

CASE STUDY

Creating A Master Vendor Solution For A High-Tech Semiconductor Client

The Client

A global leader in the design, engineering, and manufacturing of critical systems and components for semiconductor capital equipment, The Client provides complex solutions for high technology industries. The organization's 2,000+ employees are strategically located around the globe to optimally support their customers.

The Situation

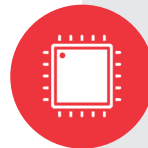
With an internal recruiter managing direct hires and 12 staffing firms overseeing contingent labor, The Client was looking for a partner to consolidate its talent acquisition functions—all while improving processes, streamlining communication, and reducing costs. Facing increased production demands at the beginning of the COVID-19 pandemic, The Client needed a partner to develop a greater recruiting presence within its local markets to create a pipeline of workers due to new talent demands.

The Challenge

With seven locations spanning the west coast, each of The Client's sites operated independently without standardized processes. Individual staffing firms supporting these sites used their own unique pay structures and benefits plans, which created inconsistency among vendors. Acara's program team facilitated a full-scale compensation analysis to create uniformity around pay rates. By leveraging our suite of wage and compensation analysis tools, we uncovered positions where The Client was paying below-market rates—hindering the success of talent attraction efforts.

The Acara team discovered that to hire one worker, our team would have to contact twice as many candidates as before the pandemic. Several of The Client's open positions required candidates to possess experience in operating in a clean room environment, creating an added recruiting challenge.

Project overview



A global leader in the design, engineering, and manufacturing of critical systems for semiconductor capital equipment.



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Through Acara's personalized staffing solutions and high-touch recruitment strategy, we delivered on our promise to help The Client continue to grow as a global leader in the semiconductor industry.

The Solution

To overcome regional inconsistencies in process standardization, Acara met with The Client's leadership team to discuss a suitable program structure and transition strategy. We contacted each contingent worker, communicated details of the planned transition, and explained our pay structure and benefits. After three months of partnering with The Client, Acara proposed an onsite solution that would bring cohesion to all site locations. We placed four on-site recruiters at four unique locations in four different states to fill the following roles:

- Assembly
- Material Handler
- Welder
- Machinist
- Analyst
- Buyer
- Administrator
- Supervisor

Not only did we hold weekly meetings at each site, but we presented compensation analysis reports to The Client to validate that their pay rates were not competitive relative to market standards. Acara's team of internal marketing specialists increased The Client's visibility in local markets through recruitment marketing efforts like virtual and on-site hiring events and social media advertising.

The Conclusion

Since deploying our Master Vendor program, Acara has consistently demonstrated our value to The Client. Our ability to optimize processes, overcome pain points, and meet increased recruiting demands has been integral to the organization's continued success. In addition, the Acara team has effectively produced cost savings through competitive pricing and volume discounts.

Thanks to our rapid response times and commitment to talent acquisition excellence, our sourcing and recruiting team achieved the following results, which showcases our strength in discovering candidates that aligned with The Client's hiring needs:

- 170 contingent workers converted to Acara's payroll in the first 45 days
- 377 contingent hires made in the last 15 months
- 79 direct hires made in the last 15 months
- Over \$10MM in total billing

Program results

\$10M+

in total billing

377

contingent hires in
15 months

79

direct hires in
15 months