



## Situation

At the Michigan State University College of Veterinary Medicine, recruiting qualified workers was an ongoing challenge. Typically, school officials tried to handle the process themselves, by word of mouth. But, increasingly, even when they spread the word to their contacts throughout the vast MSU community, they had a very difficult time finding people who could handle a 40-hour-per-week work schedule. Most students simply couldn't budget the necessary hours to perform the job responsibilities.

The college turned to EG Workforce Solutions for a customized plan.

## Solution: a dedicated recruiter

The EG team sat down with the school's decision makers. We worked through their goals and the issues they faced in meeting them. Then we developed a customized approach that included a dedicated recruiter to assist with all open positions.

That EG recruiter worked alongside MSU personnel, to get a sense of the positions they needed to fill and an understanding of the organization's culture. This allowed EG to develop a plan for finding top talent to meet the college's needs, and for filling positions in a timely matter over the long term.

## Results

Officials at the College of Veterinarian Medicine found that the EG recruiter was a great fit for their organization. Always engaged, always committed to exceptional customer service, that dedicated recruiter checks in regularly on the school's recruitment needs.

The EG recruiter regularly sends candidates to MSU, even when the school has no active openings. This ensures the school is ready, with a roster of potential top talent, when it's time to fill another position.

