



## **ON-DEMAND DIGITAL INTERVIEWS LEAD TO BETTER TIME-TO-HIRE METRICS**

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### **SOLUTION HIGHLIGHTS**

- **ON-DEMAND DIGITAL INTERVIEWS**
- **IMPROVED INTERVIEW-TO-HIRE RATIO**
- **IMPROVED TIME-TO-HIRE**

# ON-DEMAND DIGITAL INTERVIEWS LEAD TO BETTER TIME-TO-HIRE METRICS

## SCOPE & SCALE

PeopleScout has partnered with a multinational food distribution company for more than four years to facilitate its warehouse and driver hiring across the United States, Canada, the Bahamas, Ireland and Northern Ireland. PeopleScout's full-cycle RPO program manages more than 6,200 annual hires, 3,000 of which are distribution truck drivers. PeopleScout's solution provides the client with the insights and expertise to improve recruiting outcomes.

## SITUATION

Before engaging with PeopleScout, the client struggled to meet its hiring goals. Approximately two-thirds of candidates dropped out of the hiring process between the first two steps of the screening process. Many candidates couldn't complete screening during traditional recruiting hours.

In response to these challenges, PeopleScout provides a highly scalable delivery team to meet the client's fluctuating hiring needs and address regional and cultural preferences during the screening process. PeopleScout's centralized recruitment support ensures compliance and streamlines the process through innovative technology solutions. Positions in scope include 6,200 annual hires for warehouse and truck driver positions.

## SOLUTION

### ON-DEMAND DIGITAL INTERVIEWS

PeopleScout uses on-demand digital interviews that candidates can complete outside of typical business hours.

### REDUCED CANDIDATE FALLOUT

PeopleScout's digital interview process is designed to be completed in 10-12 minutes to reduce candidate fallout.

### CANDIDATE REVIEWS

PeopleScout's team reviews the digital interviews and scores candidates based on adherence to safe work practices, demonstrated an ability to do the job and genuine interest in the organization.

## RESULTS

### EXPANDED ENGAGEMENT

The number of candidates who completed the screening process increased from 33% to 58%.

### IMPROVED INTERVIEW-TO-HIRE

The interview-to-hire ratio improved from 2.25:1 to 1.7:1.

### IMPROVED TIME-TO-HIRE

The time-to-hire ratio improved by 12 days.

