

CASE STUDY: Streamlining Hiring for a Large Chemical Manufacturing Company

Skill Sets Supported:

Laboratory Chemists, QC Chemists, Quality Technicians, Chemical Operators, Material Handlers, Packaging Line Operators, Quality Inspectors, Sample Chemists, and QC Floor Technicians.

Problem

The client faced challenges in recruiting qualified candidates, particularly in hard-to-fill locations. They had three large production facilities situated in smaller talent markets, posing significant obstacles in attracting and hiring qualified talent.

- Scarcity of talent made it challenging to attract and hire individuals with the required skill sets and experience.
- Existing recruitment processes were not optimized for efficiency. The sourcing methods lacked a strategic approach, resulting in mismatch between the job requirements and the candidates.
- The evaluation and selection processes were time-consuming and cumbersome, leading to delays in filling critical positions.
- Experienced prolonged hiring cycles. This resulted in vacant positions and increased strain on the company's operational productivity.
- Frequent employee turnover put a strain on internal resources as they continuously needed to hire and train new employees.
- Needed a staffing partner that could offer on-demand, flexible, and scalable talent solutions.

Astrix's Solution:

- Astrix held meetings with decision makers to identify the profiles of candidates they were looking for and created a recruitment strategy focused on proactively sourcing candidates with the required skills and experience to expand their talent pool.
- Implemented streamlined evaluation and selection processes to accelerate the hiring cycles. This involved utilizing HR tools, conducting initial screenings, and presenting the most qualified candidates to the client for further evaluation. This approach reduced the time and effort required by the client's internal recruitment team.
- Partnered with the hiring managers and toured the client's facilities to educate potential candidates on the positions, and highlight the client's strengths, values, and career growth opportunities.
- Created a continuous feedback process with hiring managers and candidates aimed at providing timely feedback, transparent communication, and a smooth onboarding process.

Results:

- Reduced time to hire by narrowing down timeline from when the candidate was presented to offer received to **1 week**.
- Streamlined background and drug screening process allowed candidates to **start within 1 week of offer acceptance**.
- **Successfully filled 83%** of open roles across all three facilities.
- Provided higher quality talent which reduced training costs by over **50%**.
- **Increased average employee retention by 80%** with some Astrix placements moving up to managerial roles.

