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Outsourced Recruitment Support



Case Study: Sourcing and Candidate Referral Program

Key Highlights

- Referral program resulted in 165 referrals
- Reduced the cost to fill by 50% as compared to the client's internal cost

Geography:
USA

Sector:
Engineering and Manufacturing

Client:
The client is a large recruitment company, focussing on companies with a high volume and lower margin requirements for staffing.

Client Challenges:

- The client is one of several suppliers for their customer. Therefore, the basis for success is in their ability to provide many candidates quickly, while meeting the hiring criteria of their customer.
- Low unemployment levels in the area meant the client had an issue with candidates rejecting job offers and terminating their employment contracts early.
- Due to the massive workload, other staffing providers were unable to meet the customers' requirements without compromising on quality.
- The client had the opportunity to fill over 400 positions in only 3 months, with each candidate becoming eligible for conversion to full time after approximately 90 days.

Our Solution:

- IMS People Possible partnered with the client's existing recruiting efforts by supplying 5 recruitment resources with previous experience within the manufacturing industry.
- The joint recruiting effort succeeded in sourcing candidates by utilising job boards, the client's internal database and our dedicated database. We also took advantage of the growth in online resources for sourcing candidates.



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- IMS People Possible's team introduced a bespoke referral program to utilise all existing employees to advertise the roles available.

Results:

- With the support of IMS People Possible's team, the client successfully filled 75% of the available roles.
- The 5 recruitment resources provided by IMS People Possible were responsible for 33% of the positions filled in the 3 months.
- The bespoke referral program that was designed and introduced by IMS People Possible was considered a great success and resulted in 165 referrals.
- The cost per filled role was estimated to be 50% lower than the client's internal cost, illustrating the cost efficiency of IMS People Possible's team and solutions.

Disclaimer:
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