

BENEFIT | EFFICIENCY & DIGITALISATION GROWTH-BASED SERVICE ROLL-OUT

INDUSTRY: SEMICONDUCTOR INDUSTRY

LOCATIN: 30 COUNTRIES

NO. OF
EMPLOYEES: > 29,000

OUR CLIENT

Our client is one of Europe's largest semiconductor manufacturers, focusing on high-performance mixed-signal products and on the provision of intelligent system solutions – not only products – for the automotive market, for TVs, mobile phones and electronic IDs, among others, to improve the performance of companies and organisations around the world. The company employs around 29,000 people in over 30 countries worldwide. In its operations, our client is driven by dedication, passion and strong partnerships.



THE CHALLENGE

The client was already outsourcing the recruitment of external personnel to an external MSP. But, contrary to the expectations, the previous MSP did not provide the desired transparency in the tendering and recruiting process. The lack of transparency in the distribution of requests to staff suppliers led to many unanswered questions. Uneven distribution of requests and preferential treatment for suppliers regarding the allocation of resources led to dissatisfaction and a lower supplier service commitment. In addition, the previous MSP partner did not meet the expectation to create processes and communication in line with amendments to laws related to temporary employment.



THE SOLUTION

Hays Talent Solutions has been the managed service provider for temporary and interim assignments in the Netherlands since 2010. Our client started with a single-country MSP, but created an international MSP by adding Germany, Austria, Belgium, the UK and India to the scope, shortly after.

The growing need to simplify operations globally led to the implementation of Beeline's Vendor Manager System in 2017. The combination of Beeline's technology solution and HTS' services helped our client realise their clear vision of an end-to-end, streamlined and automated process for external personnel.



THE OUTCOME

Our MSP service helped our client maximise efficiency, meet compliance guidelines and get a complete overview of all external worker assignments. The automated and digitised management of external workers via the Beeline VMS provides valuable data. The analysis and evaluation of this data by the MSP team could quickly be used for strategic decisions and workforce planning. The active and structured management of the supply chain enabled our client to work with the right partners to get the best candidate at the most competitive price in the most efficient way.

FAST FACTS

Continuous roll-out of the service in line with the growth of the company

Takeover of more than 100 suppliers

Management of mor than 500 contracors

201 placements in 2020

Digitalisation and automation of the procurement process by VMS Beeline

