



## Case Study – Vendor Management for Contract Workers

### **Client:**

Global leader of medical devices and biotech products

### **Industry:**

Manufacturing

### **Service Provided to Client:**

- Vendor Management Solutions (VMS)

A global leader in medical devices and biotech products was seeking a vendor to manage its information technology and manufacturing contract/temporary workers.

**The Challenge:** The client's staffing activity was consuming a large amount of the HR Director's time, hindering her from completing other duties and responsibilities that needed her attention. In addition, the client lacked a reliable tracking method, which made it exceedingly difficult to account for its contract/temporary labor usage and spending, and to evaluate the quality of service provided by its staffing suppliers. The client was working with 9 staffing vendors making the hiring process very complex and lengthy, plus preventing the client from using its sizable spend to leverage pricing.

**The Solution:** The Judge Group was selected as the client's outside resource and conducted a thorough needs analysis to understand the current hiring processes and procedures. The decision was made to implement a vendor-neutral Vendor Management System (VMS) to greatly improve the client's internal hiring operating efficiency.

A Judge on-site team was assigned and worked closely with the human resource department and management to implement the VMS. Hiring cycles were reduced from an average of 7 days to 2 business days. Turnover decreased from almost 30% of placements to less than 10%. In addition, the VMS cumulative invoicing feature has reduced the amount of time accounts payable devotes to validating and allocating staffing-related costs and processing payments.

The Judge Group enabled the client to continue to utilize its legacy business systems by setting up a data exchange between its electronic hours collection & approval system and the VMS time & attendance system. As a result, the client didn't have to abandon their current time tracking system.

**The Result:** The Judge Group successfully streamlined the client's hiring operations by providing a tailored Vendor Management System solution. The VMS increased the company's candidate flow and hiring efficiency and decreased the company's spend and time allocated.