

115+ Individuals Placed



CASE STUDY

Industry:

Aerospace

Scope of Work:

Global Partner Solutions Wichita KS office partnered with a tier 1, multi-division client to help in their quest to identify, recruit and retain quality talent. The client's main concerns were around issues of receiving volumes of potential candidates, their degree of qualification, and the hiring of such candidates. GPSI took multiple actions to identify the cause and to find the best solutions for these issues. The client's incumbent supplier regarding recruitment and staffing support had a retention percentage average of around 20% during the term of their 6-week probationary period.



Activities:

As the project progressed, we realized that the low employee retention rate had wider implications than we considered. The lack of retained knowledge within the workforce impacted the production, causing slow production by inexperienced workers. In turn, this gave way to costly overtime payments to more seasoned and experienced staff to meet the delivery schedule. Low employee morale, issues regarding on-time delivery, and re-work were side-effects produced by low employee retention. A "Needs Assessment" was performed by interviewing the impacted hiring managers, existing personnel and shadowing employees that were currently in positions for which we would be recruiting. Doing so helped us identify the specific competencies required and highlighted the personality types that worked best within each division and shift. Once we determined the specific criteria and competencies needed, we presented them to the hiring managers for their approval or adjustment as deemed necessary. We then planned bi-weekly on-site recruiting events at the client's location.

Results:

85% of the candidates selected for an interview with the hiring managers were offered a position starting the following week. Global Partner Solutions had a 75% retention rate out of the 85% selected candidates. The main aspects of this partnership are continuity and trust. We have created interest by consistently hiring high-quality candidates via referrals, media, and passive recruiting efforts. The client benefited from cost savings due to reduced overtime payments, reduced re-works, and consistent on-time delivery. This particular project is a perfect example of how GPSI provides a proactive solution to rectify human resource issues. It demonstrates how we can strategically position our clients to acquire and retain the talent needed to support their growing organizations.

 **75%**

Retention rate up from 20%

 **85%**

Interview to offer ratio

 **115+**
Individuals placed

Contact us to learn more!