

The Use of an Automated Employment Recruiting and Screening System for Temporary Professionals within an Educational Publishing Organization

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INTRODUCTION

A set of analyses is presented which reflect financial savings realized by an educational publishing organization from use of an automated recruiting and screening system developed by Vangent, Inc.. Pearson Education's Professional Scoring Centers (PSCs) implemented the automated system near the end of 2000 to recruit and screen temporary professional scorers who read, evaluate and score tests taken by students throughout the United States. These analyses show conservative actual savings due to increased hiring process efficiencies. When program savings are adjusted to reflect increased hiring trends, more pronounced savings due to the hiring process efficiencies created are evident. The current system coupled with the addition of further enhancements during 2003 should increase future savings.

RESULTS

- Comparing hiring and cost figures for the most recent implementation period (2002) to the baseline figures (2000), hiring costs were reduced 50% through the use of the automated recruiting and screening system (See Table 1); these reduced costs are partially a result of more efficient scheduling and interviewing by recruiters and hiring managers
- The PSCs were able to hire 29% more scorers in the same time period at 65% of the baseline costs (See Table 1)
- Equating hiring levels in each comparison year, cumulative savings attributable to increased hiring process efficiencies over the two post-implementation years increased from \$55,000 to \$94,600 (See Table 1)
- It is estimated that each of the 14 PSCs was able to eliminate 1.5 part-time HR assistant positions during 2002, a total of 21 positions. This resulted in additional savings of \$65,400¹
- The automated recruiting and selection program yielded an overall return on investment of 12.7 to 1, relative to program costs, or \$12.70 for every \$1.00 invested in the program

Table 1: Hiring Costs and Savings for the Professional Scorer Position

Year	Hires	Cost per Hire ²	Total Hiring Costs	Savings	Adjusted Savings ³
2000 Pre-Program	6,800	\$11.00	\$74,800	N/A	N/A
2001 Post-Program	8,400	\$5.50	\$46,200	\$28,600	\$46,200
2002 Post-Program	8,800	\$5.50	\$48,400	\$26,400	\$48,400
Cumulative Savings				\$55,000	\$94,600

¹ 21 positions @ \$10.00/hr, 40 hrs/week for an average of 6 weeks each, plus benefits and other allocations

² Includes Vangent's Automated Recruiting System costs in post-implementation years

³ Savings are adjusted to control for increased hiring during the post-implementation period. These adjusted figures reflect what actual savings would have been if the number of hires in 2000 was the same as the comparison year