

# GradSift Case Study



Laing O'Rourke is an international engineering enterprise, founded on over a century and a half of experience. Through our fully integrated offer we are delivering a single-source solution for some of the world's most prestigious organisations.

Laing O'Rourke runs a national internship program across six work streams. They receive in excess of a thousand applications.

Historically they had manually screened applications. However, tighter internal resources meant that was no longer a feasible option.

The objective was to streamline the review process while maintaining the integrity and validity of the assessment.

**“GradSift has definitely increased efficiency and productivity through its streamlined and easy to use system design”**

Under budget pressure, they chose to use the GradSift Essentials version. That gave them access to GradSift for 30 days, enough time to screen and shortlist their applicants. It included the recorded candidate video feature whereby they could watch top ranked candidates.

Candidates continued to apply directly via the organisation's applicant tracking system. After applying any mandatory eligibility filters, candidates were then invited to complete a GradSift profile for one of their six work streams.

## Results

“We really enjoyed the filtering, reporting and data output features of the system, however being able to hear from our candidates via the video feature was definitely our favourite.

The support, and service, we received has been absolutely fantastic. We would definitely recommend introducing, and using, GradSift as part of your Entry Level Talent recruitment process.

Grace Freckelton, Learning & Development Advisor, Laing O'Rourke

Streamline your graduate and entry-level selection process

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