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PeopleSolutions – Peak Load Case Study

Position Title: Project Manager

Client: County Government

The Situation

Our client owns office buildings which are out of compliance with new federal government standards. The client was in need of Project Managers to oversee and manage compliance projects, complete compliance audits, and file the necessary reports to address the compliance issues and resolutions. Contract employees needed strong project management skills and specific experience regarding compliance with ADA standards and requirements.

The Analysis

Identifying Project Managers who could bring the Client into compliance, within the time frame established in the audit, would be challenging. In order to guarantee qualified candidates on a timely basis we would need to consider candidates from a broader geography for the temporary role. The mix of Project Management skills and ADA compliance experience made this role unique. Our client's flexibility for work schedule, cause this to be a realistic search.

The Solution

After obtaining all of the details for this project, the PeopleSolutions research team developed a pool of approximately 68 qualified candidates within a 100 mile radius of the client. Within 24 hours our recruiters had identified two qualified, available candidates, and interviews were conducted with the client within five days from the beginning of the search. Both candidates started the project within two weeks.

The Result

PeopleSolutions was able to identify, recruit, and prescreen qualified candidates. Our client interviewed both of them and offers were made. These individuals started within two weeks, and have successfully met all project timelines and requirements. Both employees are being considered for additional projects at this client.