



FROM RECRUITMENT TO RESULTS:

QUALIGENCE'S CUSTOMIZED SOLUTIONS TO DRIVE SUCCESS FOR VALVOLINE

Qualigence embarked on a partnership with Valvoline to enhance its recruitment process, aiming to build a more robust and efficient talent acquisition system. This collaboration began in April 2019 and has evolved over time to address various challenges and leverage new opportunities in recruitment.

OBJECTIVES

- Improve role requirement clarity between “nice to have” vs. “must-have”
- Enhance communication with new partners and streamline the recruitment process
- Support both salaried and hourly roles effectively
- Offer customized recruitment solutions tailored to Valvoline's needs

STRATEGIES IMPLEMENTED

- **Enhanced Role Clarity:** Qualigence focused on delineating clear distinctions between essential and desirable criteria for roles, thereby streamlining the candidate selection process.
- **Resource Augmentation:** By adding additional full-cycle recruiting resources, Qualigence augmented Valvoline's recruitment capabilities, enabling more efficient and targeted talent acquisition efforts.
- **Improved Communication Channels:** Establishing better communication lines with partners and utilizing platforms like iCIMS for applicant tracking facilitated a more cohesive recruitment process.
- **Customized Recruitment Solutions:** Tailoring services to meet Valvoline's unique needs, including sourcing, research, and recruitment marketing, allowed for a more strategic approach to talent acquisition.

RESULTS

The partnership between Qualigence and Valvoline has yielded substantial improvements and efficiencies in the recruitment process over the engagement period. Without disclosing specific financial details, the collaboration's achievements can be highlighted as follows:

- **Overall Engagement Performance:** The engagement has seen a significant number of candidates submitted, a high number of interviews conducted, and a noteworthy number of hires made, demonstrating the efficacy of the recruitment strategies implemented.
- **Fiscal Year 2023 Highlights:** This period was marked by an impressive ratio of candidates submitted to interviews conducted, and a solid number of successful hires, which indicates a refined and effective selection process. The efficiency gains in the recruitment process have led to more optimized spending and a lower average cost per hire, showcasing the financial effectiveness of the partnership.
- **Improved Conversion Metrics:** Across the board, there has been an observable improvement in key performance metrics, including submittal to interview conversions and interview to hire conversions. These improvements reflect the strategic alignment and operational enhancements brought about by the partnership.



- **Customization and Strategic Focus:** The success achieved through the partnership underscores the value of tailored recruitment strategies and a strategic focus on talent acquisition. The initiatives undertaken have not only optimized the recruitment process but also ensured that the right talent aligns with Valvoline's business needs.

The results from this partnership illustrate the significant strides made in optimizing the recruitment process, enhancing efficiency, and strategically aligning talent acquisition with business objectives. Through continued collaboration and focus on customized solutions, Qualigence and Valvoline are well-positioned for ongoing success in building effective teams.

LESSONS LEARNED AND NEXT STEPS

- **Continuous Improvement in Communication:** Ongoing enhancements in communication with partners and within the recruitment process have been crucial.
- **Focus on Customized Solutions:** The success of tailored recruitment strategies underscores the importance of aligning services with client needs.
- **Strategic Talent Acquisition:** The partnership has demonstrated the value of a strategic approach to talent acquisition, leveraging data and targeted efforts to improve outcomes.

CONCLUSION

The collaboration between Qualigence and Valvoline serves as a testament to the power of strategic partnership in recruitment and talent acquisition. Through continuous improvement, customization, and strategic focus, the partnership has achieved significant results in enhancing Valvoline's talent acquisition process. Moving forward, the lessons learned and strategies applied will continue to guide the partnership toward even greater achievements in building better teams together.



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