AgileOne

FINDING THE TOURNIQUET FOR EXCESSIVE SPEND

Healthcare

Medical Technology

Founded in 1897

BACKGROUND

A pioneer in the medical technology industry, this global organization develops life-saving devices and diagnostic tools to make healthcare more accessible, affordable, and safer for people around the world.

"AgileOne provided exceptional customer service. It was a pleasure to work with a partner who was truly interested in providing quality talent."

Hiring Manager

WORKFORCE CHALLENGES

In the medical technology industry, companies require a healthy pipeline of high-quality, scientific workers to keep their products in production and to bring new ones to market. Many of the roles these companies rely on are considered niche and hard to fill.

This company, where recruiting demand was 50 percent greater than capacity, lacked internal processes that were both efficient and cost effective. Time to fill was over 120 days for critical engineering and R&D roles, and the average cost per hire was $7,000. The company knew their current situation was not sustainable and looked for an experienced recruitment partner to help "stop the bleeding."

SOLUTION

The client turned to AgileOne—who was already managing the company's contingent workforce program—to implement an end to end recruitment process outsourcing solution (RPO). The AgileOne RPO team immediately went to work, redesigning workflows, tracking key metrics, and standardizing processes for all their locations across the US and Puerto Rico.

Weekly reporting brought new level of visibility and allowed the team to track hiring trends across each business segment. This, in turn, led to more targeted, strategic sourcing to engage passive candidates within each segment. The team launched email campaigns, connected with schools and universities, and engaged with professional associations to strengthen the pipeline of talent.

In addition, the AgileOne RPO team helped to position the client's employment brand in a positive light to capture the attention of the candidates they were seeking. "Saving lives every day" became the value proposition that this company offered as an employer.

RESULTS

In a just over 18 months, the AgileOne RPO program was able to save the client over $10 million in recruitment costs. Cost per hire was reduced by 65 percent in the first nine months alone. The time to fill is currently 63 days, significantly lower than the agreed upon SLA (90 days) and all industry standards.

In the first 11 months, 1,612 positions were filled; 755 of which were filled within 60 days. Satisfaction surveys for hiring managers and candidates resulted in a Net Promoter Score of 78 and 73, respectively. Each of these metrics are higher than industry averages.

About AgileOne

AgileOne's consultative approach solves workforce challenges by combining innovative talent procurement technologies and programs, with experienced industry professionals to deliver a suite of total workforce solutions. We maximize the value of our customers' workforce, decreasing liability and overhead associated with human capital management.

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