AVIONTÉ

CASE STUDY:

STAFFING FIRM INCREASED ONBOARDING THROUGHPUT BY 400% WITH PAPERLESS PROCESSES

$160,000
SAVINGS PER YEAR

30X
INCREASE IN PRODUCTIVITY

THE COMPANY

Impact Employment Solutions is a premiere staffing and recruiting firm with multiple offices throughout the Midwest and Southeastern United States.
Headquarters: Toledo, OH
Skill Segment: Commercial & Professional
Number of Internal Employees: 81
Number of Branches: 15
Client Since: 2014

"Time is money for us in staffing. The faster we put someone to work, the faster we make money."
- Michael Kohn

THE CHALLENGE

4 Recruiters - 120 Candidates Processed a Week - Disparate Systems

Without an applicant tracking system or online application, Impact Employment Solutions knew they were old fashioned in regards to their onboarding processes.

For a five-year period, Impact onboarded an average of 120 people per week. With paper applications, applicant time averaged 40 minutes. Four recruiters managed the paper onboarding process, which included sorting paper applications, comparing resumes and making copies of onboarding documents along with scanning, printing and mailing documents. The candidate experience was poor and time to fill was significantly longer. Impact was beginning to slip behind the competition and knew they needed a change, fast!

THE SOLUTION

From Paper to Paperless, Impact Implements Avionté Software

By implementing Avionté Software, Impact drastically improved their onboarding functionality. By reengineering all paper documents, configuring electronic resume parsing, requiring e-signatures and digital uploads, Impact saved time, money and greatly increased their productivity.

A six month process focused on the end-to-end onboarding process. Impact installed computers in their office, creating a pleasant area for up to 50 candidates at a time. Avionté offered integrated job positing, background checks and skill assessment solutions and eliminated all manual time entry and paper invoices.

THE RESULT

1 Recruiter - 120 Candidates Processed a Day - 1 Online Onboarding Session

Moving away from their old-fashioned ways led to a savings of $160,000 per year on salary costs and back-office resource costs.

Impact Employment Solutions was able to reduce the number of recruiters, improve the candidate experience and in turn, gain more placements and clients.

METRIC	PAPER ONBOARDING	ELECTRIC ONBOARDING	RESULTS
Number of People Through Onboarding	120 per week	120 per day	5x Increase in Throughput
Applicant Time Per Application	40 minutes	7 minutes	83% Drop in Time
Paper Per Applicant	32 pieces	All electronic	Eliminated Paper Supply Cost
Recruiter Time Spent	120 minutes per employee	4 minutes per employee	30x Increase in Productivity
Recruiters Needed	4 recruiters	1 recruiter	75% Reduction in Expense
Break Even Hours Per New Employee	100 hours	57.5 hours	42.5 Less Hours to Recoup Cost
Dollars Spent Onboarding	$81.00 per employee	$16.00 per employee	$65 Less per Employee

AVIONTÉ
Staffing & Recruiting Software

Delivering innovative front and back office software solutions for over a decade, with great partnerships and continuous development. Avionté is driven to bring you the best products and services the industry has to offer.
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