OVERCOMING RECRUITING CHALLENGES ALLOWS THE MÉTIS NATION-SASKATCHEWAN TO GROW WITH TOP TALENT

The Métis Nation of Saskatchewan (MN-S) is a federally recognized government that represents Métis people in the province of Saskatchewan, Canada. With internal resources still being developed and not enough internal resources to assist its rapid expansion MN-S turned to ADP Workforce Now's recruitment module for assistance. And as a result, effectively reshaped the face of the government while enhancing the value and reputation of its HR team within the government. Kennedy Korecki discusses the challenges MN-S faced and how ADP helped transform their recruiting efforts.

BUSINESS CHALLENGES

➡ A manual, paper-based recruiting system that lacked efficiency

➡ Job posting processes that were time consuming and inconsistent

➡ Difficult application review processes after applications were received

QUICK FACTS

Company: Métis Nation - Saskatchewan

Industry: Government

Employees: 390

Headquarters: Saskatoon, Saskatchewan

ADP Products: ADP Workforce Now®

Interviewee: Kennedy Korecki, HR Consultant

A TIME BEFORE ADP

Before partnering with ADP, MN-S had a recruitment process that was primarily manual. Job seekers would drop off resumes in person, and with no centralized system in place, it meant that paperwork would easily get lost in the mix, making it unlikely for applications—and qualified people—to reach the right people. "Everything would just go missing because nothing was in one platform," says Kennedy.

JOB DESCRIPTIONS MADE EASIER WITH AI

Crafting a compelling job description is the cornerstone of an effective hiring strategy. Inadequate job descriptions often lead to unclear expectations, mismatched candidates, wasted resources and lengthy hiring processes - ultimately preventing recruiting top talent. With user-friendly tools and artificial intelligence (AI) powered suggestions, ADP's Job Description Generator simplified Kennedy's recruiting efforts by aligning postings with industry standards and specific role requirements across multiple job posting platforms, enabling her to create engaging, tailored and skill-focused job descriptions to attract the right people and strengthen hiring results. "We've significantly improved our job descriptions with ADP, which now clearly outline the full scope of each role," says Kennedy.

REACHING CANDIDATES - QUICKER

When searching for top talent, expanding reach by posting across multiple job boards expands visibility, attracts a diverse talent pool, and increases the chances of matching qualified candidates to the role. The catch? It's time-consuming and difficult to manage consistently. There was a time when Kennedy was manually entering the same job posting to as many as four different job platforms. Now with ADP Workforce Now's recruitment module, this process has been streamlined, allowing her to efficiently post and update recruitment efforts across multiple platforms like ZipRecruiter, Indeed and LinkedIn. "We removed 10 steps, and I save about 30 minutes per job posting using ADP's single platform, compared to posting separately on multiple sites. It's fantastic." adds Kennedy.

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>
> **- Kennedy Korecki**
>   HR Consultant,
>   Métis Nation-Saskatchewan

STRENGTHENING THE CANDIDATE EXPERIENCE

The improved process hasn't only benefited Kennedy and her team. With ADP, it's resulted in developing a better candidate experience which means a greater first impression to drive more high-quality and engaged applicants. They now effortlessly search, view, and apply for open positions while keeping tabs on their application status, offer letters and more. She adds, "Because of ADP, the feedback we've received from candidates has been overwhelmingly positive, with many commenting that they find our careers page easy to navigate." And ADP's tools not only enhance engagement from the outside but also within MN-S, helping ensure retention of qualified internal candidates. "Our internal people, looking to switch departments or advance their careers, can explore our internal career center—a feature we didn't have before ADP.", adds Kennedy.

ELEVATING THE SELECTION PROCESS

With an effective process in place to reach potential candidates, Kennedy and her team also focused on streamlining their internal candidate review process. Previously, it wasn't uncommon to manually sort through each application they received via email, with numbers varying from 20 to 500 applicants per posting, which proved tedious and time-consuming. But with ADP, Kennedy is now able to expedite the screening process by running custom reports to pull any needed data, which is collected in their ADP platform. And with all applications housed within each requisition, it makes it easier to work alongside the hiring manager to review applications. "With ADP, sorting through applicants is easier because we can get to know the applicants on a deeper level before the interview process or considering them for a position," says Kennedy.

PEACE OF MIND, LOOKING AHEAD

Using ADP Workforce Now has helped remove any worry or concerns about keeping up with accurately tracking every step of their recruiting process. "ADP helps me sleep better at night because I know all of the candidates and applications will make it to the ADP platform – nothing will be missed," adds Kennedy. Looking ahead, she feels assured and excited to continue to work with ADP, adding "Without ADP, I don't think that we would have been able to grow as much as we have in the short amount of time that we have and even be where we are today. I'm so excited to work with ADP in the future."

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Métis Nation - Saskatchewan
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