

CASE STUDY: RECRUITMENT & PLACEMENT SOLUTIONS

# ASSOCIATE REFERRALS AND DIGITAL RECRUITMENT LEAD TO SUCCESSFUL HIRING PROCESS

## CLIENT

A family owned business that is a global powerhouse in the pet food industry was having trouble finding people for their rotating shift schedule. Their workforce included machine operators, forklift drivers, material handlers, canners, maintenance, sanitation associates and administration.

## CHALLENGE

The client was having problems hiring for positions within a rotating shift schedule. Because a rotating shift schedule is constantly changing hours, this type of system is extremely difficult to fill.

## STRATEGY

Due to the nature of the schedule, it's best practice to ask candidates for referrals. We've had success when current associates refer candidates because they are likely aware of the expectations of the position up front. The Staff Management | SMX team also utilized online platforms to reach as many candidates as possible. Our past experience has shown that a large pool of candidates increases the chances of qualified hiring for a complex shift schedule.

The team found over a thousand candidates, a hundred of whom ended up qualifying for interviews. Over 11 months, 22 candidates were hired for the available roles.

## RESULTS

-  Candidates found/contacted: **1,167**
-  Qualified candidates interviewed by recruiter: **184**
-  Qualified candidates submitted to Hiring Manager: **108**
-  Candidates interviewed by Hiring Manager: **47**
-  Candidates hired over 11 months: **22**