



CASE STUDY Lethbridge School District reduces time to hire by 50% and automates their process using Workable



COMPANY SIZE

1,200 employees

HQ

Alberta, Canada

INDUSTRY

Education

About Lethbridge

Lethbridge School District educates 11,000+ students, employs nearly 1,200 staff and makes 400+ new hires each year. Since using Workable they've reduced their time to hire by 50% and streamlined hiring across their 24 sites.

The challenge

- 200+ applicants per job
- 64 hiring managers using different hiring tools
- An informal, manual process (email + paper)
- Impossible to track or manage process

The solution

- Deploy Workable across all 24 locations
- Enable teams to use Workable on desktop and mobile
- Provide access to Workable's 24/7 global support
- A streamlined process, specifically:
 - Faster candidate screening
 - Improved, trackable evaluation and collaboration
 - Automatic reporting
- A 50% reduction in the time to hire

24
SITES

1,200
EMPLOYEES

11,000+
STUDENTS

446
NEW HIRES PER YEAR

4
FULL TIME HR STAFF

50%
REDUCTION IN TIME TO HIRE



"We wanted a platform that was easy to deploy with fast, personalized customer care and support," says Rik. "It also had to be user-friendly—something that our hiring managers and principals would be able to pick up and use quickly. Workable met all of these requirements. And more."

**RIK JESSE, ASSOCIATE
SUPERINTENDENT OF
LETHBRIDGE**

The full story

The challenge: small budget, big hiring expectations

Every year, [Lethbridge School District](#) hires approximately 300 support staff and 140 teachers. A popular local employer with a strong employer brand, they attract hundreds of applications for every post. Despite this, their budget is low and there are no dedicated recruiters on the team. It's the principals and vice principals, already busy with other commitments, who tackle the task of candidate screening. This informal, manual process meant the [pressure on hiring managers](#) was intense.

Rik Jesse was appointed Associate Superintendent of Lethbridge in March 2017. His first mandate was to modernize the department, using technology to make things more efficient.

"We were managing all of our recruitment by email and on paper," says Rik. "Although everyone tried really hard to stick to a process, it was kind of like the Wild West. Everyone was doing something different."

Without a defined process it was impossible for HR Director, Rhonda Aos, to have a clear overview of hiring across the organization.

"Our principals aren't HR professionals," says Rhonda. "Hiring's just one of many things they have to do throughout the day. But it was becoming all-consuming. So everyone looked for their own shortcuts. This made it impossible for me to track where we were in the process."

The volume of applications and siloed approach to recruiting workflow added even more pressure.

"We get on average 200 applications for each post," says Rhonda. "Our hiring managers had to wait for all of the applications to come in before sifting through them. This was so disruptive in terms of workflow."



The solution: a flexible hiring process that works for everyone

Lethbridge needed to find the right HR tech to tame their wild approach to hiring. Their perfect platform had to be easy to rollout and intuitive. Great customer service was also important to support their busy hiring managers. They looked at almost every ATS available. Only Workable met their brief.

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The “more” included a tool with built-in checks and reminders, and the right pricing options.

“We have 64 hiring managers spread across 24 different sites. Some vendors charge per user and it just didn’t work for us. Having flexible pricing plans was another powerful reason for choosing Workable. ”



“With 200+ applications for each post, the process from screening to offer used to take at least two weeks,” says Rhonda. “Our principals had to wait for each posting to close before they could start to sift. Now it’s all done within a week.”

**RHONDA AOS,
HR DIRECTOR AT
LETHBRIDGE**

The outcome: integrated workflow, faster hiring

Since using Workable, Lethbridge has [centralized its hiring process](#). Their workflow is more efficient, transparent and unified.

“Workable gave us the opportunity to revisit the importance of process with our hiring managers,” says Rhonda. “[The Workable pipeline](#) is now at the heart of our process. As a result, we’re seeing a much better experience not only internally but for our candidates as well.”

Sifting applications used to be an overwhelming, disruptive task for hiring managers. Now it fits seamlessly into their daily workflow.

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[Workable’s mobile app](#) helps to engage the hiring teams:

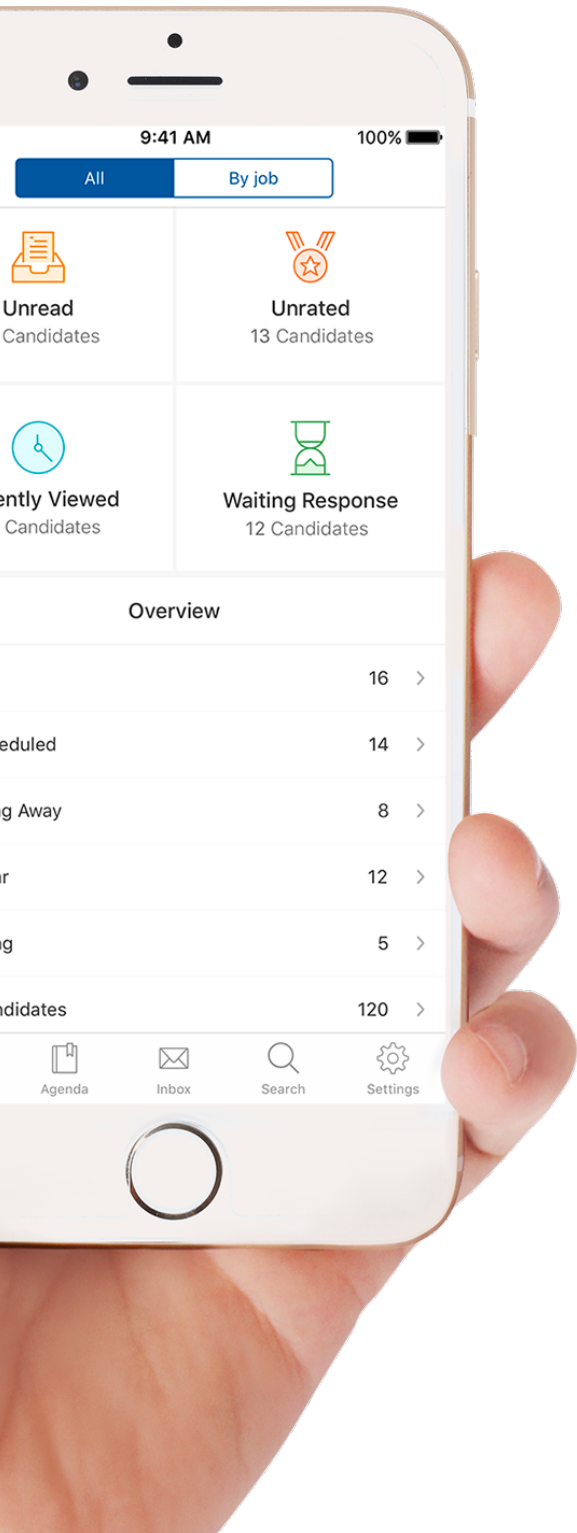
“Our principals and hiring managers now screen applications as soon as they come in. That could be in the office on their desktop or out and about on their mobile,” says Rhonda.

“They love being able to access information about candidates quickly and easily on the fly, wherever they are.”

The future: more sourcing and a richer hiring toolkit

Lethbridge has a strong local brand which regularly attracts high numbers of active candidates. But the market for specialized talent in their field is becoming more competitive.

“We’ve never had a problem recruiting people,” says Rik. “Applicants tend to come to us. But it is getting more and more competitive and difficult to attract qualified applicants.”



Workable's [product integrations](#) have enabled them to add different tools and apps to their hiring toolkit and build a [richer experience for candidates](#).

"We're very impressed with Workable's integrations, particularly the [video interviewing platforms](#). Our plan is to start using [Spark Hire](#) very soon," says Rik.

Using Workable, they're also [shifting more focus towards passive outreach](#).

"We love the [People Search sourcing tool](#)," says Rik. "We're very excited about how it can help us identify and reach out to prospects, especially for specialized roles. We're keen to build a more proactive hiring strategy and it's exciting to see how we can achieve that all inside Workable."

Hire like Lethbridge

Looking to reduce your own time to hire? Find out how to streamline workflow, source great talent and recruit faster using Workable's intuitive, all-in-one hiring software.

[GET A DEMO](#)