Primera is a full-service engineering design and consulting firm dedicated to providing the highest possible level of service to their clients. Primera knows they need to find and hire the very best talent to achieve their goals. With over 200 highly skilled and diverse professionals, they realized that it was time to take a serious look at the way they were acquiring talent. Manual procedures were slowing down the candidate review process and potentially costing them the strongest applicants in the candidate pool. They identified a need for technology to streamline and automate this critical process and hoped to gain control through measuring key performance metrics.

Primera turned to Deltek Talent Management to address the gaps identified in their acquisition and onboarding procedures and to integrate with other Deltek solutions.
Primera Engineers

Challenges

- Primera was manipulating Excel spreadsheets and had no real way to determine a return on their investment.
- Reporting posed a significant challenge. Primera was not able to easily estimate the number of candidates being interviewed or how long it took to fill a requisition.
- No key performance metrics were being tracked; time to hire, retention, etc.
- Manual processes were significantly slowing down the acquisition process.

Solution

- Primera began a search for a solution that would automate the recruiting process, provide robust reporting, and offer numerous options for configuration.
- Primera selected Deltek Talent Management for its superior Applicant Tracking, Onboarding, Offer Management, Employee Referrals, and Vendor Management functionality.
- Interactive dashboards, and customizable workflows helped to match Deltek with Primera’s need for a solution that could support their unique processes.

Benefits

- Onboarding is faster and more automated with most forms dealt with in advance; meaning the candidate is billable faster than ever before.
- Primera has set up talent pools which helps them identify candidates for future openings.
- Their process, from requisition to hire, is now automated; saving even more time for their multiple hiring managers across expanding geographies.
- Multiple KPIs are now tracked and reported.

“Before it took weeks just to get a response from hiring managers, now once the applicant is found through the system it takes approximately 2 weeks from interview to hire.”

– Kendahle Artis, HR Manager, Primera Engineers