

Peopleclick® Case Study: AMI Semiconductor (AMIS) Ramps Up Recruitment with Peopleclick

Peopleclick Brings Control to a Fragmented Hiring Process

AMIS at a Glance

COMPANY:

AMI Semiconductor (AMIS) designs and manufactures semiconductors

INDUSTRIES:

Automotive, medical, industrial, communications, computing, defence and consumer markets

GLOBAL HEADQUARTERS:

Pocatello, Idaho, U.S. (Worldwide) and Oudenaarde, Belgium (European)

EMPLOYEES: 2,500

GOAL:

To achieve a centralised and standardised solution which would help AMIS take control of recruitment on a global scale, cutting costs and creating greater efficiencies.

(AMIS careers website: www.amis.com/careers)

THE SOLUTION: Peopleclick RMS™

KEY BENEFITS:

- A standardised global recruitment tool, giving instant access to the best candidates worldwide
- Reporting capabilities enabling managers to make long-term recruitment plans
- Streamlined approvals process improving transparency and speed

Business Overview

AMI Semiconductor (AMIS) (www.amis.com) is a leader in the design and manufacture of semiconductor products for a number of different sectors, including automotive and medical. Sales revenue for AMIS has grown to reach over \$454 million.

Offering high manufacturing flexibility, AMIS is committed to providing optimal value and the quickest time-to-market semiconductor solutions for customers. It employs over 2,500 people worldwide, including staff at its manufacturing and engineering facilities in Idaho, U.S. and in Oudenaarde, Belgium, as well as employees at its test facility in Manila, Philippines, with design, sales and technical support staff located around the globe.

The Need for a Streamlined Solution

AMIS acquired Alcatel Microelectronics, enhancing the company's ability to serve its international customers through a heightened reach into Europe and around the globe. Its increasing presence, achieved over a short period of time, posed critical staffing problems for recruitment which was fragmented across the business.

Prior to adopting Peopleclick's market-leading recruitment management system—Peopleclick RMS™—AMIS used a combination of paper-based and spreadsheet systems with each office having its own unique processes. This was not in line with AMIS' corporate image for advanced efficient systems, as used in other areas of the business to bring customer benefit. Managers could not obtain an instant staffing picture, recruiters could not view all applicant CVs and prospective employees could not easily determine the stage of their job applications.

Frederik Ballon, staffing manager with AMIS, outlined the problems faced, "A major issue with the old system was the lack of transparency. The plethora of different systems meant that a clear and instant overview of recruitment within the company was not possible. Managers, therefore, found it impossible to make long-term staffing plans, as they were not aware of which candidates were in the process of being recruited and when they would be joining the workforce. Recruitment was failing to support overall business aims at AMIS."

AMIS ran the risk of losing good candidates through its lengthy approvals process, as well as its lack of an integrated CV database. Recruiters in one office were unaware of suitable job applicants who had originally applied via another office. The lack of automation also meant that there was no link to the website so job specifications had to be manually entered onto the internet, costing time and money, and taking recruiters away from their core job responsibilities.

Why Peopleclick?

Peopleclick RMS was first selected by the U.S. head office in Pocatello, Idaho to help manage recruitment from application to qualification and selection. The system was then implemented globally because it offered a standardised system to help AMIS manage its recruitment efficiently and ultimately build a better workforce.

“The solution stood out because of its high-quality reporting capabilities, which enable recruitment management whilst improving business decisions surrounding resource allocation,” says Ballon. “The Peopleclick solution met our requirements for a system that would analyse data to forecast future needs and therefore allow managers to make strategic and global HR decisions in real-time.”

Global Recruiting

Peopleclick RMS has centralised all recruitment worldwide at AMIS, bringing a host of benefits to recruiters, managers, employees and prospective employees alike. Candidates from around the world can apply online at www.amis.com/careers for a variety of positions, including fabrication, process and digital design engineer roles. Most importantly, recruiters have access to all these applications.


“The Peopleclick solution has provided visibility, so that we are no longer losing candidates who may be perfect for one of our vacant positions,” explains Ballon. “Recently a design engineer applied to AMIS in the Czech Republic, but there were no suitable roles. With the new Peopleclick system, a recruiter at our Belgian office was able to view the applicant and offered an interview. The candidate is now successfully employed in Belgium for a completely different role.”

Streamlined Approvals Process

The Peopleclick solution has simplified the management of employees and headcount issues within AMIS. If a manager decides there is a need for a new worker, they create a requisition request which is automatically submitted for approval to the line manager, the department VP, the HR VP and the HR business partner for the department. As a result of implementing Peopleclick, this process is now standardised and transparent worldwide and, because it is fully automated, email reminders are sent to any approvers who are holding up completion of the requisition.

“Peopleclick’s solution has given AMIS a centralised, standardised and streamlined recruitment process which reports staffing status worldwide at the touch of the button. Managers are able to make long-term strategic plans and as a result, recruitment now plays an integral role in building business success at AMIS.”

*- Frederik Ballon,
Staffing Manager
AMIS*



“Previously, we used a paper-based system which meant signatures were faxed back and forth between the U.S., Europe and the Philippines. The approvals process used to take weeks, but now takes days—the first benefit that you notice about the system,” declares Ballon. “In conjunction with new business procedures, the Peopleclick solution has helped us to achieve greater efficiencies and improve staffing productivity. Helping to cut down on administration and make working lives easier, the solution has been embraced because of its many benefits which have ultimately promoted the importance of recruitment throughout the business.”

Strategic HR

The enhanced reporting functionality is another benefit enjoyed by AMIS, which has saved time and money, and enabled a more strategic approach to recruitment. The powerful analytical tools of Peopleclick RMS produce accurate reports in seconds. Instead of spending a significant amount of time collating information, recruiters can create reports in an instant.

“Managers can easily pull up reports which show exactly which candidates are in the pipeline to give a precise headcount, as well as seeing the openings and how recruiters are filling them,” says Ballon. “They can use this information to plan ahead, making forecasts for the rest of the year. Managers can now align employee hiring objectives with the company’s strategic goals.

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About Peopleclick

Peopleclick provides software and services that empower companies around the world to find, attract and hire quality people—in less time, with less risk. Peopleclick’s technology, consulting expertise and support give companies the vision and flexibility to strategically manage all of their talent resources—whether they are salaried, hourly or contingent. Founded in 1997, the privately-held company currently serves 1,800 clients in 192 countries, including 54 of the Fortune 100. Peopleclick products support users in organizations ranging in size from large, multi-national corporations to small and medium-sized businesses.

For more information on Peopleclick and its market-leading talent acquisition technology, visit www.peopleclick.com.

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