

Human Resources & Workforce Management Case Study

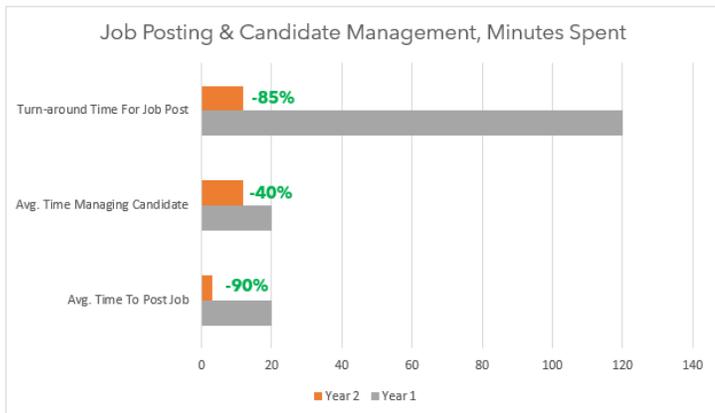
Subject: Seasonal Lodging Business with 10-100 employees.

Introduction

Entering the 2020 season, fears surrounding the labor market in Maine were at an all-time high, it was estimated there were two jobs seeking candidates for every one Mainer searching for a job. The Federal Government had limited the availability of H2B visas, vastly restricting the availability of this previously reliable seasonal hospitality workforce, unemployment benefits provided as a result of the Covid-19 pandemic were very attractive to workers, and thus, there were limited sources of new workers in rural areas to staff our client's property.

Process

Recognizing there was a very tight labor market, Migis Hotel Group's first step was to revisit existing software and tools available to the client, so as to decrease time spent working on recruitment, and to expand the presence of the clients job postings and available positions. Having identified GetHired as an ATS platform available to the client, we expanded our engagement with this software so-as to save time in job postings (GetHired syndicates one job description to multiple applicant platforms, such as Indeed), allow applicants to be better screened by hiring managers, and to store applicant information for future reference.



Results

Reduced time spent managing and creating job posts by over 85%. Reduced time spent on candidate management (due to digitalization of onboarding) by over 40%. Improved turn-around time from initial request to post a job, to actual posting of the job, by 90%.

Services

Recruitment Management, Human Resources, Systems Development



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