

Belcan

Case Study

RPO: Aerospace & Transportation Corporation





Client Overview

A multinational manufacturer of regional airliners, business jets, and equipment for public transport.

See how our Workforce Solutions can work for you.

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Challenges

- Volume direct hiring requirements across multiple skill sets
- Facilities located throughout Canada and the United States
- Competitive market for talent
- Hiring managers extremely time restricted
- Limited internal talent acquisition resources

Outcomes Delivered

- Belcan manages customer's TALEO ATS system to support HR & talent acquisition
- Customer receives consolidated billing transactions and ability to consolidate subvendors under the RPO
- Hired over 100 permanent positions and over 200 recruited complimentary workforce personnel for the customer in 2018
- Reduced interview-to-start cycle time by 20%
- Continuous review of program outcomes with a focus on delivery of quality and service

Belcan Solution

- Implemented Recruitment Process Outsource (RPO) Program for US and Canada for all skill sets across multiple divisions
- Created a customer-dedicated onsite project management team located at the corporate headquarters in Montreal, Canada, responsible for:
 - A primary point of contact for customer managers and HR
 - Management of both external and internal candidates
 - supplier management
 - Weekly governance reviews and reports for efficient, cost-effective measurements and metrics
 - Weekly governance review to track progress and calibrate full recruitment delivery services and additional recruitment support
 - Develop, implement, and maintain quality processes and procedures
- Focus on specialty engineering positions including: Train Control Software Engineer, RF Engineer, Systems Engineer, Reliability Engineer, Safety Engineer, Network Lab Engineer, ATC Engineer, & Test Engineer