

CASE STUDY: Managing a One-Day Hiring Event and Complex Hiring Process for 192 Candidates



The Challenge

A medical device company needed to fill 43 manufacturing assembly technician permanent positions in the Silicon Valley, an area with the lowest unemployment rates in the country. Not only did the company need a fast turn-around, they also required a complex hiring process with several assessments which had previously resulted in an increased time-to-fill.

The Action Plan

The company confidently turned to Advantage xPO, a global provider for RPO and MSP services that they had partnered with previously to fill 48 temp-to-hire positions. After discussing the specific hiring needs and challenges for this project, xPO recommended an exclusive one-day hiring event. To prepare for a successful event, xPO created a project plan to:

- Source candidates via a number of sources, including trade school outreach, social media, job boards, online and print advertising, and an employee referral email blast
- Pre-screen all applicants to create a pool of qualified candidates
- Extend invitations to all candidates to a one-day, invitation-only event
- Organize a team of volunteers to assist with event check-in, candidate flow, interviews, and assessments
- Provide a daily update each day leading up to the event

The Result

The medical device company was once again thrilled with xPO's execution and the results they provided. With the help of 72 volunteers, the xPO and client management team interviewed 192 candidates in just one day. Each candidate was set up for a 30-minute interview and participated in three assessments. At the end of the event, the company extended soft offers to 78 candidates, far exceeding their original expectation of 43 candidates.

xPO is now facilitating a staggered onboarding process to hire the new employees in three waves. The xPO team has also been asked to help with additional permanent placement needs within the company, including repair technician and material handler positions in other areas of the facility.

“WHAT A DAY! My heartfelt congrats and thanks to this team who hit the ball out of the park!”

– Director, Manufacturing