

CASE STUDY

RPO Sourcing Excellence Brings Value to Semiconductor Client

The Client

One of the largest semiconductor companies in the world with over \$38 billion in annual revenue, our Client maintains more than 51,000 employees globally. Today, its eclectic base of over 400 customers utilizes our Client's semiconductor chips and circuits in mobile devices, high-performance computing, and automotive electronics.

The Situation

Having recently unveiled plans to construct a multi-billion-dollar mega-facility in the United States, our Client needed to hire qualified engineers within a three-month window. These resources would be transported from the United States to Taiwan for an immersive two-year training program before returning stateside to work in the production center upon its completion. In addition to recruiting from pools of premier semiconductor talent, our Client sought a large contingency of recent college graduates.

The Challenge

Faced with tight hiring deadlines, the unique wrinkle of international candidate relocation, and the prevalence of a global pandemic, Broadleaf's sourcing and recruiting teams were faced with a difficult challenge.



Tapping into proper candidate markets to discover individuals with specialized engineering skill sets was no easy task.



Upon finding suitable talent that aligned with our Client's needs, having to sell these candidates on moving to Taiwan and living there for two years was another hurdle.

RESULTS SUMMARY

8,019

candidates sourced

344

candidates submitted

89

interviews conducted



The Solution

Broadleaf began working on this recruitment initiative by gaining a comprehensive understanding of the market for engineering talent. Our team developed a database of thousands of candidates to be leveraged to meet our Client's hiring needs. Not only did we source experienced resources from key players within the semiconductor community, but we also completed a large-scale recruitment effort by targeting students from the top-50 engineering schools in the United States. Our team also worked with the Taiwanese government to sort out the intricacies associated with candidate visas, residency, and other travel-related information—enabling a smooth and seamless candidate onboarding process.

Our passive sourcing excellence and high-touch candidate experience helped us to bring value to our Client.

The Results

Upon conclusion of Broadleaf's recruitment engagement with our Client, our FlexRPO team achieved the following results:

- 8,019 candidates sourced
- 344 candidates submitted
- 7:1 interview-to-hire ratio
- 4:1 submit-to-hire ratio
- 13 hires transferred to Taiwan

Although this project presented our Broadleaf team with never-before-seen challenges, our passive sourcing excellence and high-touch candidate experience helped us to bring value to our Client. For candidates that chose not to accept an offer from our Client, we designed a follow-up strategy to remain in contact with these resources. By continuing to connect with this talent community on an ongoing and regular cadence, our team will proactively prepare for later phases of the program upon completion of our Client's production facility.



To learn more, visit broadleafresults.com or call 800.574.2171

