



WORKFORCE ONBOARDING EXCELLENCE

Scalable Talent Integration for High-Growth Engineering Teams

THE CHALLENGE

Organizations that onboard large numbers of new employees each month often face mounting challenges with scale, consistency, and speed to productivity.

Without effective processes, rapid growth can erode onboarding quality, leading to avoidable early attrition and lost productivity.

VOYAGE'S SOLUTION

EXPERIENCE-DRIVEN TALENT ENABLEMENT

Voyage helps fast-growing organizations build high-performance onboarding programs that reduce time to productivity, improve new hire experience, and support long-term retention. We blend process redesign with Employee Experience (EX) best practices to ensure engineering and technical hires are integrated smoothly and effectively.

- **Process mapping** and role-specific onboarding journeys
- **EX benchmarking** (eNPS, ESAT, TTP, retention)
- **Onboarding playbooks** and internal mobility frameworks
- **Remote onboarding** and hybrid team support

VOYAGE'S APPROACH				
Discovery & Benchmarking				Analyze current onboarding gaps and employee feedback
Design & Customization				Create tailored onboarding playbooks and journey maps.
Enablement & Toolkits				Build tools, templates, and training collateral
Pilot & Feedback				Run initial rollout with measurement points
Scale & Refine				Continuous improvement and leadership coaching

WHY VOYAGE

- **EX + Ops expertise**
- **Proven onboarding blueprints**
- **Scalable for engineering teams**
- **Measurable KPIs**

PAST PERFORMANCE

- **WORKERS' COMPENSATION INSURER**
 - Implemented structured onboarding and coaching programs, reducing turnover by 15% and accelerating time to productivity by 20%.
- **FEDERAL PRIME CONTRACTOR**
 - Developed and rolled out a standardized onboarding playbook across five teams, ensuring consistent quality and faster integration.
- **MIDWEST HEALTH PLAN**
 - Introduced tailored onboarding journeys and engagement checkpoints, decreasing early-stage attrition by 25% and boosting engagement scores.

RESULTS & IMPACT

WHAT OUR CLIENTS ACHIEVE

- 25%**
Decrease in early turnover
- 30%**
Increase in onboarding satisfaction
- 20%**
Decrease in time to productivity
- 12m**
Internal mobility increased within first 12 months



TAKE THE FIRST STEP TOWARD STRONGER ONBOARDING

Ready to accelerate new hire productivity and retention?
Contact us today to learn how Voyage can design and deliver onboarding programs that scale with your growth and set your teams up for long-term success.

