

Question...

How does Yolk Engineering ensure you are the first choice for in-demand candidates?

Case Study

Answer...

By offering a quality-driven, bespoke recruitment process and ensuring candidate experience is at the heart of what we do.

The Challenge

Skilled engineering and technical candidates are in high demand, and our clients regularly find themselves hiring in a candidate short market.

Potential candidates will most likely need to make a choice between competitive offers, and all evidence indicates that a key differentiator is the experience an individual has when going through the recruitment process.

Our recruitment process emphasizes on providing them with a high-quality service that reflects the value of your company.

68%

of candidates think the way they are treated in the hiring process reflects how the company treats its employees (Career Builder).

80-90%

80-90% of talent say a positive or negative candidate experience can change their minds about a role or company (Recruiting Brief).

78%

Nearly 4 in 5 candidates (78%) say the overall candidate experience they receive is an indicator of how a company values its people (Career Builder).

The Solution

We believe in the importance of positive candidate experience as a way to showcase your value as an employer, on top of saving costs and time through a lean process.

One of the most important parts of the attraction process is the experience offered to the candidates, who will most likely need to make a choice between competitive offers.

Our service to candidates is designed to ensure that candidate's receive a positive experience from the first moment and throughout every step of the process:

- ✔ We offer the benefit of **experience** – three of the team have over 10 years' experience and the average length of service is 6/5 years, so the people we work with can be confident they're in the safe hands of experts with proven ability.
- ✔ We're true **vertical specialists** – our consultants develop longer relationships working in a defined area, and by knowing our candidates for years we understand how their long term motivations align with your needs.
- ✔ **We devote time** each and every day exclusively to managing our candidate networks. They're that important to us. We maintain contact inside and out of a current recruitment process, so people never feel like they're left in the cold.
- ✔ **Candidates come to us for advice, not just their next job.** As a matter of fact, most of the candidates who are right for the vacancy aren't looking for a new role, so we make sure you stand out as the best option.
- ✔ **As engineering experts** we don't just offer recruitment services, we are also able to give advice to candidates on everything from the always evolving employment markets, salary benchmarking, benefits advice, and career counselling beyond what's available online.
- ✔ 34% of the candidates we introduced to their new employers in 2019 came from **referral**. These were unique candidates not available via job boards, LinkedIn, not applying to agencies or direct adverts, but who were shared with us as a result of the service received by trusted contacts.
- ✔ We'll provide candidates with **constructive feedback** and advice, in addition to collecting their opinions so they know their voice is heard. The candidate that may not be quite right for you today could be your ideal hire next year, and we want to make sure they're left with the most positive memory of their experience with you.
- ✔ **Interview experience** also plays a role in candidate satisfaction, so we always offer our state-of-the-art interview and meeting spaces facilities at the heart of Cardiff.

Employee Orientation Guide

& Post Placement Care

We take care of candidates even after the hiring process is complete.

We offer every client our employee orientation guide to provide additional advice that can be kept for any future candidate placements.

When we have placed the successful candidate we continue to follow through with our complimentary post-placement care package. Your dedicated Yolk consultant will meet with both you and the candidate during the second month of employment to discuss the integration and on-boarding.

Don't just take our word for it. Here's what some of our candidates have said:

"A friend knew I was looking for a new role and recommended I contact Phil at Yolk, and from the very first phone call he was very friendly and easy to get along with.

He laid out his plan for me clearly and put me at ease so I felt that we'd find a job quickly. Phil was in constant contact with any news and updates and gave me helpful advice as things went on. I wouldn't hesitate to recommend Yolk to a friend.

After finding myself in a position looking for a new role, I began getting calls from countless other agencies who often half-heartedly tried to sell me a job outside of where I was looking geographically, and some of the time the job itself didn't even exist.

My experience working with Phil and Yolk Recruitment has been the opposite and it was professional, friendly and crucial to advancing my career to where it is today."

"As I've moved around the country with my partner I've found myself needing help on more than a few occasions, and it's very rare to find a recruitment agency or consultant who interacts and communicates with a job seeker as much as you Yolk.

I've been very grateful for your time and help."

"At the end of my interview I was asked what my opinion was of Yolk. I had to say the interview I had with Yolk was harder and longer than the interview I'd just had, and he must have thought I would be suitable as I very much doubted I'd be there otherwise.

But that was refreshing, as I'd previously found myself in interviews where the job was very different to the brief. I have to say the contact and help we've had has been faultless, I've spoken with you more than my wife at times!

But it's all led to something I wasn't sure I'd find, a really interesting job with a company I feel really good about.

Thanks for your help."

"It was a genuine pleasure dealing with Yolk during the application process.

I felt Yolk stood out from other recruiters as they had a realistic knowledge of the job itself, they went that extra mile to keep in touch and were always available, a very different experience to that I've had in the past.

Yolk Recruitment are above the rest for a reason and I wouldn't hesitate to recommend you to colleagues in this industry in the future."

"When I first spoke with Phil the feeling was completely different, and after an indepth chat about my past experience and what I wanted from my next role, we immediately put together a plan.

His extensive knowledge of employers in the region and the nuances of their hiring processes was of great help to my search and taught me a lot.

Phil helped me understand what would be involved in an interview so I could prepare properly, kept in regular contact throughout the process and I was delighted when I was successful."

"I have had the pleasure of working with Christian over the last 5 years, he placed me in a superb role 4 years ago and when my situation changed I knew who to contact.

Chris has the rare attribute of being very professional and driven but retains a personal touch.

I ended up with a number of offers and Chris was invaluable in helping me understand my options.

6 months later I couldn't be happier with my choice and am hopefully headed for my next promotion."



If you'd like to hear more about how Yolk Recruitment can help reshape your recruitment needs, get in touch.

02920 220 078
ppitman@yolkrecruitment.com
yolkrecruitment.com