Applying validated employee selection methods to improve talent acquisition and retention outcomes in cannabis laboratories

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Abstract: Cannabis laboratory employee turnover is common, extraordinarily expensive, time consuming, and risks harming internal culture. Surprisingly, most cannabis laboratories are unaware of an extensive body of science describing best processes in talent acquisition. As a result, most laboratories use employee selection methods (ESMs) that have very low predictive scores for job success (~30%) which directly contribute to comparatively high employee turnover rates. By incorporating modern and validated ESMs, predictive job success scores can increase to >90%. This presentation will 1) compare and contrast various ESMs, 2) discuss their relative predictive value for hiring highly productive and engaged employees, and 3) provide an example of an accessible and fiscally responsible pre-hire ESM to increase both new hire job success and retention. (Word count = 120).