



Talent Without Borders A Case Study

CLIENT

This global organization provides laser imaging and targeting sensor systems that offer image stability and long-range detection capability to defense/military, homeland security, and airborne law enforcement agencies worldwide. The company's systems can be found on over 135 different platforms, including rotary, surface, and marine-based platforms.

HISTORY

In Canada, the client maintained nine recruitment vendors to support temporary staffing needs across wide-ranging job types, such as CNC optical techs, mechanical/electrical assemblers, professional and administrative, engineering and information technology. The client initially chose to handle the recruiting for full time positions internally, feeling more comfortable retaining this control, until we earned their trust and illustrated our abilities to efficiently deliver quality candidates.

CHALLENGES

Difficulties were faced in finding talent that met the Canadian Controlled Goods program mandates. The confusing 40-page long form describing candidate requirements shrank the numbers of qualified candidates to approximately 20% of the total available candidate pool. Hiring under the CGP requirement stretched time-to-hire to an unwieldy average of five weeks, due to processing times. The situation was compounded by increased hiring needs attributable to special projects, wins, and new plant openings.





SOLUTIONS

In 2015, Acara launched a composite program that addressed temporary and—after a proving period—direct hire needs. Acara representatives certified themselves in CGP to manage and accelerate throughout, while also adopting new processes that essentially handheld candidates through the onboarding process. Acara reps embedded themselves in the client's daily needs, learning requirements, and becoming proactive in all areas of the recruitment process. In fact, Acara became proficient in forecasting evolving goals and business needs, and offering solutions that met and exceeded those requirements. Two onsite Acara recruiters facilitate and, in some cases, fully own all recruiting requirements within their plants, both temporary and direct. Acara conducts weekly recruiting calls to solicit feedback and impart clarity on new policies and procedures, discuss career fairs, and suggest improvements.



RESULTS

The CGP process was accelerated from five weeks to an incredible 72 hours. This unmitigated success allows us to take on elements not previously entrusted to outside vendors, including direct placement. Harmonized delivery is now supported by Acara staff across Canada, and within the United States and India. The client feels we truly understand their company culture and skill requirements all the way down to the colleges and organizations they prefer candidates to hail from. Ultimately, we have made a total of 313 hires for the client since 2014 which consists of both direct full time and contract hires.



About Acara

At Acara, we know that productivity is about more than just man-hours. The greatest efficiencies and highest yields are found at the intersection of ingenuity and effort. They are the consequence of sound business relationships and the foresight that comes with experience.

For 60 years, we've approached every job with a high-touch, consultative approach that affords us a clear vision of our clients' evolving needs, and it's why we consistently employ the latest recruitment and management innovations on the market. Acara is in the business of scouting talent, evaluating human potential, recognizing similitudes between people and employers, and changing lives in the process. Because in an increasingly commoditized world, we believe some things still deserve a personal touch. Finding the right fit is one of them.

Simply stated, we see fit.



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