

Case Study:

Managed Programs

CDI provides comprehensive MSP solution for multiple locations.

Client Description:

A leading provider of engineering, construction and technical services for public agencies and private sector companies around the world.

Situation:

The client was in need of highly-skilled engineers, designers and other technical professionals. Specific client projects throughout the US required over 500 contingent employees annually. In addition, the client wanted assistance with streamlining their vendor management program in order to meet their strategic growth requirements.

CDI Solution:

Throughout CDI's 20-year history with the client, a strong staff integrity and knowledge of the client's processes, culture, industry and services was developed. CDI provided the client with a comprehensive Managed Services Program, supplying 36 states and 140 locations with contingent staffing, direct hire, vendor administration and payroll services. Serving as the single coordinating supplier for all recruitment, administration and management of temporary employees including supplemental suppliers, CDI supplied professional, technical, clerical, administrative and trade personnel. In addition, CDI's dedicated recruitment team actively targeted the passive candidate market to meet the various direct hire needs of the client, including executive searches and niche hiring specialties. CDI also assisted with secondary services, placing the client's employees on temporary assignments with other clients during their non-billable time periods and providing payroll services for certain employees. CDI not only handled the recruitment of high-end engineering design, construction management and technical services talent but also served as the vendor administrator to the client's preferred vendor community.

Results:

CDI developed a creative solution to meet the client's strategic objectives. Working with the client, CDI recruited over 1,700 full time and contingent staff over three years. The vendor network was reduced to 24 active partners and over 400 employees were converted to direct hire. By utilizing a sophisticated recruitment process and superior project management skills, CDI improved efficiencies for increased productivity, resulting in overall cost savings, improved quality and enhanced service.