

15 weeks helped Geico improve their recruiting effectiveness by 15%



client

Company: Geico
Industry: Financial Services
HQ: Ave Chevy Chase, Maryland
Size: 38,000 employees
Revenue: \$25.483 billion

technology

- Oracle Taleo Recruiting Cloud
- Oracle BI Cloud Service
- Oracle Data Integrator
- Oracle Compute Cloud
- Workday
- PeopleSoft

about kpi

KPI Partners provides strategic guidance and technology systems for clients wishing to solve their most complex and interesting business challenges involving cloud applications and big data.

KPI delivers a cloud-based recruiting analytics solution to deliver key recruiting metrics

About Geico

Geico is one of the top insurance providers that sells automobile insurance across the United States with over 9 million customers. Geico also sells homeowners insurance and life insurance, but automobile insurance has always been its main focus.

Geico Business Needs

Geico recruits for over 5,000 roles per year across its service, insurance adjuster and other teams. Geico has a rigorous recruiting process but was missing analytics across key areas such as interviewer feedback, offer feedback, etc.

Geico Selection Process

Geico evaluated many software solutions but selected Oracle's cloud-based BI solution including Oracle BI Cloud Service, Oracle Database as a Service and Oracle Data Integrator running on Oracle Platform as a Service. Oracle's key differentiator was its integration with Oracle Taleo that reduced cost, timeline and risk.

Geico selected KPI Partners because of KPI's deep expertise in Oracle Cloud products, knowledge of Taleo and Oracle BI Cloud Service.

What KPI Delivered

KPI Partners delivered the entire solution including requirements, design development, user acceptance support, production deployment and post production support. KPI did this on time and on budget using a cost-effective onsite/offshore delivery model.

Business Benefits

Recruiting effectiveness improved by 15% due to reduced time from requisition to hiring and improved yield on number of candidates interviewed per hire. This also resulted in a reduction of recruiting costs by 15%.

This was achieved by having 360 degree visibility into the entire recruiting process for the first time including:

- Hiring yield analytics to reduce cost to hire
- Candidate source analytics to determine the best source for new hires
- Time in process reporting to provide a detailed breakdown of the time taken in each step of the recruiting process
- Interviewer reporting

