

Anchor Danly - Prevue Success Story

Started in the mid 70's, Anchor Danly has risen to become the largest supplier of die-sets to tool & die manufacturers in North America. Serving such industries as automotive, mining, and agriculture, they have set themselves apart in their quality and high standards. Being ISO 9000 and ISO 14000 certified has helped solidify those standards. We caught up with Elise Marentette, Human Resources Manager for Canada, to talk about how they used to hire and their switch to Prevue HR Systems.

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Situation

“We used a lot of methods in the past to get applicants” states Elise. “A lot of Monster, free job banks in Canada, and Craigslist in the U.S. We dabbled in newspaper ads, too, but that’s decreasing.”

“What we found is that while these methods got the message out, they produced way too many unqualified candidates. The time we had to spend searching through all those applications was frustrating. Lots of unqualified individuals.”

“We wasted so much time and money. I’d estimate that for every job posting we put up, it cost about \$5,000 for all the time and money invested.”

Solution

The team at Prevue HR showed Elise how to setup custom scored screening questions that are asked automatically to each candidate who applies. So when a candidate uploads their resume to your online career site, they’re also asked a few customized questions, with a score attached to each answer.

Result

“This would’ve saved me so much time in the past!” declares Elise. “I can make sure each applicant has been looked at properly, but have it done automatically. To then have all our applicants summarized on a dashboard is huge.” This system also brings a higher level of fairness to the selection process.

“The ROI on this system is very high.” Anchor Danly stays ahead of the competition by applying the highest standards to their manufacturing process and now they can make the same claim for their hiring process.

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Summary

Situation: Anchor Danly received too many unqualified applicants and spent too much money on recruiting and screening those applicants.

Result: By having applicants answer screening questions at time of application, Anchor Danly was able to score the responses and filter their views to only see the most qualified candidates.