CIVIL
CONSTRUCTORS

Site Grading Contractor Embraces Arcoro for Hiring and Onboarding

Civil Constructors achieved a worry-free hiring and onboarding process for low-tech and bilingual hires.

Civil Constructors is a Franklin, Tennessee based contractor specializing in rock blasting, site grading and excavating for commercial, industrial and residential projects. Founded in 1994, Civil Constructors has multiple locations and a diverse field of over 200 employees that expands seasonally and as their project slate grows.

Challenge:

Civil Constructors needed an easier way to communicate with foremen and supervisors in the field who were involved in the hiring process. They also needed an easier way to onboard and train new hires who might lack technical knowledge and were often Spanish speaking.

> "Arcoro makes applying and onboarding easy for anybody, even if you have no technology skill base."
> Director of Human Resources and EEO Officer Wendy Bradley
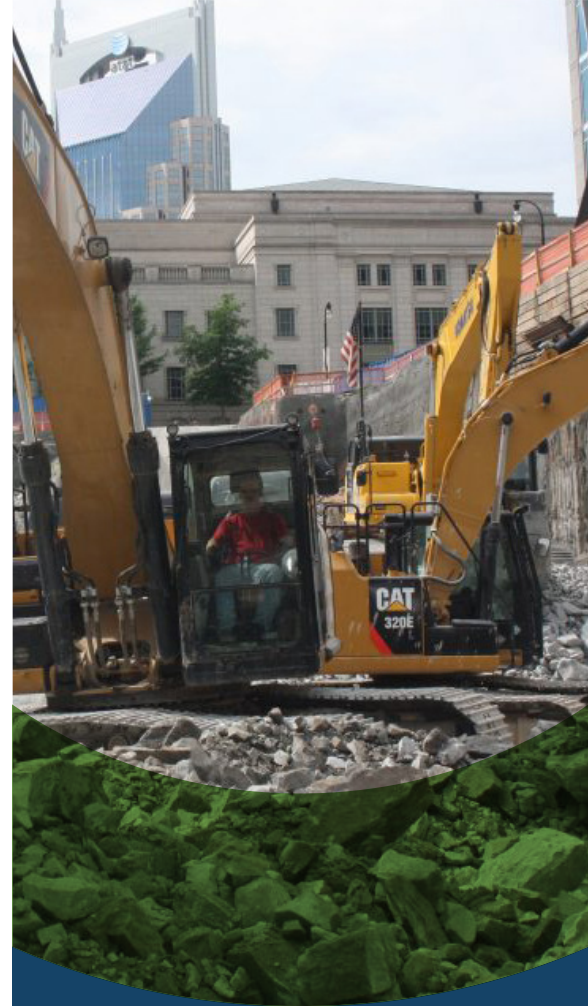
Solution:

When seeking out potential solutions Civil Constructors outlined three key goals: overcoming tech and language barriers, achieving ease of access from the field and simplifying documentation. Civil Constructors selected two Arcoro cloud-based software modules to solve their challenges and reach their goals for hiring and onboarding.

Hiring - Arcoro's Applicant Tracking software enabled Civil's foremen and supervisors to easily access and review resumes and applications whether they were in the office or on the field. "They can either forward it to our HR department and say they would like to proceed with the hiring process, or they can disqualify candidates based on questions or other internal criteria we use to determine if an applicant is someone we'd consider or not," Director of Human Resources and EEO Officer Wendy Bradley said. This visibility from anywhere into applicant materials eliminates trips into the office and cuts down tremendously on the amount of time required to hire the right applicant.

Onboarding - With Arcoro's Onboarding software, Civil was able to streamline their onboarding process by addressing the potential technology and language barriers. Civil places tablets at their front desk so new hires can easily access Arcoro's onboarding software including Spanish versions of forms and training. The Onboarding module also enabled admin staff to access employee documents quickly and easily when needed.

Are you ready to simplify your HR processes and build your best team? **Get in touch with Arcoro for a live demo today.**

Goals
- Remove obstacles to applying and onboarding for tech-challenged and Spanish speakers
- Involve field managers in the applicant-vetting process without phone calls or office trips
- Make it easier for all admin-level staff to access employee documents

Results
- Applicants can apply and onboard quickly & easily with cloud-based, bilingual software
- HR admins have forms at their fingertips with Electronic Filing Cabinet
- Foremen seamlessly join in the hiring process with cloud-based applicant review
- Office staff can review and facilitate hiring and onboarding from any location

Modules Used
- Applicant Tracking (ATS)
- Onboarding