

**RAISE**

# Direct Sourcing Success with Raise

**Raise joined forces with a global leader in energy services in 2023 to address their key contingent hiring priorities** – reducing time-to-fill rates, accessing higher-quality candidates, enhancing contractor experiences, improving candidate visibility and data tracking, and cutting sourcing costs – via our Direct Sourcing program.

*Here is a look at what our program has accomplished to date.*



# The Right Partner for a Seamless Solution



Recognizing the importance of selecting the right partners to launch their Direct Sourcing program, this company prioritized working with an experienced curator who understood how to begin a frictionless “plug-and-play” Direct Sourcing solution.

Not only that, the company’s long-standing MSP partner advised them to choose a curator who had an exceptional reputation as a solid partner.

**Raise was the clear choice on both fronts.**



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# Smooth Implementation and Program Launch



*Raise worked closely with the client and all stakeholders to ensure a smooth launch, and:*

- ↳ Formed an experienced and robust team that included a dedicated Account Manager and specialized recruiters and curators
- ↳ Integrated our dedicated Curation Leader into their systems with a company email address and access to their Microsoft Teams, to enhance collaboration
- ↳ Developed a robust communications and awareness campaign for their executives
- ↳ Tailored and presented training sessions for their Hiring Managers
- ↳ Conducted a detailed analysis of past contingent hires via their VMS to guide which role-specific talent pools to set up
- ↳ Began a targeted recruitment marketing campaign with a branded link to the company's contingent job openings on its careers page
- ↳ Proactively connected with their known talent – alumni, silver medalists, and retirees – for quick talent building

# Building a Robust Talent Community:

In just a few months, Raise successfully curated over 32,000 prequalified candidates across 18 private talent pools for this client. These private pools of selected talent included Business Professional, Technical roles, and Light Industrial roles across Texas, Louisiana, North Dakota, Oklahoma, as well as other regions.

This strategic approach of prevetting and pooling talent ensures this client receives a steady pipeline of talent specifically aligned with the company's workforce needs.

# Optimized Hiring Process:

Raise's curated talent pools and proactive engagement strategies mean we can present candidates on the same day we receive the requirements.

We also continue to hold regular forecasting meetings with their stakeholders, and conduct intake calls directly with their Hiring Managers.

Raise is granted a 48-hour priority window to source candidates from the talent pools before other suppliers receive access to the requirements. With branded resumes, candidates from the Talent Community are easily recognized by Hiring Managers.

# Streamlined Candidate Engagement:

Raise recruiters leverage intelligent job matching and two-way text messaging to connect with candidates quickly and efficiently. Most candidates respond to recruiter messages within 10 minutes, accelerating the hiring process, while maintaining a positive candidate experience. This streamlined communication results in significant reductions in time-to-hire, without compromising quality.

# Continued Success and Collaboration:

Raise's regular communication and ongoing collaboration are making this Direct Sourcing program a standout success, marking a milestone in this company's approach to contingent talent acquisition.

# By The Numbers



**32,000 candidates**  
in the contingent  
talent community



**18 talent**  
pools



**10-minute candidate**  
response time to text  
messages



**Same day**  
candidate reviews  
and submissions



**9% Cost**  
savings  
to date



**Buy-in from 30+**  
Hiring Managers  
to date



**43% Fill rate**



**5+ Submissions for every**  
position received

Here is what one of our partners says about Raise's curation services:

*“ From the outset, RAISE demonstrated a proactive and collaborative approach. Their willingness to partner, share best practices, and engage in constructive bidirectional feedback when needed greatly contributed to the initiative's success. We are pleased with the partnership with Raise, and we look forward to future endeavors together.*”

**Book a Call with a Raise Direct Sourcing Expert Today**



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