INTEGRITY
STAFFING SOLUTIONS

CASE STUDY

HOW OUR TECH STACK HELPED US SCALE RECRUITING

Pursuing qualified, engaged candidates is never the same approach each time.

Your clients' and associates' needs and circumstances change from one day to the next, requiring your hiring team to adjust accordingly.

For companies, especially startups and shoestring-budgeted ones, hiring resources need to align with a business's current needs and expected outcomes. An optimized recruiting tech stack can bring all the necessary elements together and keep your team focused on building a talented group, no matter the scale.

THE CHALLENGE: GOING WITH THE HIRING FLOW

Two distinct barriers can complicate any efforts to scale recruiting — costs and logistics.

This figure **from the Society for Human Resources Management** puts how finances impact hiring into proper perspective. One new hire costs a company $4,700, but additional estimates figure the final total could be 3-4 times the amount of the advertised salary. Combine those projected expenditures with a company's realistic day-to-day operating costs, and you can just see margins tightening before your very eyes.

And those monetary concerns can trickle into big-picture logistical worries, too. The reality is that there is a global network of employees with enough talent and options that they can job hunt on their own terms. They search for a new gig on their own time, opt out of drawn-out application processes, and pick and choose their opportunities based on how well they align with their current stations or the candidate experience.

A recruiting strategy can't afford to remain static when candidates' needs are anything but. Having a system in place in which hiring can evolve up or down based on need is critical. At Integrity Staffing Solutions, we understand our client's and associates' needs vary — and that's why we invested in an agile recruiting stack to support them.

THE SOLUTION: A TECH STACK THAT STANDS THE TEST OF TIME

To be a viable and efficient partner, we knew how critical it was to create a 360-degree recruiting stack that enables us to remain connected with the talent pipeline and fill client orders quickly.

The first step of that process involved strengthening our core ATS system and enhancing its ability to integrate with the rest of our technology pieces. We implemented a robust applicant platform that allowed us to serve up personalized candidate experiences and automate key touchpoints to keep job seekers engaged with the process. Next, we digitized all our onboarding documents so candidates could provide us with the necessary paperwork right from their computer or mobile device in a manner of minutes.

We then reasoned that if onboarding materials could be done remotely, the interviewing process should be able to as well. So, we developed a digital interviewing platform that allowed candidates to connect to a live, virtual recruiter with a QR code scan or click of a link. This enabled us to vet candidates for the right position and have them complete their I-9 verification on the spot.

From there, we decided to upgrade our communications platform. This enabled all our branches to connect with one another and our associates in real-time. The final piece involved integrating automation into the process so the technology could take any repetitive tasks off the recruiters' plates and give them time back to work on building relationships with candidates and clients.

THE RESULTS: A MORE STREAMLINED, CUSTOMIZED PROCESS

Our tech stack brought greater efficiencies and improved experiences to all sides of the house — not only to our internal teams but to our clients and associates as well. The benefits include:

1. Quicker Processes

When combined, the new technology allowed us to improve the speed to hire without sacrificing talent quality. In addition, it enabled our team to provide a responsive and engaging candidate experience, reducing drop-off and creating a great onboarding experience for associates and clients.
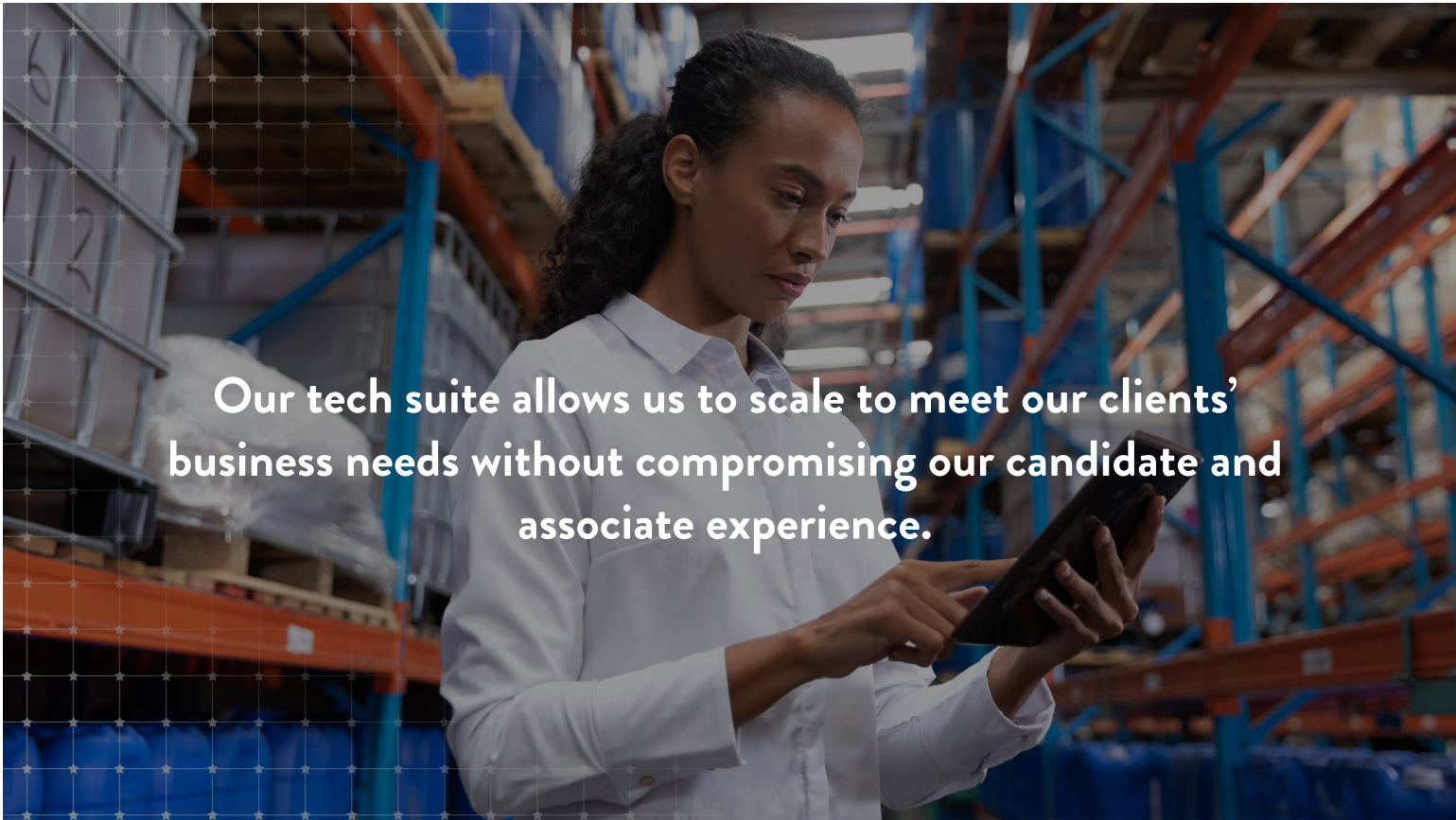
2. Improved Experiences

Our technology doesn't just enable us to work through our applicant pool faster. It allows both our clients **and potential associates** the chance to make the process what we want it to be. We can automate (and personalize) communication and other tasks that might take clients away from other higher-level needs, while associates can begin, end, and continue the process on their own terms.

3. Greater Scalability and Flexibility

With our streamlined solution, our clients' hiring processes can scale and evolve into whatever they need to be. For smaller clients, **the resources can scale down.** For larger ones, those solutions can scale up. In either case, clients can achieve their hiring goals.

Our tech suite allows us to scale to meet our clients' business needs without compromising our candidate and associate experience.

A growing company needs to have the people and processes necessary to grow with it.

A comprehensive recruiting stack allows us to evolve with the times and build teams that are ready to hit the ground running and contribute to that growth.

LET'S TALK.

Integrity Staffing Solutions is a full-service staffing agency and ranks in the top 2% of agencies across the country for quality service based on ClearlyRated's "Best of Staffing" client survey.

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