ACA Talent's FlexHire™ Solution Delivers Tangible Cost Savings

Assessing the Challenge
This global leader in electronic display solutions needed to grow its team of part-time field technicians across multiple locations in the US and Canada within five weeks. The company turned to ACA Talent to build an agile hiring model capable of delivering talent on time and within budget.

Designing the Solution
ACA Talent deployed its project-based FlexHire™ model to produce a high volume of qualified interviews across multiple locations.

As part of a robust recruitment program, the client received:
- Exclusive team of recruiters, sourcers, and an account manager
- Market analysis and localized sourcing campaign
- Customized interview guides and behavioral interviewing strategies
- Optimized recruitment process to drive efficiency and cost-savings
- Applicant Tracking System with reporting and metrics
- Online hiring manager portal with ability to manage job orders, send applications, and automatically generate offer letters

Because the client's goal was to generate a high number of qualified interviews that led to hires, ACA Talent deployed a robust sourcing strategy that encompassed recruitment advertising, social media, and email marketing.

Thanks to a fully-stocked candidate funnel, recruiters were quickly able to interview and qualify candidates. Successful candidates were then scheduled for interviews with hiring managers in the field within 24 to 48 hours of interviewing with a recruiter. Hiring managers conducted face-to-face interviews and extended offers. Throughout the process, ACA Talent conducted regular calls with the client and provided up-to-date reporting to ensure quality and volume.

Measurable Results
By developing an efficient recruitment process using technology and metrics as a guide, ACA Talent's experienced recruiters were able to fill all roles with quality candidates who were excited about the client's opportunity within the five-week time period.

For more information about how ACA Talent's FlexHire™ model can help reduce hiring costs and deliver quality hires within a limited timeframe, call us at **888-750-5627**.

At a Glance
Business Challenge

Quickly and cost-effectively hire part-time field sales technicians.

Solution

Build an agile hiring model to generate qualified candidates.
- Dedicated account management
- Team of recruiters & sourcers
- Recruitment process optimization
- Behavioral interviewing
- Localized sourcing strategies
- Applicant Tracking System
- Online recruitment portal
- Reporting & metrics

Results

175
total hires

5 weeks
timeframe from ramp-up to finish

24-48 hours
cycle time to schedule interviews

73%
candidates receiving offers

Less than $300
cost-per-hire