

Company overview

INDUSTRY: **MANUFACTURING**

LOCATION: **USA**

NO. OF EMPLOYEES: **80,000**

30-billion-dollar diversified tech company operating in worker safety, health care, and consumer goods. Headquartered in the Midwest with over 50 thousand products and 1,500-1,800 annual hires

Prior to Hays, our client struggled with an outdated Managed Service Program and the efficiency in which it was able to deliver and manage talent. We were appointed to streamline processes and find and engage talent when they needed it at a fair price.

The challenge

Due to the old MSP's difficulty in managing and delivering talent, hiring managers often went around the program and sourced roles through a non-competitive process or alternatively engaged multiple suppliers who did not have complete understanding of the hiring managers need, without sufficient understanding.

When we stepped in, the program included over 70 suppliers with a wide degree of manager discretion over when, and which, suppliers were engaged for each request.

The outcome

With our Talent Forward MSP, we were able to increase the efficiency of the service while creating effective relationships between hiring managers and preferred suppliers. This supplier enablement program helped reduce the preferred supplier list to 21 high performing partners.

With the right suppliers and segmentation, we've seen a significant increase in supplier commitment to the Contingent Workforce Program. These collective initiatives have decreased time-to-fill a requisition from 30 business days to a current average time-to-fill of 12 business days. Quality of candidate selections has increased from 60 to 94 percent while response to requisitions has increased by 20 percent.

The solution

We introduced our Talent Forward MSP to help streamline the way talent was found and engaged. Because of our experience with enterprise companies, we were able to painlessly transition our client away from an outdated MSP model to our Talent Forward MSP, focused on enabling suppliers. Hiring Managers embraced the new processes while suppliers agreed to clear-cut expectations.

Suppliers were also offered increased opportunity rather than going out to bid for new ones and diluting the supplier pool. Our Supplier Enablement program helped in-crease commitment among suppliers and allowed for better candidates to be submitted in multiple categories, faster than before.

FAST FACTS

Technology used: Beeline & Workday

Quality of candidates increased from 60 to 94%

Roles hired include 55-60% light industrial IT, engineering, office clerical, HR, supply chain and more

Time to fill went from 30 business days to 12 and response to requisitions has increased by 20%

Time to offer decreased by 33% in non-industrial roles and 46% in IT roles

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