



Career.Place Case Study

Saving time and removing bias with career.place

Clippard Instrument Laboratory in Cincinnati is a private manufacturing company on a mission to revamp their hiring process. While their initial intention was to find a partner to help them eliminate bias, they were also suffering from a process that stretched on for months.

Jennifer Caunin, VP of HR at Clippard, described the process:

"It usually took us two to three months to hire an engineer from the initial start of job posting, resume filtering, assessments, phone screens, multiple onsite interviews, etc. The process was very labor-intensive for any recruiter, whether in house or external."

Who: Clippard Instrument Laboratory

Industry: Manufacturing

Jennifer initially engaged with career.place to meet her objective to eliminate bias, but what she didn't count on was the impact of career.place had on the hiring process.

What happened

Within a week of posting the job for a Design Engineer, and with less than 20 minutes of effort, the career.place technology aided Clippard in taking a total of 99 applicants down to ten (10) qualified candidates. And a decision to hire was made in less than a month. Not only were candidates qualified without the time-consuming initial phone screens and resume reviews, the resulting quality of the qualified candidates were so high, they were able to reduce the number of on-site interviews. Ultimately, Clippard **reduced time to hire by 60%** and **cut cost over 50%** while significantly reducing time and effort from the team.

"I have never had such a fast or smooth recruitment process."
- Jennifer Caunin

As for diversity, not only did they have an increase in diversity in the slate of candidates, the process changed their views on sponsorships.

Clippard had traditionally not engaged with candidates requiring sponsorship. However, after using career.place, one of the candidates stood out as a fantastic fit – not just in hard skills and experiences, but in approach, team-oriented mentality, and thoughtful courtesy.

Upon unlocking the candidate, they discovered the candidate required sponsorship, an investment that never seemed so valuable.

They decided to hire him.

"You [career.place] are disrupting the Hiring Process. This is so easy and obvious, how is it we haven't been doing that before!"

- Jennifer Caunin

Highlights using career.place:

- Reduced time to hire by **60%**
- Cut costs over **50%**
- "Significantly" reduced time and effort of hiring team
- Expanded diversity including visa sponsorship