

Utility Contractor Eases Recruiting and Hiring Compliance Pain with BirdDogHR ATS

Challenges

- 100% paper application process
- High cost from using recruiting firms
- OFCCP requirements for federal contractors hard to document

Results

- Cost savings of over \$150,000 in first 4 months
- Improved quality of hires
- OFCCP documentation requirements met. Audits and scrutiny avoided.



INDUSTRY

Federal Utility Contractor

SOLUTIONS IMPLEMENTED



Recruitment and Applicant Tracking System

Paper system causes headaches and difficulty reporting

Finding top talent is a struggle faced by many companies in construction and utilities. What makes that struggle more difficult is when these companies are federal contractors subject to OFCCP documentation regulations. For one large full-service construction and utility contractor the challenge was heightened. The company hadn't evolved its recruiting process from paper applications and in fact applications were being filled out in the field from the backs of trucks. People found out about field jobs through word of mouth and corporate positions were filled using a recruiting firm. With the corporate office managing all HR functions, paper applications were mailed in on a quarterly basis, unless an applicant was hired right away in which case the application was sent in immediately. This resulted in high postage costs as well as manual effort to track AAP and EEO data. The company's compliance director knew the company needed to do more to ensure OFCCP requirements were easily tracked and reportable in the event of an audit.

Automation holds the key

The company needed a tool that would deliver compliance, automation and an online application process. The compliance director knew the best place to start was with an applicant tracking system (ATS). Twelve different systems were reviewed with the company selecting the BirdDogHR ATS. "The BirdDogHR ATS met our requirements," said the compliance director. "It has the strongest focus on compliance and BirdDogHR is a more nimble company, allowing quick responsiveness to respond to our requirements."

Consistent system brings better hires and significant savings

After rolling out the BirdDogHR ATS to the entire company, feedback could not be more positive. Foremen in the field find the system simple and easy for to use. Candidate batching ensures managers are looking at the highest scoring applicants and making better hires. The cost savings alone from automating the recruiting process have impressed company leadership. Within the four months of roll-out, the company had saved over \$150,000 in recruiting and hiring costs over the same time period in 2014.

In the future, the company plans to fully integrate their existing onboarding and background screening process with the BirdDogHR ATS and then purchase the remaining modules of BirdDogHR Talent Management System: Performance, Learning and Succession.



BirdDogHR™ offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind.

"Implementing the BirdDogHR ATS has been a great step forward for us. We've had OFCCP auditors walk out of our office once we tell them we use the BirdDogHR ATS because they know our documentation and reporting is solid. It's easy to use and helps us ensure that we are implementing the correct outreach and meeting our compliance requirements."