



Case Study: Full Cycle Recruitment

Key Highlights

Achieved 199 starts in 6 months

Generated an ROI of 300%
for the client

Geography:
USA



Sector:
Light Industrial,
Engineering, Business
Professional and IT



Client:
Client is a female-owned and operated business offering Staffing and IT Professional Services. The business has a proven track record of successfully managing multiple projects and revenue streams over \$4m annually per project. The client provides support to end clients in the following sectors: Information Technology, Refining & Marketing, Exploration & Production, Healthcare Manufacturing Retail Distribution, Logistics, Payroll & Resource Planning Optimization, Geology & Geophysical, Finance, Administration, Customer Service and Automotive.



Client Challenges:

- The client had an urgent requirement to fill a large number of vacancies with strong candidates. However, with low margins to consider, the client needed a cost-effective recruitment solution.
- The client previously experienced issues with candidates refusing job offers due to the low salaries on offer.
- The client was unsuccessful in achieving its aims via the use of certain VMS programs.

Our Solution:

- After careful analysis of the client's portfolio and job workflow, we recommended that the client should begin with 3 of our recruiters and focus on submitting quality candidates for all the available jobs.
- IMS People Possible provided an experienced Operations Manager and Team Manager. Both held an excellent track record and were experienced in supporting similar customers within a VMS-centred campaign.
- We advised that gaining access to their VMS system would be advantageous and would help to save time by identifying eligible applicants.
- The assigned recruiters were tasked with submitting 2-3 quality candidates per day for each vacancy.



- IMS People Possible worked with the client to lay a firm foundation for the outsourced team to work from. We established an SOP for the recruitment life cycle which included interview preparations, debriefing guidelines and vital steps to follow for onboarding successful candidates.

Results:

- The recruiters provided by IMS People Possible elevated the client's performance for their customers, further improving their scorecard and ranking within the VMS system.
- Due to the successful performance of the team at IMS People Possible, the client has increased the team to 20 recruiters.
- After partnering with IMS People Possible, the client has seen a vast improvement in both the interview-to-offer and the offer-to-start ratios.
- IMS People Possible achieved a total of 534 interviews, offering jobs to 378 of those interviewees and successfully employing 199 candidates to start projects over the past 6 months.
- IMS People Possible's team of 20 recruiters generated approximately 300% ROI to the client.
- The team has also been successful in gaining job offers from lapsed end-clients.

Disclaimer:

This case study is the property of IMS People Possible. All case studies have been inferred from actual activities. Information provided is factual and in certain cases the figures are referential. Specific client information and data are kept in confidence to protect our client's business interests. If you have any further questions or want to know more about how IMS People Possible can help your business, please email us at info@imspeople.com.

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