

Peopleclick® Case Study: Carillion Builds Up Competitive Edge with Peopleclick

Sophisticated recruitment solution provides reporting and long-term data analysis

Carillion at a Glance

COMPANY:

Carillion is a support services and construction company

INDUSTRIES:

Health, Transport, Defense, International, Business Services and Developments markets

GLOBAL HEADQUARTERS:

Wolverhampton, UK

EMPLOYEES: 18,042

GOAL:

To transition from paper filing system towards automation, cutting time and saving costs.

THE SOLUTION: Peopleclick RMS™

KEY BENEFITS:

- Implemented RMS without disrupting ongoing business activity
- Improved administrative and managerial productivity as well as candidate management, by providing people with a logical and consistent easy-to-use system
- Saves time and cost with online application process

Business Overview

Carillion (www.carillionplc.com) provides a broad range of business, transport, health, facilities management and construction services. As a London Stock Exchange listed company with £1.9bn turnover, the Group's activities are based on providing high-quality, sustainable solutions and services.

Moving Away from Paper, Towards Automation

Carillion's success and growth within its market made it critical for the company to acquire a cutting-edge recruitment solution. Prior to installing Peopleclick's web-based recruitment management solution (RMS), Carillion used agencies for the vast majority of external hiring as well as a huge paper-filing system to track and manage recruitment.

This paper-based procedure created barriers to process transparency and made it difficult for Carillion to obtain an instant view of the status of hiring within the company. Recruitment stakeholders within the business had limited access to single source information, making quick analysis extremely difficult. Managing communication with applicants created further challenges.

Carillion – which wanted to track metrics such as the cost of staffing processes and productivity through graphical dashboard reports – had to address the issue that its current recruitment process was not providing the level of measurement required.

“The benefits of investing in a web-based recruitment management solution were undeniable,” says Claire Timmins, Head of Recruitment at Carillion. “That’s where Peopleclick stepped in.”

Why Choose Peopleclick?

Before selecting Peopleclick RMS™, Carillion evaluated multiple vendors. No competitors, however, matched up to Peopleclick in terms of advanced functionality versus cost. Carillion was able to implement Peopleclick's technology without disrupting its ongoing business activity. "We decided to roll the system out on a phased programme across each business within the Carillion Group. Where implemented, the Peopleclick solution has improved administrative and managerial productivity as well as candidate management, by providing people with a logical and consistent easy-to-use system," explains Timmins.

Time and Cost Saving

Both candidates and recruiters alike are benefiting from Peopleclick's efficient online application system. Using this process gives the applicant a high and detailed level of visibility of available roles at Carillion. "The online application process helps candidates submit a concise and structured application, by following a clear course of action," Claire Timmins adds.

Peopleclick's solution also has huge time saving advantages for Carillion's recruiters. The system allows for speedy vacancy approvals and jobs can be quickly posted both internally and externally at the touch of a button.

"The Peopleclick RMS solution provides us with the consistency of process we have been looking for, making the paper-based procedures redundant. Its tracking functionality, flexibility and ease of use for technophobes simply add to its effectiveness. Peopleclick RMS is providing us with an improved visibility of productivity, which is then reported back to all Carillion stakeholders," says Timmins.

Peopleclick has enabled Carillion to make a strategic move away from costly agency hiring towards e-recruitment reducing the cost of hiring by as much as 60% where implemented. Carillion has also manoeuvred itself into a position where it can make informed HR decisions using data collected by the Peopleclick system. Tied to powerful reporting and analytics tools, RMS allows for supporting high-calibre hiring and improved workforce acquisition decisions.

"Carillion has gained a clear advantage since purchasing the Peopleclick solution. It helps us to identify and address process improvements towards having the right people, working in the right jobs at the right time. We are delighted with the benefits that have been delivered to date and, subject to meeting return on investment targets, full roll-out of the system across the group is scheduled."

*- Claire Timmins
Head of Recruitment,
Carillion*

Simple Solution

Peopleclick's solution is accessed through Carillion's website, making it a simple and quick method of obtaining information. The solution is hosted and maintained entirely by Peopleclick, so applicants and Carillion HR staff can easily gain entry to the system through any internet connection, anytime, anywhere.

About Peopleclick

Peopleclick provides software and services that empower companies around the world to find, attract and hire quality people—in less time, with less risk. Peopleclick's technology, consulting expertise and support give companies the vision and flexibility to strategically manage all of their talent resources—whether they are salaried, hourly or contingent. Founded in 1997, the privately-held company currently serves 1,800 clients in 192 countries, including 54 of the Fortune 100. Peopleclick products support users in organizations ranging in size from large, multi-national corporations to small and medium-sized businesses.

For more information on Peopleclick and its market-leading talent acquisition technology, visit www.peopleclick.com.

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