Recruitment Success in a Suburban District of Malaysia

Delivering an end-to-end RPO solution, KellyOCG® helps the Malaysian plant for an American semiconductor company fill long-time vacancies with niche, difficult-to-source talent.

THE COMPANY
An American semiconductor plant in Malaysia conducted the back-end processes for a global memory and storage technologies company.

THE CHALLENGE
Faced with a number of obstacles including plant location, sourcing requirements, and budget, the plant was unsuccessful in its year-long attempt to fill critical vacant roles.

THE SOLUTION
In order to fill 12 extremely challenging positions quickly and cost-effectively, KellyOCG delivered an innovative, modular end-to-end RPO solution.

THE RESULT
KellyOCG successfully filled all vacant roles within just four months, while simultaneously educating the company on recruitment best practices.

An American semiconductor plant in Malaysia was struggling to attract the niche talent needed to fill multiple roles in a timely manner—and the cost of the vacancies were beginning to significantly impact the bottom line.

The company had exhausted seemingly all of its sourcing options, leveraging all forms of marketing and engaging a number of staffing and search firms, with no result. They had discovered that a number of factors were working against them.

For one, the plant was located in a suburban district which was quite a distance away from the nearest city, Malacca. It was simply not a desirable relocation destination. To compound that, the company was extremely stringent in its search criteria, seeking only candidates with highly-niche skillsets, from top universities. All of these factors, combined with the company’s desire to minimise talent acquisition costs, made the task at hand an extremely challenging one.

After over a year of trying—and failing—to fill 12 open senior- and manager-level engineering, facilities, management, and finance positions, the company engaged KellyOCG to deliver a modular end-to-end RPO solution that was cost-effective and would deliver the quality candidates they required.
Our highly responsive, on-site RPO team got to work immediately, leveraging the expertise within our Kuala Lumpur sourcing center, as well as our expansive global network of suppliers and executive search team, to fill all 12 challenging roles within just four months. Upon completion of this initial project, we were awarded six additional requisitions, which was a testament to our client’s confidence in our innovative solution and delivery capabilities.

Throughout our entire engagement, we examined and streamlined the client’s screening process, and established closer collaboration between HR and hiring managers. We also brought a strong focus on education, working to teach the company how to optimise market intelligence for better resource planning and criteria setting.

As a result of this solution, we not only filled all 12 seemingly unfillable roles within a short time frame, we also set the company up for future recruitment success—whether or not they choose to work with a third-party vendor.

Our Value

FILLED CRITICAL VACANT ROLES QUICKLY
STREAMLINED SOURCING PROCESSES
EDUCATED CLIENT ON RECRUITMENT BEST PRACTICES

About KellyOCG

KellyOCG® is the Outsourcing and Consulting Group of workforce solutions provider Kelly Services, Inc. KellyOCG is a global leader in innovative talent management solutions.

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