

robotic hiring process solves unique recruitment challenge.

challenge

At the height of the COVID-19 outbreak, a leading auto manufacturer took part in a project to produce and deliver vital equipment for government health services. The company committed to manufacturing 4,500 ventilators over the course of just six weeks, which created a need to hire 600 experienced production workers in a short timeframe. Randstad was brought in to support this high-volume hiring project and help the firm achieve its goal of finding the right number of contingent staff on a tight budget and strict deadline.

solution

Randstad Inhouse Services — which specializes in tailored, end-to-end recruitment solutions to help clients with high-volume hiring, onboarding and management of new workers — was able to turn the power of modern technology to our advantage on this demanding task.

Automation had a crucial part to play, with Randstad building and programming a robotic process within 72 hours that was able to take on 80 percent of the recruitment workload from end to end. The automated system took care of jobs like screening initial applications, emailing successful candidates and inviting them to complete a video interview on our Modern Hire platform. We also leveraged social media, contacting some 49,000 users on Facebook alone.

Robotic process automation was crucial for simplifying and speeding up the early stages of this project. The human element came into the equation towards the end, with the Randstad team checking referencing criteria, engaging with successful candidates and arranging inductions.

outcome

The client was happy with the results Randstad Inhouse Services was able to provide, with the company's HR manager describing the outcome as "amazing," particularly given the tight time frame.

- 1,300 applications were generated in the course of just five working days, which were converted into 869 video interviews.
- Ordinarily, this would have taken 20 days and at least three more people on the team.
- Nearly 600 workers were remotely recruited in three weeks, all during a global pandemic.
- The client successfully produced 10,000 ventilators in total.

Ready to learn more about the difference Randstad Inhouse Services can make for your business? [Get in touch](#) with us today and one of our specialists will reach out ASAP.

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human forward.