



ENGAGEMENT BACKGROUND

HirePower was engaged by a large Canadian Financial Institution to develop an experiential program for summer students across Canada and the USA.

HIREPOWER SOLUTION

A strategy focused on recruitment process re-engineering, student experience and programming, hiring manager training and education, and building out stronger data analytics capabilities to navigate their complex, enterprise recruitment program.

- Developed a streamlined approach to the employee referral programs.
- Dashboards, KPI's, and implemented a Student and Stakeholder experience survey.
- Developed diversity strategies tailored to different segments including, targeted recruitment events leading to increased hiring and creation of diversity internships collaborating with external organizations to create brand awareness.
- Planned and executed a 2 day Orientation program.
- Developed a Mentorship program.

RESULTS

Helping our Clients shine. The Campus program was recognized as a 'Top Employer' by external partners such as Universum and TalentEgg.



Developed reports and a comprehensive dashboard, tracking campus metrics against industry standards



Obtained buy-in to implement a Campus Ambassador Program



440 Summer Students hired



Optimized ATS to enable data driven decision making



Modernized processes to ensure alignment with business needs



Employment Brand and EVP's were localized and re-positioned