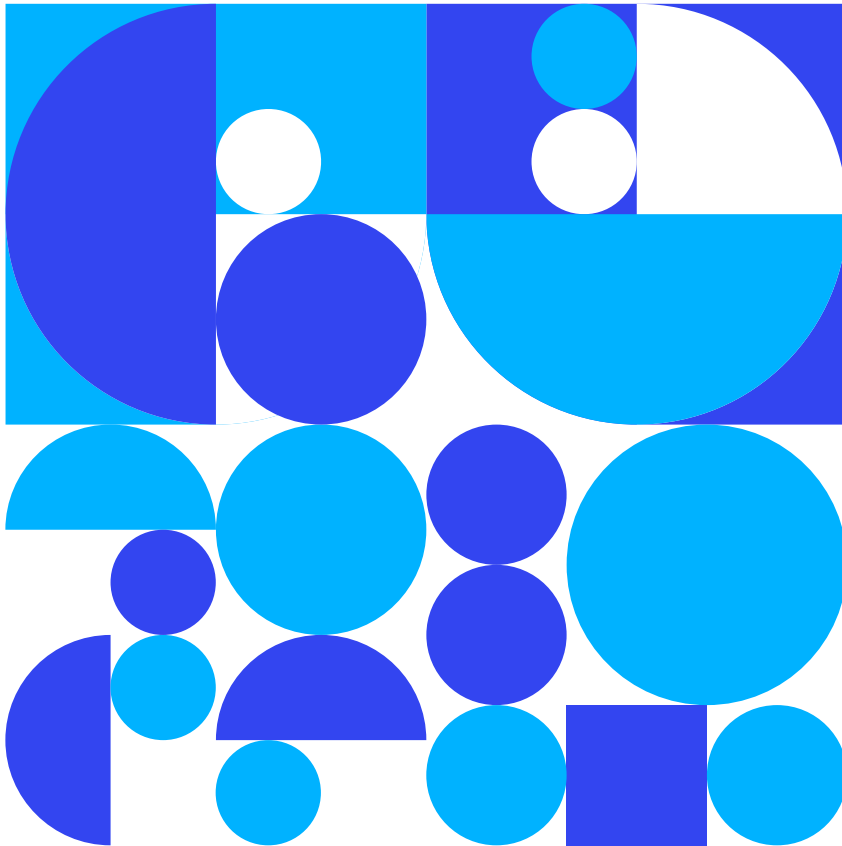


The True Cost of Recruitment



One of the biggest expenses in every industry is recruiting. The price of hiring or replacing employees is no minor line item, yet it's also often ignored. Why? Because in a record low unemployment market, finding and retaining the best workers is as competitive as ever, and it's difficult to quantify all of the different factors that add up to the true cost of recruitment.

It can cost employers more than \$6,700 to replace a worker who makes \$15 per hour.

What makes that number particularly scary? That annual turnover for hourly workers can be as high as 49%.¹

What Does That Mean?

At that rate, turnover alone for a **50-person workforce** could cost you more than **\$168,000** per year.

That seems like a massive number, but digging into all of the small factors that contribute, it makes sense. Let's take a look at what makes these numbers add up.

Turnover Rate By Industry

32%

Hospitality²

33%

Warehouse³

20%

Manufacturing²

60%

Retail⁴

Cost 1: What You Miss Out On

In the United States, it takes an average of 24 days to fill an open position.⁵

Average Time-To-Fill



Every day your positions sit empty is a missed day of productivity. But the ripple effects spread much farther.

Effects

- Lost Productivity
- Overwork
- Disengagement
- Errors
- Underutilization

How much does this cost?

It varies widely based on your business and how much additional value (ROI) each of your team members create. And it's the missed return on your vacancies that can be the most expensive. Here are the basics:

Hourly Wage		\$15
Hours Per Day	x	8
Overhead (35%) ⁷	x	1.35
ROI Per Employee	x	1.5
Average Days-To-Fill	x	24
		<hr/>
	=	\$5,832
Overwork	+	?
Disengagement	+	?
Errors	+	?
		<hr/>
	=	\$\$\$\$

Takeaway

A vacancy for a worker earning **\$15 per hour costs you at least \$5,832** in missed revenue and underutilized resources alone.

Cost 2: Replacement Costs

On top of lost revenue from having open roles, there are a variety of expenses associated with hiring a new employee.

Time

- Posting The Job
- Reading Applications
- Screening Candidates
- Interviewing
- Onboarding Paperwork

And time can cost more than you expect.

For a Human Resources Manager to spend just **10 hours** on your hiring process, you will spend nearly **\$500 on their time alone.**⁸

Tools

Expenses don't stop at time. The actual tools used to post and publicize a job, verify a candidate's background, and onboard them all come at a price.



Job Posts



Background Check



MVR Check



Drug Screen

How much do these tools cost?

Human Resources Time		\$500
Craigslist ⁹	+	\$40
ZipRecruiter ¹⁰	+	\$249
Background Check	+	\$35
MVR Check ¹¹	+	\$20
Drug Screen ¹²	+	\$45
		<hr/>
		= \$889

Overall, between HR's time and basic hiring tools, employers spend at least \$889 filling just one position. With added costs for missed productivity and workplace impact, it's no surprise how quickly the expenses climb when recruiting new employees.

Adding Up The Numbers

To replace one \$15 per hour employee, it costs:

Lost Productivity & Underutilization	\$5,832
Time and Tools	+ \$889
<hr/>	
= \$6,721	

Then, there's an additional factor that we haven't considered yet...

Cost 3: The Price of a Bad Hire

Not every new hire will be the right fit. This might not seem like a huge concern to start, but over time, bad-fits can have a massive impact on your workplace, draining your resources and increasing your turnover rates.

In all, the cost of a bad hiring decision can be as high as 30% of the worker's annual wage.¹³

Using that estimate, the cost of a bad hire earning \$15 per hour is more than \$6,700.

How does this end up so high? There are a few things to consider:

- Low Team Morale
- Short Tenure
- Lower Productivity
- Strain On Other Workers
- Increased Errors
- Time + Stress For Management

What You Get With Bluecrew



Save Time



Save Money



Increase Quality



Reduce Frustration



In other words, every employee you hire who makes \$15 per hour has to work for approximately **6 months to break even on your recruiting cost alone.**

Learn more about what Bluecrew can do by scheduling a demo today at bluecrewjobs.com/employers.

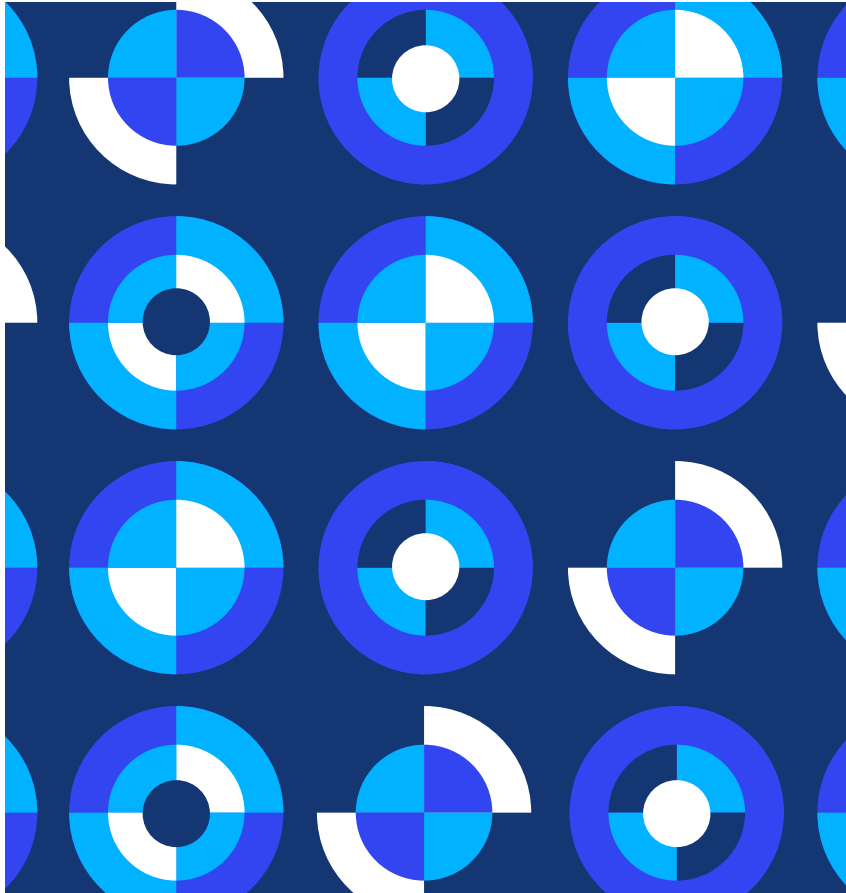
*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

How Bluecrew can help

Our leading staffing technology platform simplifies the recruitment process to help you save time and money. With more than 300,000 qualified workers on our platform, we are able to fill 95% of open positions within hours.

Recruiting on your own	Recruiting with  bluecrew
Recruiting Cost: \$6,721+	Recruiting Cost: \$0
Hourly Wage: \$15	Hourly Wage: \$15
Start Date: 24 Days (Average)	Bluecrew Rate: 40% Mark-up*
	Start Date: Tomorrow

The True Cost of Employment



Do you know how much each of your employees is really costing your company?

The cost of employment doesn't stop with a worker's wage. Added expenses for employer tax contributions, insurance, benefits, recruiting, and ongoing management all add up.

In all, you can spend more than 60% of an employee's yearly wages simply to recruit and keep that worker on your team.

It seems like a lot, yet that calculation leaves out so many other factors including:

- Ongoing HR Management
- HR Software
- Time & Effort for Payroll
- And Much More

And the costs grow with turnover. Hourly workers have such high turnover rates that hiring one person isn't necessarily a long-term investment.

For example, retail positions have an average turnover of 60%.⁵

This means that to hire a 50-person workforce and stay fully staffed, a retail employer would have to conservatively hire 90 workers over the course of the year. Questioning the math here? Remember: even the replacements who are hired have potential for turnover.

The cost of recruitment alone for these 90 employees is staggering. As employers spend more than \$6,700 per employee, the total could be upwards of \$603,000.

Put together, these are the costs that can make employing your own workforce a significant strain on your bottom line.

Take a closer look at how the numbers actually add up.

Find Your State

For a closer look at your potential savings, click on your state below. If you're curious about where we got our numbers, [check out our full explanation here.](#)



California



Colorado



Florida



Georgia



Illinois



Missouri



Nevada



Texas



Washington



Washington, D.C.

The Cost of Employment in California

To employ a worker making \$15 per hour for 1 year

Hourly Pay: \$15.00
Total Yearly Pay: \$31,200.00

Cost 1: Taxes

OASDI: 6.2%
Medicare: 1.45%
Federal Unemployment: 0.6%
State Unemployment: 3.85%

Cost 2: Insurance

Workers' Compensation: 1.85%
Short- and Long-Term Disability: 0.4%
Liability Insurance: \$48.00

Cost 3: Benefits

Medical Insurance: 22%
Sick Days: 1.2%

Cost 4: Recruitment + Ongoing Management

Payroll: \$357.05
Human Resources: \$1,154.88
The Cost of Recruitment: \$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour): \$31,200
Taxes: + \$3,775
Insurance: + \$750
Benefits: + \$7,176
Recruitment: + \$6,721
Ongoing Management: + \$1,511

Total: \$51,113

Employment with bluecrew

Total Yearly Pay (\$15/hour): \$31,200
Bluecrew Rate: +40% Mark-Up

Taxes: Included
Insurance: Included
Benefits: Included
Recruitment: Included
Ongoing Management: Included

Total: \$43,680

Savings with Bluecrew: \$7,433 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **63.8% in California**. In other words, you spend nearly **\$20,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



 bluecrew

The Cost of Employment in Colorado

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	2.64%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$3,397
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$50,755

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
<hr/>	
Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
<hr/>	
Total:	\$43,680

Savings with Bluecrew: \$7,075 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

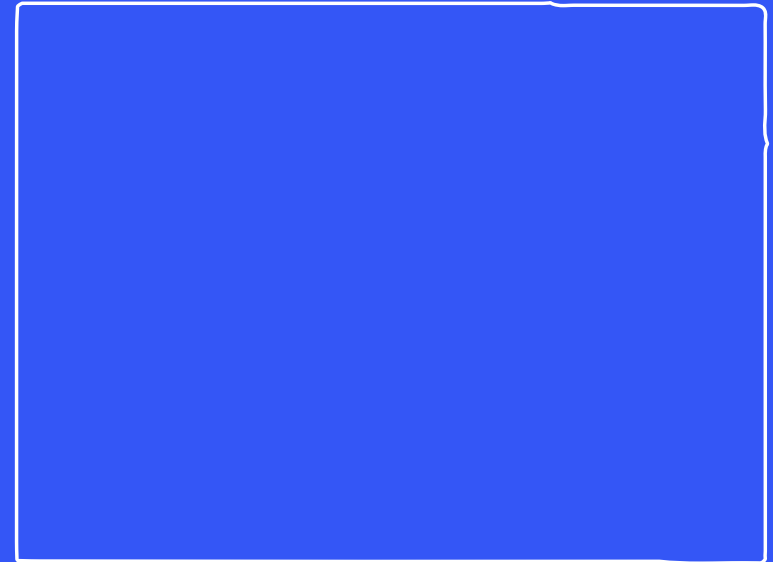
Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **62.6% in Colorado**. In other words, you spend over **\$19,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



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The Cost of Employment in Florida

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	2.75%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$3,432
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$50,790

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
<hr/>	
Total:	\$43,680

Savings with Bluecrew: \$7,110 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

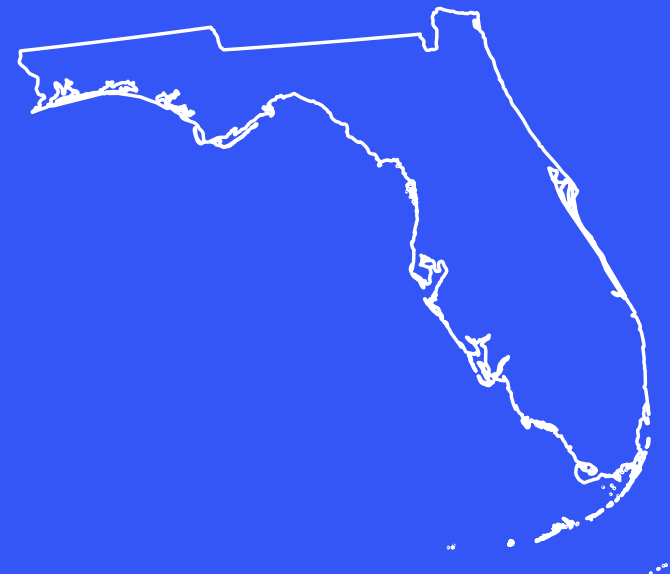
Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **62.7% in Florida**. In other words, you spend over **\$19,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



 bluecrew

The Cost of Employment in Georgia

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	4.25%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$3,900
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$51,258

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
<hr/>	
Total:	\$43,680

Savings with Bluecrew: \$7,578 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **64.2% in Georgia**. In other words, you spend over **\$20,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



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The Cost of Employment in Illinois

To employ a worker making \$15 per hour for 1 year

Hourly Pay: \$15.00
Total Yearly Pay: \$31,200.00

Cost 1: Taxes

OASDI: 6.2%
Medicare: 1.45%
Federal Unemployment: 0.6%
State Unemployment: 4.18%

Cost 2: Insurance

Workers' Compensation: 1.85%
Short- and Long-Term Disability: 0.4%
Liability Insurance: \$48.00

Cost 3: Benefits

Medical Insurance: 22%
Sick Days: 1.2%

Cost 4: Recruitment + Ongoing Management

Payroll: \$357.05
Human Resources: \$1,154.88
The Cost of Recruitment: \$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour): \$31,200
Taxes: + \$3,878
Insurance: + \$750
Benefits: + \$7,176
Recruitment: + \$6,721
Ongoing Management: + \$1,511

Total: \$51,236

Employment with •• bluecrew

Total Yearly Pay (\$15/hour): \$31,200
Bluecrew Rate: +40% Mark-Up

Taxes: Included
Insurance: Included
Benefits: Included
Recruitment: Included
Ongoing Management: Included

Total: \$43,680

**Savings with Bluecrew:
\$7,556 per worker**

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **64.2% in Illinois**. In other words, you spend over **\$20,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



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The Cost of Employment in Missouri

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	2.38%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$3,316
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$50,674

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
<hr/>	
Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
<hr/>	
Total:	\$43,680

Savings with Bluecrew: \$6,944 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

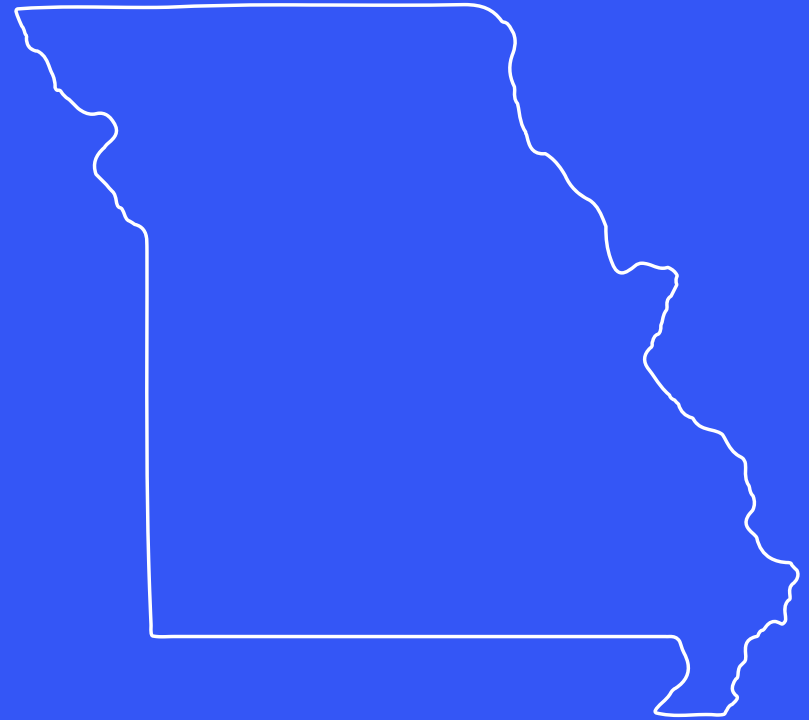
Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **62.4% in Missouri**. In other words, you spend over **\$19,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



 bluecrew

The Cost of Employment in Nevada

To employ a worker making \$15 per hour for 1 year

Hourly Pay: \$15.00
Total Yearly Pay: \$31,200.00

Cost 1: Taxes

OASDI: 6.2%
Medicare: 1.45%
Federal Unemployment: 0.6%
State Unemployment: 2.83%

Cost 2: Insurance

Workers' Compensation: 1.85%
Short- and Long-Term Disability: 0.4%
Liability Insurance: \$48.00

Cost 3: Benefits

Medical Insurance: 22%
Sick Days: 1.2%

Cost 4: Recruitment + Ongoing Management

Payroll: \$357.05
Human Resources: \$1,154.88
The Cost of Recruitment: \$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour): \$31,200
Taxes: + \$3,457
Insurance: + \$750
Benefits: + \$7,176
Recruitment: + \$6,721
Ongoing Management: + \$1,511

Total: \$50,815

Employment with bluecrew

Total Yearly Pay (\$15/hour): \$31,200
Bluecrew Rate: +40% Mark-Up

Taxes: Included
Insurance: Included
Benefits: Included
Recruitment: Included
Ongoing Management: Included

Total: \$43,680

Savings with Bluecrew: \$7,135 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

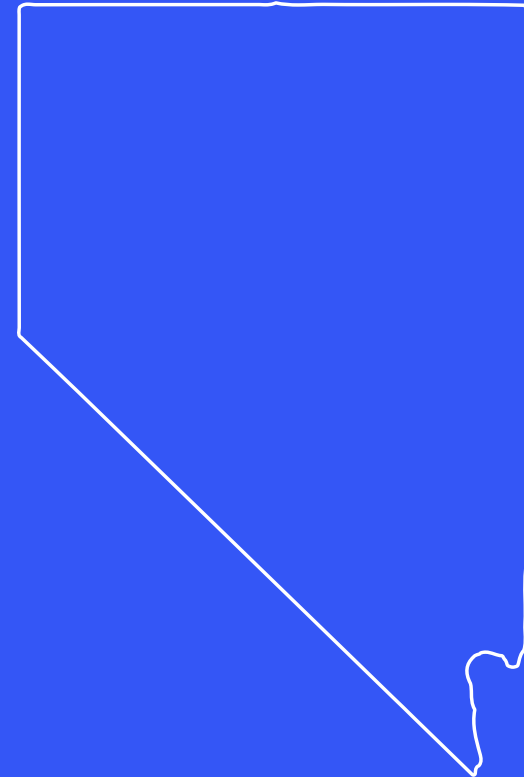
Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **62.8% in Nevada**. In other words, you spend over **\$19,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



The Cost of Employment in Texas

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	1.35%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$2,995
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$50,353

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
<hr/>	
Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
<hr/>	
Total:	\$43,680

Savings with Bluecrew: \$6,673 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **61.3% in Texas**. In other words, you spend over **\$19,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



The Cost of Employment in Washington

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	1.3%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$2,979
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$50,377

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
<hr/>	
Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
<hr/>	
Total:	\$43,680

Savings with Bluecrew: \$6,697 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

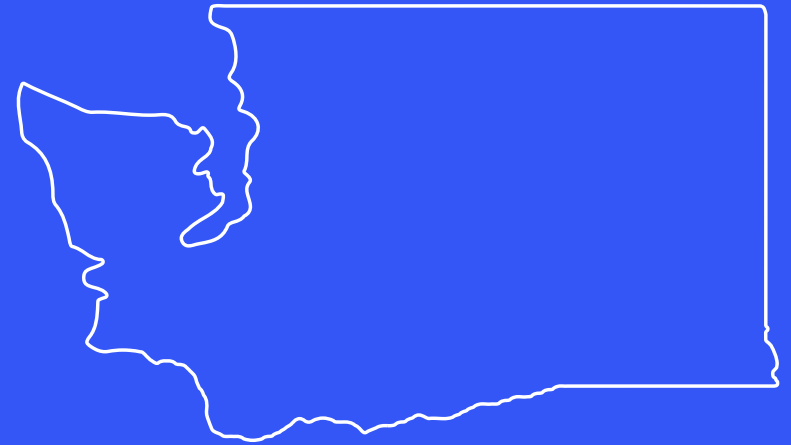
Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **61.3% in Washington**. In other words, you spend over **\$19,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



 bluecrew

The Cost of Employment in Washington, D.C.

To employ a worker making \$15 per hour for 1 year

Hourly Pay:	\$15.00
Total Yearly Pay:	\$31,200.00

Cost 1: Taxes

OASDI:	6.2%
Medicare:	1.45%
Federal Unemployment:	0.6%
State Unemployment:	4.65%

Cost 2: Insurance

Workers' Compensation:	1.85%
Short- and Long-Term Disability:	0.4%
Liability Insurance:	\$48.00

Cost 3: Benefits

Medical Insurance:	22%
Sick Days:	1.2%

Cost 4: Recruitment + Ongoing Management

Payroll:	\$357.05
Human Resources:	\$1,154.88
The Cost of Recruitment:	\$6,721.00

In comparison, here's what it looks like for one worker if you hire with Bluecrew:

Employment On Your Own

Total Yearly Pay (\$15/hour):	\$31,200
Taxes:	+ \$4,025
Insurance:	+ \$750
Benefits:	+ \$7,176
Recruitment:	+ \$6,721
Ongoing Management:	+ \$1,511
<hr/>	
Total:	\$51,383

Employment with bluecrew

Total Yearly Pay (\$15/hour):	\$31,200
Bluecrew Rate:	+40% Mark-Up
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Taxes:	Included
Insurance:	Included
Benefits:	Included
Recruitment:	Included
Ongoing Management:	Included
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Total:	\$43,680

Savings with Bluecrew: \$7,703 per worker

*This is a typical rate across the nation, but your company may receive a different quote based on your location, workers' comp rates, and the types of jobs you are hiring for. Please get in contact with a Bluecrew sales representative for your customized rate.

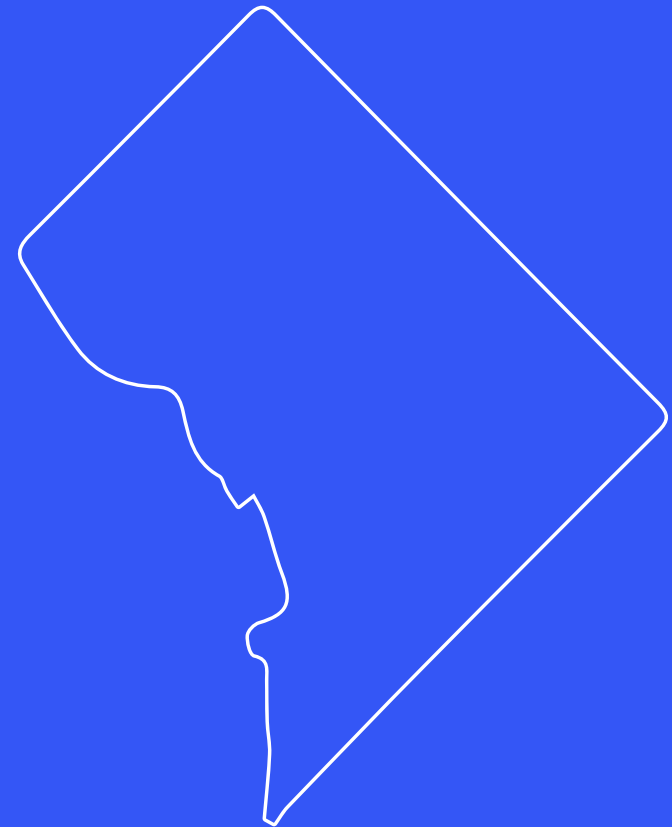
Is it worth the money?

Takeaway

The real-life mark-up on recruiting and employing one \$15/hour employee for a year is **64.6% in Washington, D.C.** In other words, you spend over **\$20,000** on taxes, insurance, benefits, recruiting and ongoing management in one year.

If you're looking for peace of mind and long-term savings, learn more about how Bluecrew works at bluecrewjobs.com/employers.

Start hiring with Bluecrew



 bluecrew

If you're curious, here's how we got our numbers

Note: The sample math below is for the state of California. However, each state's math was done in the same way, and the citations are accurate for all states.

Hourly Pay:		\$15.00
Hours Per Week:	x	40
Weeks Per Year:	x	52
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Total Yearly Pay:		\$31,200.00

Cost 1: Taxes

OASDI (Social Security) and Medicare are fixed rates. Our use of the .6% Federal Unemployment Tax employer contribution is based on the assumption that employers receive the full 5.4% SUTA credit³ and that for hourly workers at this or a similar pay rate, we do not need to account for the \$7,000 cap. We elected to use the median of the employer tax rate range¹ for the State Unemployment Tax employer contribution.

OASDI:	+	6.2%
Medicare:	+	1.45%
Federal Unemployment:	+	0.6%
State Unemployment:	+	3.85%
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Total:		12.1%
Total Yearly Pay:	x	\$31,200.00
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Total Yearly Taxes:		\$3,775.00

Cost 2: Insurance

For insurance numbers, we focused on using effective averages that would apply to most employers. While your workers' compensation rates will depend on your workplace, we used 1.85% based on the national average paid of \$1.85 per \$100 in payroll.⁶ Short- and long-term disability numbers were based on average employer costs from the Bureau of Labor Statistics,² and liability insurance is presented as a yearly average fixed cost per employee.⁴

Workers' Compensation:	+	1.85%
Short + Long-Term Disability	+	0.4%
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Total:		2.25%
Total Yearly Pay:	x	\$31,200.00
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Total Yearly Taxes:		\$702.00
Liability Insurance:	+	\$48.00
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Total Yearly Insurance:		\$750.00

Cost 3: Benefits

Both the average for employer medical insurance costs and for sick day costs came from average national employer costs from the Bureau of Labor Statistics.²

Medical Insurance:		22%
Sick Days:	+	1.2%
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Total:		23.2%
Total Yearly Pay:	x	\$31,200.00
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Total Yearly Taxes:		\$7,176.00

Cost 4: Recruitment and Ongoing Management

Our cost of recruitment is a complex measurement of the time and effort it takes to recruit a single employee, as well as the opportunity cost of each vacancy depending on their wage.

[You can check out all of our calculations here.](#)

We calculated the additional cost of ongoing payroll and human resources activities based on the estimates that businesses require one Payroll Analyst per 200 employees and one Human Resources Manager per 100 employees. The numbers below are calculated based on the the average salary in California for those roles according to salary.com.

Payroll:	\$357.05
Human Resources:	+ \$1,154.88
The Cost of Recruitment: <small>(\$15/hour employee)</small>	+ \$6,721.00

Total:	\$8,232.00
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