



**HEAVY EQUIPMENT MANUFACTURER  
IN CANADA BEATS PRODUCTION DEADLINES  
BY DEPLOYING QUALIFIED 'BLUE COLLARS'  
FROM A VETTED TALENT**



# About Client

The client is one of the global leaders in heavy equipment manufacturing, headquartered in Canada, along with various production and assembly sites.

## Business Challenges

- 1 The perception of 'blue-collar' being inferior to 'white-collar' jobs, led to the lack of top qualified talents in engineering, design, and R&D.
- 2 Finding the right talent for the project was difficult, as heavy industrial jobs are least preferred amongst millennials and have become an aging workforce.
- 3 Due to the higher time-to-hire and cost-to-onboard, the client needed a staffing partner with innovative strategies to place resources efficiently.
- 4 Seamless onboarding of resources, who are trained in compliance and safety, and executes the project on time.



# Solutions Delivered

The client partnered with Compunnel on a contract basis. Our **technology-driven sourcing, screening, and onboarding** mechanisms helped in **cutting down costs and time-to-hire**. Our learning team at **InfoPro** ensured that all **new resources are trained** to bring them up to speed. Solutions provided for on-time project commencement and completion:



Our proprietary peer-to-peer referral app, **iEndorseU**, helped in reaching a **passive talent pool** from which we **sourced talent recommended by experts** in heavy industrial.



In-house product **JobHuk** holding a recruitment marketplace helped in placing candidates faster, and **reduced the industry average time-to-hire**



Our proprietary application **StafflinePro**, which provides end-to-end **contractual worker life cycle management** services, helped the client in **sourcing pre-qualified talent** from a database of **60,000+ pre-vetted candidates**.

# Highlights



**Passive talent pool** from proprietary solutions is **3 times larger**



Our customized **machine-learning algorithm** filtered **90%** of irrelevant profiles, followed by manual vetting done by top experts.

 **Geo Served**

- Canada -
  - British Columbia
  - Ontario

# Benefits Delivered

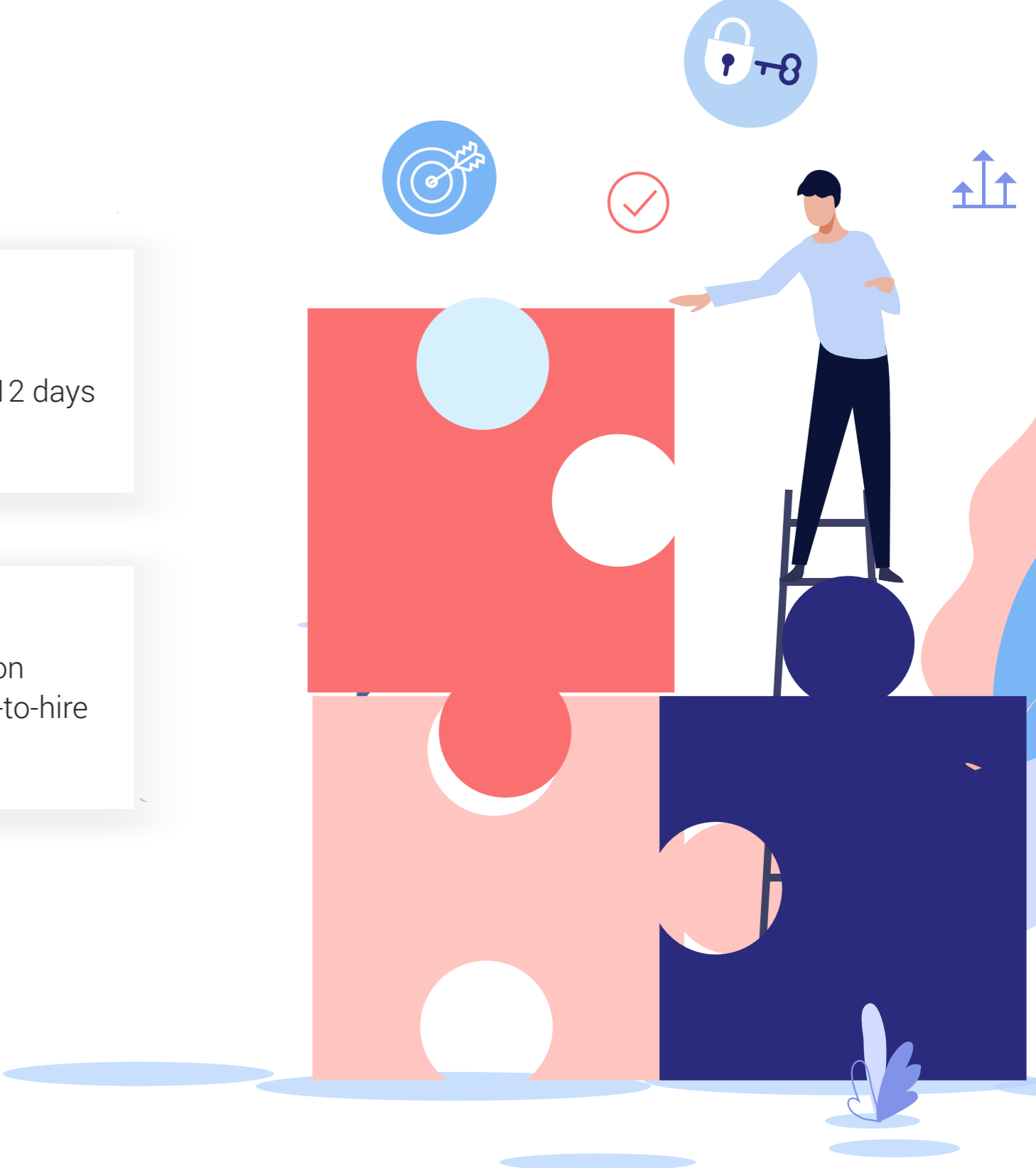
**1260** 1260 candidates sourced in 5 days

**12** Time-to-hire reduced by 12 days

**42/58** 42 out of 58 candidates submitted were hired

**30%** Saved 30% on client's cost-to-hire

**3:4** Hire-to-submittal ratio is 3:4



# Testimonial



We wanted to facilitate the production of one of our latest equipment to meet the market demands. Compunnel's recruitment team worked with great precision in hiring the right talent needed for our project. The handling of the project was fast, effective, and accurate.

— Client

# About Compunnel

Compunnel is the global provider of high-touch and high-tech pioneering staffing services that include - Contingent Workforce, Direct Placement, Statement of Work, Payroll, and Recruitment Process Outsourcing.

We partner with various industries to provide end-to-end customized solutions with a simple vision –


**"Delivering Staffing Excellence with Total Talent Value."**

Our staffing team holds a deep knowledge of various industries that can help you in creating a pipeline for expert talent, even in the most complex conditions.



 Toronto, ON

 [info.ca@compunnel.com](mailto:info.ca@compunnel.com)

 437-537(5333)

 [/company/compunnel-canada](https://www.linkedin.com/company/compunnel-canada)

 [compunnel.ca](https://www.compunnel.ca)