COVENANT TECHNOLOGY PARTNERS CASE STUDY

Enhancing Recruitment Efficiency with Power Apps

Power Platform

BUSINESS PROBLEM

A renowned construction firm faced several challenges in managing the data of interns and candidates using existing Excel files. The recruiting team needed an end-to-end staffing and recruiting software to streamline their processes, especially during the college recruiting season.

The primary issues included:

- **Data Management**: The existing Excel files were inefficient for managing large volumes of data, leading to difficulties in tracking and updating candidate information. This inefficiency resulted in a lack of real-time updates and inconsistencies in the data.
- **Real-Time Updates**: The team required an 'Excel-like' grid layout that allows editing multiple fields at once and shows real-time updates from other users. The absence of this feature made it challenging for the team to collaborate effectively and keep the data up to date.
- **Navigation and Functionality**: The app needed improved navigation, logic, and fields to enhance its functionality and user experience. The existing system lacked intuitive navigation and required additional logic and fields to meet the specific needs of the recruiting team.
- **Integration with Existing Systems**: The app needed to provide an API layer to interface with the transactional database and Crelate, as defined by the client. This integration was crucial for ensuring seamless data flow and consistency across different systems.

OUR OBJECTIVE

Our objective was to assist the construction firm in developing a recruiting application using Microsoft Power Apps. The app needed to manage intern and candidate data, provide an 'Excel-like' grid layout for real-time updates, and improve navigation and functionality. Additionally, it required an API layer to interface with the transactional database and Crelate.

OUR SOLUTION

We developed a Recruiting Power App with features such as a Power Platform-based application, an API Integration layer, project management, User Acceptance Testing (UAT), architectural diagrams, knowledge-sharing sessions, and post-production support. The app was designed to streamline the talent acquisition process, making it easier for the construction firm to attract and retain top-tier talent.

RECRUITING TOP-TIER TALENT

The Recruiting Power App was designed to support this leading construction firm in recruiting top-tier talent. Improved data management, real-time updates, and enhanced functionality allowed the recruiting team to focus on identifying and engaging with top-tier talent. Integration with existing systems ensured a seamless and efficient recruiting process, giving the construction firm a competitive edge in talent acquisition.

THE RESULTS

The project followed an agile approach, allowing for flexibility, quick results, and continuous improvement. The collaboration between Covenant and the construction firm ensured that the Recruiting Power App met the needs of the recruiting team. Key results included improved usability, enhanced functionality, and successful collaboration, leading to the project's completion within the estimated timeline. Post-production Hypercare support ensured the app continued to function optimally.

Want to achieve similar results? **Contact Covenant Technology Partners** *to learn how we can help your business thrive.*