

## HIGH-SPEED HIRING FOR KEY PROFESSIONAL ROLES

A major international airline faced time-to-fill challenges in key professional roles within the organization including finance, purchasing, legal, IT, technical operations and human resources. PeopleScout partnered with the client to implement a full-cycle, end-to-end RPO program focused on hiring speed and agility to improve time-to-fill metrics across multiple key positions.

### SOLUTION HIGHLIGHTS

- STREAMLINED RECRUITMENT PROCESS
- FULL SERVICE EXECUTION
- CAMPUS HIRING PROGRAM
- OFCCP COMPLIANT
- PROGRAM DATA ANALYSIS

## HIGH-SPEED HIRING FOR KEY PROFESSIONAL ROLES

### SCOPE & SCALE

A major international airline faced time-to-fill challenges in key professional roles within the organization including finance, purchasing, legal, IT, technical operations and human resources. PeopleScout partnered with the client to implement a full-cycle, end-to-end RPO program focused on hiring speed and agility to improve time-to-fill metrics across multiple key positions.

PeopleScout's solution also provides hiring support for union roles and manages airport frontline hiring at all airport stations, above and below the wing, including conducting in-person interview events, making hiring decisions, onboarding and campus hiring.

### SITUATION

PeopleScout partners with a major international airline to manage its multifaceted and unique hiring needs. PeopleScout supports the hiring of all professional hires in the U.S. and conducts onsite hiring events that include interviewing, selection and onboarding to meet hiring requirements in short timeframes.

### SOLUTION

#### STREAMLINED RECRUITMENT PROCESS

PeopleScout's full lifecycle RPO program streamlines the recruiting process to meet the client's needs.

#### FULL SERVICE EXECUTION

PeopleScout executes each phase of the recruitment process including screening candidates, candidate notification, scheduling and submitting written offers and onboarding new hires.

#### CAMPUS HIRING PROGRAM

PeopleScout manages the client's campus hiring program. PeopleScout oversees event coordination, travel arrangements, relationship building and brand positioning to recruit undergraduate and MBA students.

#### OFCCP COMPLIANT

To help the client remain compliant in the heavily-regulated airline industry, PeopleScout ensures OFCCP compliance standards.

#### PROGRAM DATA ANALYSIS

PeopleScout sends regularly updated status reports and analyses of program data to deliver insights into performance metrics and identify areas for improvement.

### RESULTS

#### OPTIMIZED SCREENING PROCESS

PeopleScout optimized the initial candidate screening process, resulting in improvements in the interview-to-offer ratio, time-to-fill and overall quality of hire.

#### REDUCED ACCEPTANCE TIME

As a result of PeopleScout's RPO program, there was a 44% reduction in the time between offer acceptance and clear-for-hire for union frontline positions.

#### ENGAGING ONBOARDING EXPERIENCE

PeopleScout's delivery team enhances the client's candidate experience and provides the company's new hires with an engaging and thoughtful onboarding experience. This has been validated through the client's Candidate Experience Awards wins from 2016-2018.

#### 100% FILL RATES

PeopleScout delivers 100% class fill rates for customer service hires.

