



Arcoro Saves Denver Contractor’s HR Team 40 Hours a Week

Construction Contractor Leverages Hiring & Onboarding Automation to Fulfill their Business Goals

Heggem-Lundquist, headquartered in Denver, Colorado, is a contractor focusing on construction services. More than 250 employees work for the 70-year-old company, which specializes in metal framing, drywall, acoustical ceilings, paint, plaster and wallcoverings.

Challenge:

During the busy season, Heggem-Lundquist can have as many as 20 active open positions leaving the HR team with little resources to focus on things like brand development and safety and compliance.

“Using Arcoro has allowed us to actively manage applicants and hiring events remotely. It’s been amazing and it wouldn’t have been possible with the way we were recruiting before.”

– HR Director, Tracy Morrissey

Solution:

When seeking out potential automation solutions, Heggem-Lundquist outlined key goals they wanted to achieve: remaining competitive, ensuring their HR processes were easy to use and simplifying compliance processes. To accomplish their goals, Heggem-Lundquist selected Arcoro’s Applicant Tracking System (ATS) and Onboarding modules.

Winning the Talent Competition

To keep up with its competitors, Heggem-Lundquist needed a better way to connect with and screen qualified candidates. “We saw that people were going online to look for employment and learned that many of our competitors had an automated ATS,” said HR Director, Tracy Morrissey. With much of their workforce being Spanish-speaking, Arcoro’s software enabled the HR team to offer applications and onboarding documents in Spanish. To create further efficiency, it allowed them to use pre-screening questions to determine the right fit with applicants. “The ATS is very easy for our HR team and applicants to use,” said HR Director, Tracy Morrissey.

Going Mobile for Greater Flexibility

One of Heggem-Lundquist’s priorities was to remove the inconvenience associated with their application and onboarding processes. Before implementing Arcoro’s ATS and Onboarding modules, their HR staff had to be in the office to collect applications and new hire documentation. Heggem-Lundquist employees can now easily complete applications and new hire documents from anywhere. Plus, their HR team is now able to manage the process remotely, which proved to be essential during COVID-19 shutdowns.

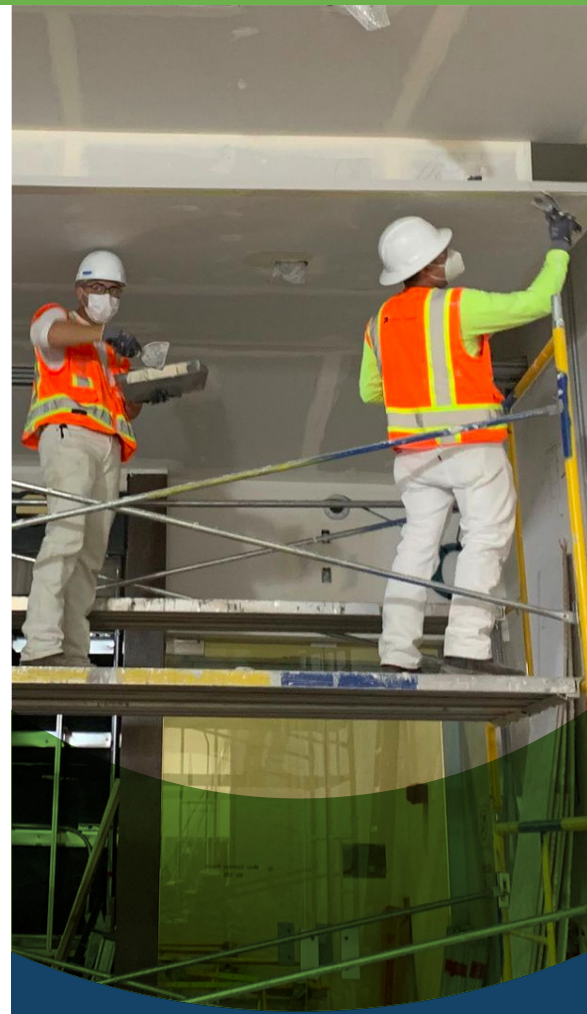
Eliminating Paper Processes

The paperwork associated with hiring and onboarding took up space and created a compliance risk. With Arcoro’s ATS, their HR team was able to collect and store employee documents in the cloud, making it easy for them to access all the information they needed to complete their EEOC required reporting.

Having saved 40 hours a week, the HR team was finally able to focus on building the Heggem-Lundquist brand and on further streamlining their processes. “Using Arcoro allowed us to actively manage applicants and hiring events remotely. It’s been amazing and it wouldn’t have been possible with the way we were recruiting before,” said Morrissey.

Are you ready to simplify your HR processes and build your best team?

Arcoro’s ATS and Onboarding modules can help your team save time and money. Quickly attract, identify and hire the best candidates, then provide them with a great onboarding experience.



Challenges

- Staff members had to always be in the office to collect applications and onboarding documentation
- Storing paper applications and onboarding paperwork was a compliance risk
- No options for Spanish-speaking applicants or new hires

Results

- HR saves 40 hours per week on recruiting and onboarding
- Fully automated application and onboarding processes
- Spanish-language application and onboarding documentation available
- Staff can process applications and new hire documentation from anywhere
- Annual EEOC reporting is fast and easy

Modules Used

- Applicant Tracking (ATS)
- Onboarding