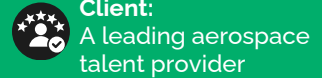


Case Study: Tailored Staffing Strategies for Client Success



Challenges:

- Improve scorecards of Tier-3 clients and elevate job coverage for end-clients.
- Focus on business expansion while maintaining quality delivery at a competitive cost.

Our solutions:

- Increased weekly submission target from 6-7 submissions per recruiter per week to 9-10.
- Reduced turnaround time (TAT) for candidate submissions to 3-4 hours on average.
- Implemented a paired recruiter-sourcer model, where 40 resumes were sourced per hour for each recruiter.

Results:

- Improved Client Ranking: Increased submissions, higher candidate shortlisting, and faster turnaround times improved the client ranking.
- Elevated Client Tier: Prestigious clients moved from Tier 3 to Tier 2 due to improved service.
- Increased Job Coverage: Average job coverage improved from 60% (January 2022 - April 2023) to 80% (January - December 2023).
- Successful Placements:
 - 19 placements facilitated in the previous year with substantial profit margins for the client.
 - In 2023, 3 recruiters achieved 28 offers and 19 successful starts.

Key metrics

- ✓ Increased Weekly Submissions: 9-10 per recruiter
- ✓ Reduced Submission Turnaround Time: 3-4 hours
- ✓ Job Coverage Improvement: 20% increase
- ✓ 2023: 19 Placements, 28 Offers, 19 Starts

Replicate this success in your business as well. Write to us at info@imspeople.com