Detailed Case Study

Graduate Paramedic Recruitment delivering exceptional experiences together with deep data and insights to make strategic talent decisions.

Our customer

Our customer operates is a large State government Health Department and is hiring degree qualified graduate paramedics each year. Running a national campaign to hire the best and the brightest with over 600 applications received each year.

Following doing it themselves for several years, the process was very manual, labour intensive and time heavy burden on local Operational Managers to undertake the bulk of recruitment activities. Our customer wanted a new approach to talent management that would better align with their needs for high standards of cognitive ability and behaviours, coupled with brand and successfully position of the Organisation as an employer of choice.

Hill Consulting HRS Solutions was engaged to design and deliver a contemporary graduate recruitment solution in both 2020 and again in 2021 that would achieve a disciplined workforce planning approach and innovative talent acquisition strategy, using the latest in AI Chat bots for initial phone screening and Psychometric testing for shortlisting. This enabled the business to attract and select high quality candidates from a very large field. Detailed weekly analysis and reporting also reflective of the diverse and minority groups in the candidate mix. Additional special assistance was provided to candidates when needed. Final candidate pools and shortlists better reflecting the communities that it serves.

Our outcomes

We designed and implemented a high-touch talent tailored campaign model, delivered by a national team of experienced talent professionals, and elevated our customer's resourcing capability with best-practice AI chat bots, online selection and assessment centres and talent processes with improved (weekly meetings) for hiring manager support.

The recruitment campaign was cost neutral compared to Hiring Managers and Ops Directors undertaking all the selection work. Candidate feedback was positive, and we also managed to improve their diversity and inclusion mix in the final shortlisted pool with close tracking and design of each stage in the process.

Increased behavioural and cognitive testing techniques used for better fit to the Paramedic role and demands enabling our customer to make informed, strategic talent decisions. We also helped build a data base on results (data and analysis) across the different stages and tools used so over time our client can build a good portfolio picture of what makes a "good graduate paramedic" fit for success in the job.