

Increase Hiring Success by up to 70%
Reduce Employee Turnover by up to 50%

Prevue APS PRO is the only hiring system
that includes Prevue Job Fit Testing

This Complete Hiring System is Fortune 500
Ready But Priced For Small Business

Here's what you get:

Branded Career Website

- Your Logo and corporate colours
- Integrated with your company main site or stand alone

Centralized Job Posting

- Your Logo and corporate colours
- Integrated with your company main site or stand alone

Automated Online Applications

- Easy to use/friendly process for applications
- Customized candidate data collection - what do you want to collect?

Candidate Screening

- Job Specific Screening Questions specified by company
- Job Fit Testing Technology
- Applicants take Prevue Assessments and are matched against your customized Job Fit Benchmarks

Easy Candidate Management

- Prioritizes candidates based on corporate screening and Job Fit testing
- Provided candidate tracking and organization

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HIGH TURNOVER AND HIGH COSTS NEEDED TO STOP

ANDREAS KARAKAS, INNOVATION NETWORKS, OWNER

< **68% turnover**
in one year,
equaling about
\$60,000 of
direct costs

< **4 week hiring**
process involving
4 different
managers

< **“Hiring someone**
else meant
rolling the dice
all over again.”

Innovation Networks provides Managed Computer Services to medium sized businesses across Canada. Headquartered in Vancouver, BC, they have kept companies up to date and running efficiently since 1996 — no small feat considering the intense demands of a tech-heavy area like Vancouver.

When Andreas Karakas purchased Innovation Networks in 2006, he wanted to shift the focus from a Computer Services company, to a Customer Service company that dealt in Computers and IT. This meant that Andreas faced the unique problem of trying to find individuals who not only knew how to manage a company’s computer network, but were also able to clearly and professionally articulate their work to clients.

Andreas’ problems culminated with 68% of his staff turning over in one year, representing about \$60,000 of direct costs, he estimated.

We talked with Andreas Karakas, President and CEO of Innovation Networks about his use of the Prevue Hiring System.

Hiring History

“I tried coaching reports and recruiters, but both failed and cost me thousands of dollars. That’s not good” Andreas explains.

Andreas’ story isn’t uncommon, especially in the tech industry, which is typically in the top 5 for highest turnover rates. Combating that reality the best way he knew how, Andreas had an intensive 4 week hiring process. Four different managers would be involved in interviewing around 15 candidates per position, spending between 30 to 40 total hours before offering a position. Usually, the prospective hire found another job over the 4 week period, so the team would be forced to go with their second choice.

Once on board, Innovation would start a 3 month training process to on-board the new hire, but even with rigorous interviewing and training, the process was not effective and new hires would obviously not be a good fit.

“At least if I kept the individual, I knew what their weaknesses were and could work around them” laughs Andreas. “Hiring someone else meant rolling the dice all over again.”

The Turning Point

Prevue HR Systems brought in Innovation Networks to manage their computer systems in 2010 and Andreas was first introduced to the Prevue Hiring System.

“The writing was on the wall” Andreas remarks. “This was something we needed to try.”

The team at Prevue HR worked with Andreas and his team to build a job description and benchmark to measure future job applicants against. The benchmark was compiled by having the top 3 performers at Innovation Networks take the Prevue Assessments, industry leading tests that measure Abilities, Interests and Personality

< “The writing was on the wall. This was something we needed to try.”

< “Our interview process is so much simpler and more effective. It’s about getting to know the candidate, not figuring out if they’re lying to us.”

< **58% lower turnover** in 2011

< **50% increase in hiring speed**

A New Way To Interview

“I knew exactly who my top guys were; my challenge all along was replicating them” states Andreas.

Once the top performers took the Assessments, Prevue gave the results to Andreas and provided coaching on qualities to look for in future applicants.

“Prevue took me through the Assessments and what specific things I needed to look for. They gave me two areas that really summarized what my company needs: a person’s ability to problem solve and follow step by step instructions. We combine those results with the person’s Personality Profile, see how they match up against our ideal and if they’re a good match, we bring them in for an interview.”

Now, instead of Andreas and other managers sitting down and reading through stacks of resumes, the team can post a job on Innovation’s career site, supplied by Prevue HR, collect applications, give screening questions, and have job candidates take the Assessments online.

This new approach to hiring has dramatically changed Innovation Networks.

“We’re building a stronger team that’s more capable than ever. I know I can send a technician to a company with 20 or 200 computers and he’ll perform consistently at both places.”

The End Result

Currently, Innovation’s hiring time is about 2 weeks, start to finish. That’s half as long as before. Their 2011 turnover was 58% lower than 2010.

Innovation Networks now has the tools in place to hire professionals that will be an ideal fit for their company and clients. Confident from the results he’s seen, Andreas and his team are now looking forward to their growth in Canada.

“I can focus on growing and serving clients better than ever now” states Andreas.

“Before I didn’t want to expand because I wasn’t confident I could keep my standard of service. Now I have the best staff in place and I have the tools to quickly bring new people in without worry.” He pauses for a moment, “In case you’re not getting my point in this whole interview: I love you guys!” then laughs some more.



To learn more about Innovation Networks, visit them online at www.innovationnetworks.com or call 604.275.5100