



DIVERSITY SOLUTION

THE CHALLENGE

When Tia's Director of Recruiting, Virginia Connor, first reached out to us, she was looking to fill several technology roles before the end of the year with a focus on diversity. With no internal sourcing or recruiting, Tia relied on job postings and agency support for candidates. Still, it wasn't leading to hires, and their candidate pool lacked diversity. Virginia quickly pointed out that Tia is a rapidly growing women's healthcare company, but they only had two women in the whole engineering department. She knew this needed to change, but Tia had not implemented any DE&I practices.

THE APPROACH

Once engaged, our On-Demand total package was able to build up a pipeline of qualified diverse candidates rapidly. Virginia was relieved at how quickly we ramped up on their very robust ATS and took over coordination of candidate process, interviews, and vendor management. We worked with Tia's hiring managers to rapidly work through their backlog of vendor candidates while simultaneously focusing on sourcing & recruiting diverse candidates. Our On-Demand Specialists partnered with the Directors and Sr. Leadership to revamp their hiring process and implemented DE&I best practices.

THE RESULTS

In the first three months, we had added more than 3,000 diverse candidates to their pipeline. Our improvements to their hiring process increased diversity hiring by 40%; this was accomplished by reevaluating their interview process, coding challenges, and adding diverse representation to their interview panel. In addition, we were able to help cut the time to hire down by 30%.



www.thejpi.com