



Streamlining the recruitment process for SECOM Plc

RECRUITMENT PROCESS CASE STUDY

PROVIDED THE EVIDENCE TO ENSURE CANDIDATES INTERVIEWED HAD THE REQUIRED SKILLS

BACKGROUND

SECOM Plc supplies tailored security solutions to homes, businesses and public sector organisations throughout the UK. They are committed to providing state-of-the-art solutions to all of their customers.

The SECOM Group employs over 53,000 people in nearly 2,800 locations worldwide.

BUSINESS CHALLENGE

1. *Improving the recruitment process*
2. *Require objective method to identify talent better*

Previously SECOM Plc's recruitment process was labour intensive and very time consuming. They found that applicant CV's they were receiving did not accurately match the candidates true abilities which was leading to unproductive efforts and poor retention.

Investing all this time and money and then making the wrong hiring decision, is extremely costly to the organisation and so they needed to look for ways to help streamline their recruitment process.

SOLUTION

SECOM Plc came to Skillsarena for help in improving the way it hires through its consultancy service.

Skillsarena identified that in order to help narrow out unqualified applicants and therefore distinguish those who are truly talented for the job role from the start,

was to incorporate skill testing into their recruitment process.

BENEFITS

Since adopting the Skillsarena skill testing platform, SECOM Plc have improved their overall recruitment process significantly. Tests are sent out now as standard practice to all applicants that apply so comparisons against each can now be made objectively.

The hiring managers now have the evidence that they require from the test results to ensure they are picking applicants of the right calibre through to the interview stage which in turns help save them time and resource for all involved. Sifting out those candidates that do not possess the core skills required has helped them to reduce the candidate pool size by half.

The online dashboard makes it very quick and easy for the hiring managers to assign and track test progress which has again has helped streamline their process and made their time more efficient.



REDUCED APPLICANT POOL SIZE BY HALF



STREAMLINED RECRUITMENT PROCESS

"The feedback from candidates has been that tests are very easy to complete, clear and concise as well as projecting SECOM as a modern, forward thinking company and one they would really like to work for."

- Alan Blake
Managing Director