



Pinstripe Streamlines Recruitment for a Fortune 500 Manufacturer

in brief

CHALLENGE

Enhance the recruitment process and underlying technology

SOLUTION

Use LEAN/Six Sigma expertise to streamline recruitment across business units

RESULTS

- Reduced hiring costs
- Increased candidate quality
- Reduced time-to-fill
- Managed OFCCP compliance

CLIENT CHALLENGE

A focus on forward-thinking talent acquisition has been critical to one Fortune 500 manufacturer's evolution from its traditional roots to its digital leadership. The company is a top consumer brand in the U.S. and worldwide. When the HR team recognized an opportunity to enhance its recruitment process and underlying technology, the team sought an agile partner with business process and Lean/Six Sigma expertise. The objectives of the partnership: reduce costs and time to hire while improving the hiring manager and candidate experience.

CREATING THE SOLUTION

Pinstripe partnered with the manufacturer to create an end-to-end recruitment process outsourcing (RPO) solution for all of its U.S. operations. The company's typical hiring needs across the nation range from manufacturing roles to scientists and engineers.

Pinstripe streamlined the different business unit practices into a unified, best practice process and now manages the company's entire hiring function, which includes:

- Sourcing to meet diversity recruiting objectives
- Targeted sourcing of passive candidates
- Overseeing all related vendor relationships
- Managing its applicant tracking system
- Managing background checking and compliance
- A paperless onboarding process that receives high marks from hiring managers, new employees and the HR team

DELIVERING RESULTS

Together, Pinstripe and the HR team have formed a transparent, integrated partnership that has met the HR team's objectives for:

- Reduced hiring costs
- Increased candidate quality
- Reduced time-to-fill

Additionally, when the OFCCP conducted a desk audit related to the manufacturer's federal contract, Pinstripe stepped in to satisfy labor-intensive audit requirements for the company's previous RPO engagement. Pinstripe's compliance expertise resulted in a successful audit and a technology-enhanced, timesaving process for audits going forward.



Is your recruitment process a competitive advantage for your organization? Contact Pinstripe today at 877-797-3379 or www.pinstripetalent.com.