

Efficient & Candidate-Friendly Background Screening

Werner Electric's Story



Background

Werner Electric, a privately held family company based in Appleton, Wisconsin, has been a key player in the electrical systems and automation solutions industry for over 75 years. The company operates across 11 branch locations and primarily focuses on supply chain-driven business models, serving customers with a wide range of electrical and automation products, including safety gear and classes.

The Challenge

Tasked with revamping the Talent Acquisition process and strategy, Justin Rank, Werner Electric's Talent Acquisition Specialist, sought to solve several issues:

1. **Difficulty Scaling:** Werner Electric was experiencing significant growth and diversification in its product offerings and services. This growth demanded a more efficient and scalable hiring process to keep up with the demand for talent.
2. **Time-Consuming Hiring Processes:** The existing background screening and drug testing processes were manual and time-consuming. They involved multiple interactions with candidates and screening providers, leading to inefficiencies and delays in hiring.
3. **Lagging Onboarding Processes:** As Werner Electric was adding additional services for their customers, they needed to quickly bring in additional talent to ensure a quality offering & service.



“ Our previous process with Sterling was too manual and not candidate-focused in any way. There was too much back and forth involved in our process, we had to manually send options for approved drug screening locations, coordinate times for them to go, and individually include the types of drug screening they’d need to do. It all became a major pinch point.”

JUSTIN RANK

Talent Acquisition Specialist

The Decision-Drivers

Werner Electric carefully evaluated all options available for background screening and drug testing solutions. The team considered each solution with the three below decision drivers in mind:

- 1. Streamlined Background Screening:** Werner Electric needed to consolidate their background screening and drug testing in one place. This streamlined process would reduce administrative burden and empower recruiters to focus on more value-driven tasks instead of getting bogged down with the constant back-and-forth they were used to.
- 2. Candidate-Friendly Experience:** Their new solution must allow candidates to drive their own scheduling for background checks and drug tests and allow the team to gather consent and send notifications via channels outside of traditional emails – namely SMS text.

- 3. Efficient:** Werner Electric’s previous experience was incredibly manual and took too long; they needed faster turnaround times (TATs). This would speed up the hiring process and help the company meet its high-volume hiring needs & goals.

After evaluating all options, **AssureHire emerged as the ideal partner** for Werner Electric. AssureHire addressed the critical aspects of their background screening and drug testing processes, offered the seamless integrations they needed, and, when coupled with a candidate-centric approach and notable efficiency gains, not only alleviated administrative burdens but also transformed the hiring experience for both recruiters and candidates.



The Results

Werner Electric has seen incredible results since implementing AssureHire and optimizing their hiring process.



Cost Savings

Switching to AssureHire resulted in substantial cost savings for Werner Electric. By comparing the cost of background screening and drug testing services with AssureHire to their previous provider, the company estimated an immediate savings of \$13,000 annually.



Impact on Hiring

The adoption of AssureHire allowed Werner Electric to handle a significantly higher volume of candidates and hiring needs with fewer resources. This was particularly crucial during the 2022 Great Resignation, where the company managed to keep up with hiring demands without overextending their team.



Improved Workplace Culture

Since its founding, Werner Electric has been committed to the “Werner Way.” This is a deep commitment to their employees, investing in their growth and creating a safe work environment for everyone. AssureHire provided the comfort of knowing that the people they’re hiring have the background they need, the qualifications to step in and contribute, and can fit into the “Werner Way.”

The Mitrotech Experience

Mitrotech has a 35-year history as a leader in providing technology and services that empower organizations to manage risks, increase efficiency, control costs, and scale for the future.

On a mission to deliver cutting-edge legal and compliance solutions, Mitrotech partners with over 14,000 corporations worldwide to co-innovate the world’s most intuitive, adaptable, and flexible platform. We help customers spend less time juggling multiple technology partners and avoid common point solution frustrations— including incompatible features, custom code, and no API integrations—by delivering cloud-based, automation-driven solutions.

The lines continue to blur across Legal, Risk & Compliance, and Human Resources— and Mitrotech is the trusted partner in driving clarity and collaboration across all these functions. From concierge-style Firm and Panel Management Services and intuitive cyber security to agile workflow automation and contract management, we’ve hand-selected our technology to address our customer’s most complex problems across every industry.

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