

Case Study:

On-Demand Staffing



CDI becomes long-term supplier of contingent and direct hire professionals.

Client Description:

A leading company in the design, manufacture and service of aircraft engines powering business, general aviation and regional aircraft and helicopters.

Situation:

The client was in need of a partner who could assist with hiring contingent workers while also providing additional hiring services.

CDI Solution:

For over 20 years, CDI provided contingent employees to the client and recently began assisting with direct hire projects as well. Beginning with fulfilling engineering and administrative positions, CDI soon expanded its scope to all of the positions the client needed filled. CDI managed the on-site acquisition process for contingent and direct hire programs for all of the client's offices throughout Canada. A customized solution was designed that included the implementation of a bilingual program including managing handbooks and seminars.

Results:

CDI fulfilled 500 positions for the client annually with an average of 350 employees in place at any time. The time to hire was reduced to less than five business days and a 50% contingent to direct hire conversion rate was achieved. By implementing process improvements and efficient recruiting programs, CDI was able to save the client approximately \$2M annually.