



Sterling Engineering Technical Staffing **Case Study**

Essium created a solution to streamline onboarding, save time, improve the candidate experience, and ensure compliance.

ABOUT THE CLIENT: STERLING ENGINEERING

Sterling Engineering has provided project management services, design engineering, and technical staffing solutions for more than 50 years. They have a well-earned reputation for providing exceptional short-term and full-time technical talent.

THE CHALLENGE

With 70-100 new placements every month, managing the hiring and onboarding process was overwhelming for Sterling's administrative staff.

- Processes required extensive manual data entry, leaving too much room for human error
- Sterling Engineering serves 300-400 clients, many with unique required documentation
- Because various jobs called for different compensation plans, Sterling needed multiple versions of offer letters

PREVIOUS RESOLUTION ATTEMPT

A previous software vendor Sterling worked with was able to resolve some of their issues, but this solution proved unsatisfactory in the long run.

Problems Encountered:

- Software did not integrate with ATS
- Vendor stopped updating the software
- Internal user experience deteriorated over time

THE ESSIUM SOLUTION

Essium's Xenqu software streamlined Sterling's onboarding process and integrated with their existing Applicant Tracking System (ATS). Xenqu also integrated with drug and background check vendors, enabling them to auto-order.

Essium Also Created:

- Dynamic offer letter that could be populated via a table rather than customized manually
- Auto-generated report indicating whether all steps had been completed (I9, offer letter, drug test) and candidate was ready to work
- Different employee handbooks for each state, depending on relevant employment laws

THE RESULT

With Essium's help, Sterling was able to automate data entry, reduce errors, improve compliance, and save time.

*Replacing manual spreadsheets with an auto-generated report saved the Sterling team as much as **two hours per day!***

"What I love about their team is that they are so quick to respond if we have any issues or challenges. They typically responded the same day, which is incredible. In the staffing business, you can't afford to wait. Delays mean lost revenue. A poor candidate experience can mean losing a candidate completely."

- Kevin Bass, Operations Manager

Improve your internal onboarding reporting processes to free yourself and your team to focus on strategic tasks and give your candidates the experience they deserve.

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