CASE STUDY

How Foley's Digital Application Reduced Time-to-Hire by 85% and Increased Candidate Response

Headquartered in Pittsburgh, PA, Koppers is an integrated global producer of carbon compounds, chemicals, and treated wood products for the aluminum, railroad, specialty chemical, utility, rubber, steel, residential lumber, and agriculture industries.

EMPLOYEE SIZE

350+

WEBSITE

www.koppers.com

FOLEY | **KOPPERS**

As Koppers, Inc. grew into the 350+ driver company it is today, it ran into a problem: it became harder and harder to find and hire good employees.

A key contributor to the problem? The company was using a paper application – and the hiring and onboarding process was taking well over two weeks.

A lot of our competitors had an online application, Corporate Fleet Safety Manager Kathy Jones said. **We kept hearing from applicants, *'I can apply online with other companies. Why can't I apply online with you?'* We were losing good people.**

To fulfill their ongoing hiring needs, Koppers knew they had to make the move from a paper to an electronic application. They looked at a few different companies but couldn't find what they were looking for **until they saw a demo of Foley's offering.**

Since making the switch to Foley, not only is Koppers getting more applicants, but they're getting their new hires onboarded in record time.

It was taking us two weeks to onboard a new employee and get them to orientation, now it only takes two days.
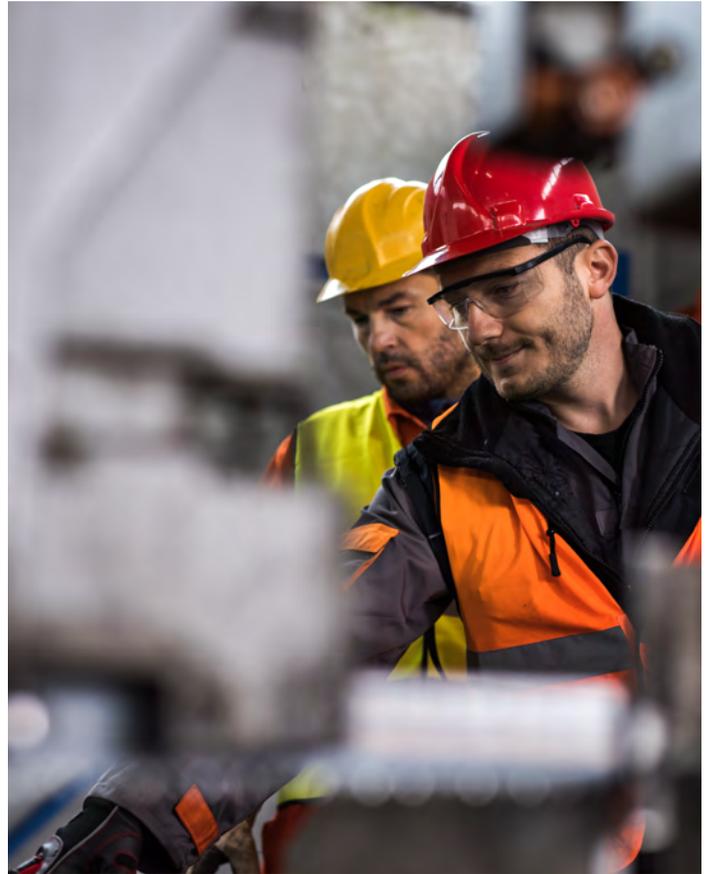
We loved the Foley application and the program they presented to us. The fact that we not only have the online application but can manage all of our paperwork online has been a gamechanger.

Kathy Jones
Corporate Fleet Safety Manager

According to Jones, a big benefit of the Foley application is that it can be filled out on a mobile device, as many of their candidates are using a phone to apply. The Foley e-application also allows candidates to save their progress, giving them the flexibility to complete their application as time allows – without having to start from the beginning.

Reduced Time to Hire by

85%

From 4 Weeks to 2 Days
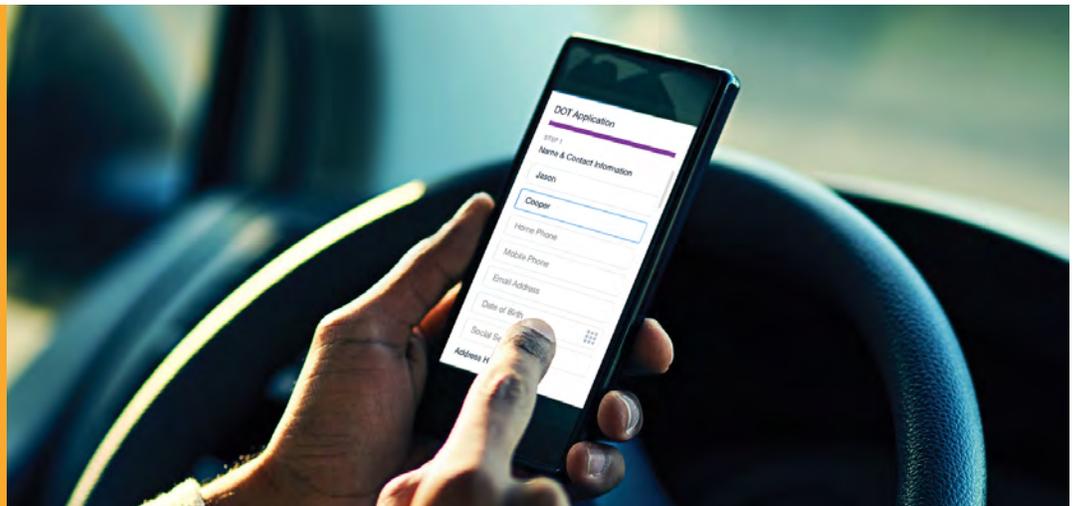
From E-Application to Onboarding in Record Time

One of the features of the Foley e-application that makes onboarding such a breeze, is that **it captures all the information Koppers needs to perform the required background screens and assemble the new employee's Driver Qualification File.** Because the application is filled out electronically, legibility issues are eliminated – as is the common issue of data entry errors when information must be manually entered into a computer from a paper application.

The Foley e-application also enables candidates to quickly (and securely) **upload images of their valid CDL and medical card, which are then automatically uploaded to their file in the company's online account.**

- Pre-Employment Drug Test
- DOT physical
- Motor Vehical Report
- Prior Employer Verification
- Criminal Background Check
- DOT Random Drug Test

According to Jones, this has made the driver file creation process so much easier. Now, instead of having to complete the steps themselves, **Foley simply takes all of the information contained in the driver's application to run the driver's Motor Vehicle Report, perform the Safety Performance History and compile all of the required documents into a secure, and fully-compliant online file.** And because Foley includes the required disclosure and authorization documents with the application, the processes not only meet DOT requirements, but FCRA requirements, as well.

Adding to the ease of Koppers' hiring and onboarding processes is the dedicated support they receive from their Foley account manager. **"Angela [Jones] has been such a blessing," Jones said. "I just need to shoot her an email and she'll provide whatever help we need.**

"

Koppers came to Foley for a specific reason, to improve our hiring process for CDL Drivers, Jones said. **Your program has made it easier to hire for multiple locations with different needs for the same position. We couldn't be happier.**

Are you ready to improve your recruiting and onboarding processes? Call (860) 815-0764 to schedule your free demo now.

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