



FROM COMPLEXITY TO SIMPLICITY: EDGE'S SCREENING TRANSFORMATION FOR A TOP SOUTHEAST RETAILER

Introduction

A large, leading retail brand primarily in the Southeast, leverages a blend of proven recruiting methodologies and advanced technology to meet their stores' urgent need for top-tier talent. Given the criticality of swift and thorough candidate assessments, the client has prioritized optimizing their background and drug screening procedures. Through their partnership with Edge, this retailer has revolutionized their hiring process, achieving newfound efficiencies that have positively impacted their operations.

The Challenge

The retailer faced challenges with high state access fees and lengthy turnaround times in their background and drug screening processes. Their previous approach involved state searches which have higher access fees and may not be considered the most accurate and up-to-date information like county searches.

The Solution

Edge's collaboration with the long-time client resulted in significant improvements:

- ✓ Transition from state searches to county searches with Multi-Jurisdictional Criminal Search Options (MJCSO), expanding coverage beyond the applicant's residing state.
- ✓ Seamless integration with their ATS, enabling streamlined screening requests directly through the system, eliminating paperwork and reducing the risk of errors.
- ✓ Consolidation of screening services, providing consistent pricing and quicker turnaround times.
- ✓ Enhanced client and candidate experience through real-time status updates and a faster, smoother screening process.

The Result

The impact of Edge's solutions on their hiring process has been remarkable:

- ✓ Reduced costs and turnaround times, leading to improved operational efficiencies.
- ✓ Increased overall efficiencies in background screenings program, enhancing candidate satisfaction.
- ✓ Strengthened client relationships and increased referrals due to enhanced screening capabilities.
- ✓ Substantial time savings and reduced administrative burdens, translating to significant annual savings for Bealls.

Anticipating long-term benefits, the client plans to continue leveraging Edge's integrated solutions for their pre-employment screening needs.

The company's Chief People Officer remarked, " I would recommend Edge and have recommended them because they have been a great partner for us. They keep up with laws and regulations and bring things to us that could affect our business."