity to bring them back later on.”

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Notes to editors

About the research

The annual study is developed by Robert Half and conducted in April 2016 by an independent research firm, surveying 100 Australian HR managers. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

About Robert Half

Robert Half is the world’s first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has over 325 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology, and administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on roberthalf.com.au.

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[8 ways to avoid a long recruitment and selection process hurting you](#)

Deciding whether and when to extend the job offer in the selection process can be an excruciating exercise for hiring managers. Waiting too long to hire can leave you lamenting the one that got away, especially in today’s employment market. Talented candidates are in high demand and short supply. They hold the advantage, and they don’t like to wait. Read here for 8 ways to ensure you don’t fall into the trap of a long recruitment process.



5 ways corporate branding can actually influence the recruitment of skilled talent

Good branding is an essential component of your organisation's strategy, right? However, corporate branding is much more than logos and branded water bottles – it's the foundation that promotes your company's reputation with all stakeholders, including the skilled talent you're most keen on attracting and hiring. Here are five ways that corporate branding impacts the recruitment of the best candidates.

For more information

Gabrielle Nagy
Public Relations Manager, Robert Half Asia Pacific
gabrielle.nagy@roberthalf.com.au
02 8028 7751

Courtney Howe
Citadel-MAGNUS
chowe@citadelmagnus.com
02 8234 0111