

CASE STUDY: HEALTHCARE

ABOUT CLIENT:

A global, diversified healthcare company with approximately 48,000 employees worldwide and over \$11 billion in annual sales. This Client assists patients with treatment for various severe medical conditions with the use of different medical devices, pharmaceuticals and biotechnology.

SCOPE:

Our Client relies heavily on the use of consultants with industry knowledge and skill sets such as:

- Full Lifecycle Application
- Architecture and Development
- Program Management
- Project Management
- Business Analysis
- Software Quality/Validation
- Testing
- Database Development
- Analysis and Architecture
- ERP
- CRM Systems
- Data Warehousing
- ETL Developers
- Data Modelers
- Data Architects

APEX SYSTEMS RESPONSE:

Apex Systems has become successful by understanding the unique requirements of our Client and aligning our services accordingly. For this particular Client, Apex's approach is carried out in the following two ways:

CLIENT ACUMEN:

Initiate regular status meetings. This allows Apex to align our recruiting methodology with the Client's high-priority projects and objectives.

Bridge delivery function with the Client. Apex's delivery managers and technical recruiters often communicate directly with this Client to discuss technical requirements, labor pool availability and any updates on our ability to fill the position. By having open access to this Client, Apex Systems recruiters have a 60% fill ratio to-date.

PIPELINE RECRUITING:

Establish a pipeline of candidates. This involves pro-actively recruiting for Client requirements on a daily basis. Approximately 35% of our total placements with this Client come directly from this pipeline of candidates, thus dramatically reducing our turn-around time to fill open positions.

Attend/Host industry networking events. This further increases our pool of candidates with healthcare and pharmaceutical backgrounds.

RESULT:

Apex Systems placed 155 contract employees with this Client in 2007; which placed Apex Systems in the top five suppliers. In 2008, our Client reduced their "Approved Vendors" list from 60 to five suppliers, of which Apex Systems was chosen as one of the five. Apex Systems now has the ability to place IT consultants at any of the Client's locations across the country.