

HIGH-VOLUME VETERAN-FOCUSED HIRING SOLUTION

McKesson has engaged with PeopleScout for eight years. Over the course of our partnership, PeopleScout has managed hiring for a variety of positions including professional, managerial, sales, finance and administrative roles. PeopleScout's engagement includes a specific focus on hiring veterans in all positions to support McKesson's goal to become known as a top employer for veterans and military spouses.

SOLUTION HIGHLIGHTS

- VETERAN TALENT COMMUNITY
- IMPROVED WEB DESIGN
- RECRUITMENT MARKETING
- ONGOING TRAINING
- SCREENING PROCESSES
- DIVERSITY & INCLUSION

Case Study: Recruitment Process Outsourcing

HIGH-VOLUME VETERAN-FOCUSED HIRING SOLUTION

SCOPE & SCALE

One of the world's largest healthcare companies required a high-volume hiring solution to fill positions across multiple departments. Positions in scope include management roles, finance, sales and administrators. The RPO solution required special emphasis and priority on improving diversity and veteran hiring initiatives.

SOLUTION

VETERAN TALENT COMMUNITY

PeopleScout created a Veteran Talent Community which provides McKesson with access to thousands of active and passive veteran job candidates and opens the door to additional job opportunities for veterans.

IMPROVED WEB DESIGN

PeopleScout helped to administer a customized McKesson veteran careers web page to attract and process veteran candidates.

RECRUITMENT MARKETING

Veteran-targeted marketing and sourcing strategies were developed including improving relationships with more than 800 military organizations, posting jobs on veteran job boards and social media marketing.

ONGOING TRAINING

PeopleScout provides ongoing training and education for members of the recruiting team to ensure military resumes are matched with civilian job requirements.

SCREENING PROCESSES

A veteran priority screening process was created to identify and prioritize veteran candidates.

DIVERSITY & INCLUSION

PeopleScout hired a Navy veteran to lead the D&I initiative on the recruiting team.

RESULTS

HIRING SUPPORT

In 2019, PeopleScout managed more than 3,000 hires across North America.

DIVERSITY IMPROVEMENT

PeopleScout provides a diverse slate of candidates on 95% of all requisitions.

INCREASED VETERAN HIRING

Veteran hiring improved from 3.3% to 8.6%.

STRONGER EMPLOYER BRAND

Targeted veteran recruitment and marketing strengthens McKesson's veteran employment brand, resulting in McKesson being recognized as a leader in veteran hiring by national media outlets.


BY PEOPLESOUT

McKesson's Veteran Talent Community, veteran landing page and recruitment marketing strategy are supported by PeopleScout's proprietary talent technology, Affinix.

