

A person in a white shirt is sitting and typing on a laptop. The background is blurred, showing other people in a professional setting. The overall tone is professional and modern.

Belcan

Case Study

Volume Direct Hire: Aerospace & Defense Corporation



Client Overview

A leading international company, specializing in high-performance components and subsystems for the aerospace, defense, and energy markets.

See how our Workforce Solutions can work for you.

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Challenges

- Volume direct hiring requirements across multiple skill sets
- Facilities located in remote rural areas with limited skilled population
- Competitive market for talent
- Hiring managers extremely time restricted, contributing to an extended hiring cycle time and candidate fall off

Outcomes Delivered

- Staff needs are filled without interfering with management normal job responsibilities, maintaining productivity
- Customer is able to onboard new hires in effective groups
- A 3-tier interview process in a condensed time window provides maximum offer-to-hire ratio
- The customized Belcan screening process results in an average customer hiring manager interview-to-offer ratio of 80%

Belcan Solution

- Designed a customized hiring event program to screen and process qualified candidates for direct hire in a brief time window, not interfering with the hiring manager's work week
- Belcan sources qualified candidates and schedules people for in-person interviews, also providing an introduction of the customer organization and a video of the work and facility
- Belcan is able to conduct in-person, job specific interviews with up to 80 candidates in a single day, allowing hiring managers to interview Belcan-selected candidates in quick succession in the same day
- Qualified candidates can be interviewed by both Belcan and customer in a single day and obtain an offer within a 72-hour window
- Belcan was able to leverage their extensive network from long-standing relationships, as well as more than 60 years experience, to successfully and quickly source candidates in remote areas.