



SMART SCREENING FOR A YOUNG WORKFORCE: HOW EDGE HELPED AN ATHLETIC RETAILER OPTIMIZE HIRING PROCESSES

Introduction

A prominent athletic retailer in the US faced a unique challenge in efficiently screening applicants under 19 years old. Their existing Applicant Tracking System (ATS) lacked the capability to differentiate and halt background processes for this demographic, leading to significant inefficiencies and costs. Recognizing the need for a tailored solution, the client turned to Edge, an innovative technology provider specializing in custom IT solutions related to background screening and drug testing.

The Problem

The larger retailer encountered inefficiencies and increased costs due to their ATS processing background checks for applicants under 19, despite the majority of minors having no criminal records or sealed records due to their age. This resulted in unnecessary background checks, prolonged turnaround times, and heightened expenses. The manual intervention required to cancel these checks further compounded the issue, leading to operational bottlenecks and resource drain.

The Solution

Edge implemented a customized IT solution for our partner, specifically targeting the challenge of efficiently screening applicants under 19. This solution, which was also successfully offered to another client facing similar requirements, included the following key features:

- ✓ Customized IT process integrated with the client's ATS to detect and halt background checks for applicants under 19 as soon as their date of birth (DOB) is entered.
- ✓ Automated cancellation of background processes for eligible minors, eliminating manual intervention and streamlining the screening workflow.
- ✓ Real-time monitoring and reporting capabilities, providing the client with visibility and control over the screening process for minors.

This innovative solution not only addressed our clients' immediate challenges but also showcased Edge's ability to provide scalable and effective IT solutions tailored to unique client needs.

The Result

The collaboration between the large athletic retailer and Edge yielded significant improvements:

- ✓ Reduced costs associated with client background checks for minors, optimizing budget utilization.
- ✓ Enhanced efficiency by eliminating manual intervention and accelerating the screening process for eligible applicants.
- ✓ Decreased turnaround times, leading to faster hiring decisions and improved candidate experience.

The custom IT solution implemented by Edge not only addressed the clients' immediate challenges but also provided a scalable and sustainable approach to managing background screenings for applicants under 19. This innovative solution reflects Edge's commitment to delivering tailored technology solutions that drive operational excellence and cost savings for their clients.