

# Attracting a high volume of candidates for a consumer goods leader with OnSite

Discover how we secure more than 2,000 candidates for our client in peak season



Working with Manpower OnSite allows you to fill your talent needs with complete confidence. Our dedicated team integrates seamlessly into your organisation to develop an in-depth understanding of your unique requirements, processes and company culture. Together with our knowledge of the evolving talent landscape, Manpower OnSite is able to deliver the high-quality skilled talent you need exactly when and how you need it.

Discover how a major consumer goods company overcame their challenges with Manpower OnSite:

Manpower is present in **+12 centres** for our consumer goods client



With a total of **+30 people**

## Our client



A leading FMCG company



**+190** countries served globally



**+6000** employees in the UK



**+20** work centres in the UK



## Talent needed and cost savings

Associates to work within Finance, Management, Research & Development, IT, Marketing, HR, Production, Manufacturing and Logistics

Average monthly volume

**650** associates

In high season this reaches

**+2,000** associates

Coverage required

**24/7**

Annual cost savings for our client with OnSite

**+£698,000**

## With a formal process



Evaluation test



Manual screening



Group work



Documentation



Pool

## How we provide services

1

Before establishing an OnSite team or a new centre we study all the details: market, profiles, demand, seasonality, attrition and absenteeism.

2

Constant monitoring of forecast and accomplishment.

3

Team trained & understanding client needs.

4

Solid processes aligned with clients' SLAs. KPI follow up.

5

Definition of attraction and evaluation process based on clients' requirements.

## And attract the right talent



Top tech tools backing the process

- » High performer ATS
- » Own database
- » Lead generation tools
- » Chatbot for high volumes.



Digital campaigns

- » Mailing and SMS
- » Social media
- » Job boards and aggregators
- » Display campaigns
- » Specific sites for diverse talent.



Attraction campaigns

- » Offline marketing in branches and OnSites
- » External campaigns to reach low-tech and passive candidates.



Referral

- » MGM actions and incentives to increase our pool of valid candidates.



Support from CORE

- » A sourcing team provides additional support to reach more candidates
- » Flexible team to meet our clients' needs during the year.



Predicting performance with our assessment tools

- » Expert interviews based on competences
- » Digital assessments for personal traits and skills.

## Our attraction in figures

**2,000**

candidate pool at the beginning of the period

**15,000**

candidates attracted by job boards

**14,000**

candidates in Digital MKT

**1,000**

candidates in offline campaigns

**500**

referred candidates

**30,500**

applicants

**14,000**

candidates assessed

**6,000**

candidates approved

**4,000**

candidates placed

Want to know more?