



Delivering a high volume of top university talent to Financial Crimes Division in support of Student Hire Program

Our client is an international professional services brand of firms. It is the second-largest professional services network in the world and is considered one of the Big Four accounting firms.

The challenge at a glance

In partnership with a Canadian University, our client engaged in a pilot program, committing to hire 25-30, actively enrolled university students from the schools of business and arts and science to work in a part time capacity as an analyst within our client's Crimes Division to ensure compliance to FINTRAC guidelines.

Our client's contract sourcing team (Third Party Labour – TPL), did not have the capacity or the mechanisms to manage the high-volume candidate application pool, candidate screening, submission to interview or onboarding processes.

The bottom line

Our client was on a three-week deadline to hire 25-30 Concordia University students on a contract basis, yet they did not have the resources in place to access and manage the large volume of candidates.

The solution

Our client partnered with Procom exclusively to provide dedicated technology and a recruitment strategy that required involvement across all facets of Procom's operations, including:



Specialized contract development – (Legal & HR)

Procom worked with our client and university candidates to ensure personalized contracts and a noise-free onboarding.



Determined contractor tax implications – (Finance)

Our client's Students for Hire program contract workforce is fully compliant.



Dedicated candidate portal (IT)

Our client is leveraging Procom's "Client Connections" dedicated candidate portal to make it easy for candidates to apply to their open positions.



Dedicated recruitment screening and submission – (Recruitment)

Through Procom's consulting and contract staffing services, our client was able to take advantage of a formal recruitment strategy with access to a substantial toolset and structured processes for engaging talent at each stage of the recruitment lifecycle.



Dedicated delivery coordination and management – (AMs and Delivery Coordinator)

With a focus on personal communication with all affected parties, Procom met with key stakeholders to gain a deeper understanding of our client's pain points and the specific qualifications required for each role.



High volume and rapid onboarding – (Client Services)

Procom's dedicated Client Services team successfully onboarded the high volume of contracted student workers, taking full ownership of all aspects of the onboarding and offboarding process.

Quick facts

- Identified and delivered 25 qualified university students within the three-week timeframe.
- Our client is considering expanding the program to include multiple universities across Canada.
- Key numbers include:

Applicants to Client Connections	80
Applicants Screened	80
Submissions to Client	67
Interviews Conducted	60
Candidate Hires	25

Key improvements

The project was executed exceptionally without issue, and was considered a success, earning Procom, high praise from both Concordia University and our client.

A series of marketing campaigns and presentations to the returning student body via our client's campus recruitment generated a lot of buzz on campus and high exposure for the Student Hire Program.