

Case Study

NETWORKING AND TELECOMMUNICATIONS COMPANY

THE CHALLENGE

We had 2 tasks:

- First, the need to establish stability in the recruitment process and attract a wider range of talent to the company.
- Secondly, we were tasked with creating an effective graduate program for the company.

OUR ROLE

Six recruiters from GemPool worked on site to carry out streamlined recruitment. Consistent talent pooling was the main focus of the team.

In addition, a successful graduate program was established within the client company.

We were successfully able to place 200 grads within the company.



GEMPOOL'S SUCCESS

- **Reduced time taken to hire by 27%**- By streamlining the recruitment process, bringing it from six stages to four without any loss of quality.
- **Reduce Cost of Hiring by over 62%**- By reducing the 3rd party recruitment PSL (Preferred Supplier Listing) partners by 45%, retaining the highest performing vendors and negotiating placement fee downwards.
- **Improve Candidate Experience**- We set up a candidate feedback loop throughout the recruitment process to improve the candidate experience.
- **Improved Work Force Planning**- Long term workforce planning through graduate recruitment planning, resulting in a cost efficient future solution.