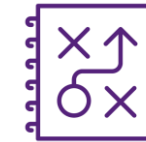




CASE STUDY

Trades-Co



Challenge

Trades-Co has approximately 3800 employees who work in 180 trades centres across Australia.

There was no centralised Talent Acquisition (TA) function nor consistent recruitment processes and practices. Due to growth via acquisitions, there were multiple technologies and systems used across the employee lifecycle, with limited integrations and concerns around data integrity and consistency.

The Company was experiencing rising levels of employee attrition as well as concerns relating to brand attraction for the sourcing of new employees.

Current recruitment and future growth requirements were unable to be fulfilled with the current TA team capability, capacity and lack of joined-up technologies.

Collaboration Approach

The Human Collaborative partnered with the Chief People Officer and executives, to undertake a thorough Discovery Project including stakeholder engagement; review of structure and capability of the TA team; assessed current systems, technology and processes.

The Discovery Project undertaken covered a review of strategy, structure, people, processes and technology. Recommendations were documented, reported and presented to the senior executives.

Results

Trades-Co acted upon the recommendations including; the creation of a centralised TA team; commencement of an EVP project to understand and enhance the market perception; The Human Collaborative assisted Trades-Co to create an RFP for TA technology and support their got-to-market; technology partner was selected and terms negotiated; project management of the centralisation of TA and the implementation of TA technology was provided by The Human Collaborative.