



Manufacturing
Signal Transmissions
8,600 Employees
\$2.3 Billion in Annual
Revenue
Founded in 1902

BACKGROUND

Headquartered in Indianapolis, Indiana, this client sells a comprehensive portfolio of cable, connectivity and networking products for the transmission of signals for data, sound and video applications.

WORKFORCE CHALLENGES

Due to several corporate acquisitions, the client's demand for new talent began to fluctuate from year to year, making resource planning for their recruitment team a significant challenge. With only one full-time recruiter carrying most of the workload, the company utilized costly search firms during hiring peaks. Over time, this led to an unsustainable cost burden to the organization. The company needed an RPO partner who would take the time to understand the company and the needs of the hiring managers to ensure requisitions would be filled in a timely manner with quality hires, while at the same time reducing cost per hire.

SOLUTION

The company turned to AgileOne to build a recruitment process outsourcing (RPO) solution to address these immediate challenges. The AgileOne team quickly and effectively implemented an end-to-end program for managing the client's talent acquisition processes including: requisitions, sourcing, screening, interviewing, offers, negotiations, and candidate on-boarding. With a consultative approach to the change process, the AgileOne team provided the leadership necessary to keep all stakeholders working together and aligned with the end goals. The team held regular meetings and provided detailed sourcing plans to demonstrate how they would overcome potential sourcing challenges.

CASE STUDY

RESULTS

In the six months since implementation, AgileOne has delivered outstanding results including reducing time to fill by 39 percent and reducing time to start by 41 percent.

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.

