Reducing Workload & Enhancing Efficiency with Preboarding

Efficiency, engagement, and evolution in talent acquisition

At a glance

The Culinary Staffing Service provides the greater Los Angeles area with culinary professionals for flexible staffing needs. They offer temporary, temporary-to-permanent, and permanent placement options. Leveraging Click Boarding, they've streamlined their talent acquisition process, reducing workload by 50%.

Total Employees: 1,000-1,500
Annual Hires: 4,000 positions
Locations: Los Angeles, CA area
Applicant Tracking System: JazzHR

Solution Set

Preboarding

Onboarding

i9 & E-verify

Texting

CULINARY STAFFING
SERVICE
EXCELLENCE · INTEGRITY · TEAMWORK

Staffing & Recruiting

www.culinarystaffing.com

Los Angeles, CA USA

CULINARY STAFFING'S KEY CHALLENGES

- Manual preboarding process
- Recruitment cost & efficiency
- Candidate ghosting
- Scalability

Before implementing Click Boarding, Culinary Staffing sought to consolidate its preboarding and onboarding processes and provide visibility into the candidate's onboarding journey. Their manual onboarding process resulted in a labor-intensive and time-consuming experience, with significant paperwork and manual data entry requirements. Additionally, they faced high recruitment costs and wanted to manage candidate dropout rates during the onboarding process, noting that some processes were confusing for candidates. Moreover, as the company aimed for growth, it needed a scalable solution to manage increasing volumes of hires while optimizing resource allocation effectively.

Key problems included:

- Manual onboarding process leading to inefficiencies and high workload for their talent acquisition team.
- High recruitment costs, averaging $18 per application before Click Boarding implementation.
- Encourage clients to complete all required paperwork before their start date to streamline the process flow.
- Need for scalability to accommodate company growth and optimize resource management.
- Multiple systems are used during onboarding making the process complex for the business and candidates.

ENTER CLICK BOARDING ⌄

Following the integration of Click Boarding, Culinary Staffing witnessed a substantial enhancement in preboarding and onboarding efficiency. The transition from manual to automated processes consolidated the operations of their talent acquisition team, notably diminishing the time, effort, and costs previously allocated to preboarding and onboarding tasks.

Eric Shani, General Manager at Culinary Staffing reported that they initially chose Click Boarding to address specific pain points in their recruitment process and continue to use the platform due to its effectiveness in improving efficiency and scalability within their operations.

ONGOING BENEFITS ⌄

These continual benefits significantly enhance Culinary Staffing's operational excellence by improving the efficiency and effectiveness of its hiring processes.

1 **Automated Preboarding and Onboarding**

Click Boarding's automated workflows eliminated the need for manual data entry and paperwork, saving valuable time for both the company and new hires.

2 **Reduced candidate ghosting**

Automated processes reduced candidate dropout rates by providing clear instructions and easy access to required information, improving the effectiveness of the preboarding process.
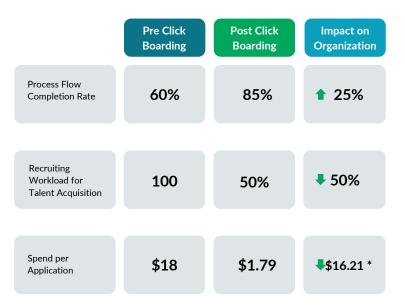
3 **Enhanced Communication**

Automated notifications and reminders kept candidates informed about the status of their onboarding progress, reducing delays and uncertainties before starting.

4 **Consolidated Onboarding Processes**

By reducing preboarding and onboarding to one platform, Culinary Staffing optimizes the onboarding experience for both new hires and the HR team.

5 **Tailored Solutions for Every Challenge**

When required slip-resistant shoes for staff became a hurdle, Click Boarding provided comprehensive purchasing information via a convenient form, effectively resolving the issue for preboarding.

	Pre Click Boarding	Post Click Boarding	Impact on Organization
Process Flow Completion Rate	60%	85%	⬆ 25%
Recruiting Workload for Talent Acquisition	100	50%	⬇ 50%
Spend per Application	$18	$1.79	⬇$16.21 *

So What...

Regardless of who owns the process, when onboarding is inefficient, talent acquisition (TA) teams - the first line of communication between the company and the candidate - feel the burden.

Culinary Staffing transformed a costly manual process, reducing their TA placement costs by 50% and empowering them to handle a larger recruitment volume. These improvements have paved the way for increased scalability and growth opportunities for the company and with current expansions in the California area.

* Price reduction also includes the combined integration of JazzHR with Click Boarding.