

# Partnering with the VEC 2022 VIC state elections



Victorian  
Electoral  
Commission

people  people

people  people **FROG**  
RECRUITMENT

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# Who we are

Operating for over 18 years in Australia, New Zealand and the United Kingdom, people2people and Frog Recruitment are an award-winning recruitment group with people at heart, always.

We base our relationships on longevity and long-term goals: 40% of our staff has been working with us for more than five years, and our Net Promoter Scores for candidates and clients are over 80%.

We understand even global businesses need to operate at a local level. Our specialised teams achieve exceptional results through tailored services to meet your unique market conditions, and invest time in getting to know our clients' business and goals. **We hire quality talent, fast!**

people2people has grown to nine offices across Australia, New Zealand, and the United Kingdom, employing more than 110 staff.

The people2people group was recognised as the 2022 Outstanding Large Recruitment Agency and the 2022 Excellence in Candidate Care winner at the RCSA Awards.

**4.8M**

Website page views per year

**1.3M**

Candidates in our database

**106K**

candidates interviewed

**2.1K**

Government jobs filled





# State election - background

An event the size of a state election requires considerable planning, resources, and collaboration. In 2022, people2people was given the opportunity to address the Victorian Electoral Commission's recruitment needs at their Centralised Activities Site and 10 district Hubs across Metropolitan Melbourne.

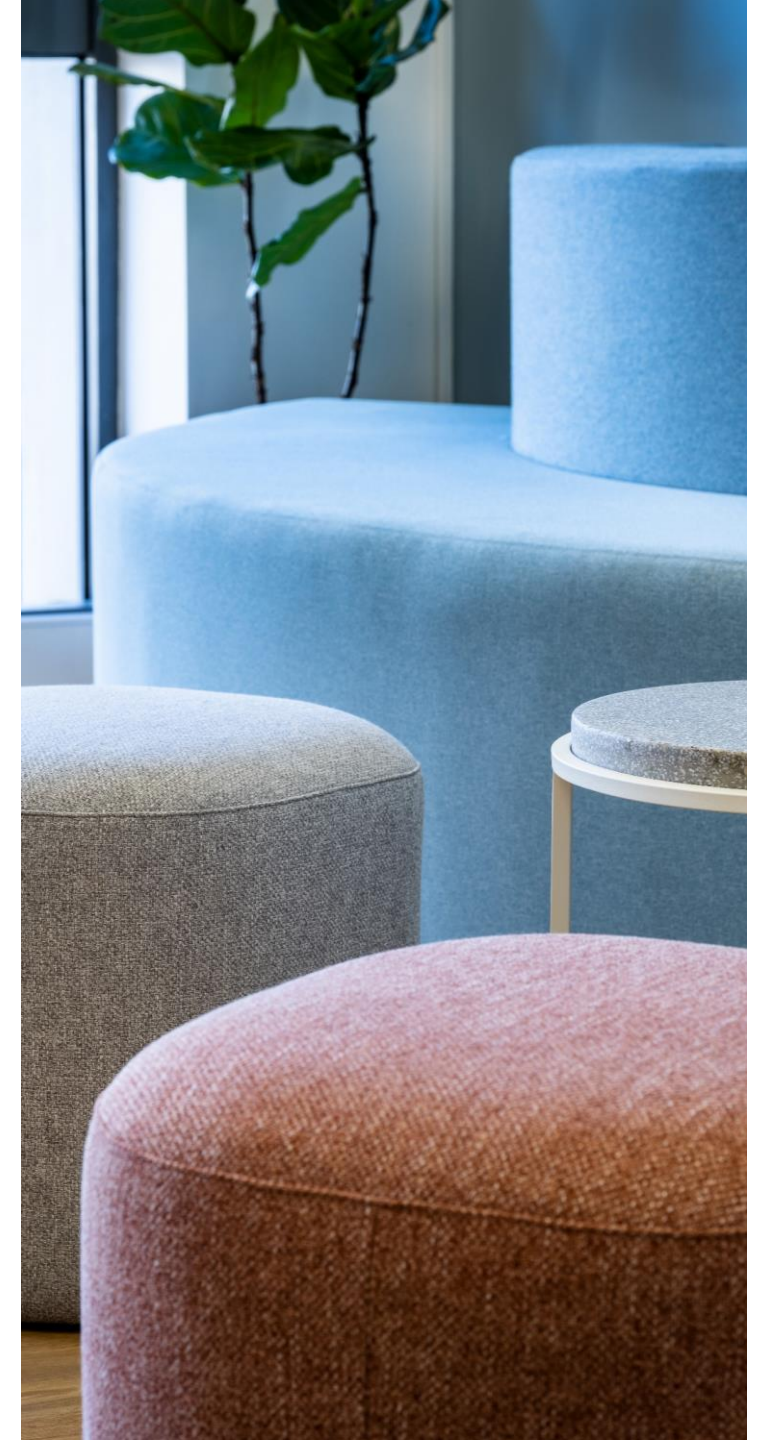
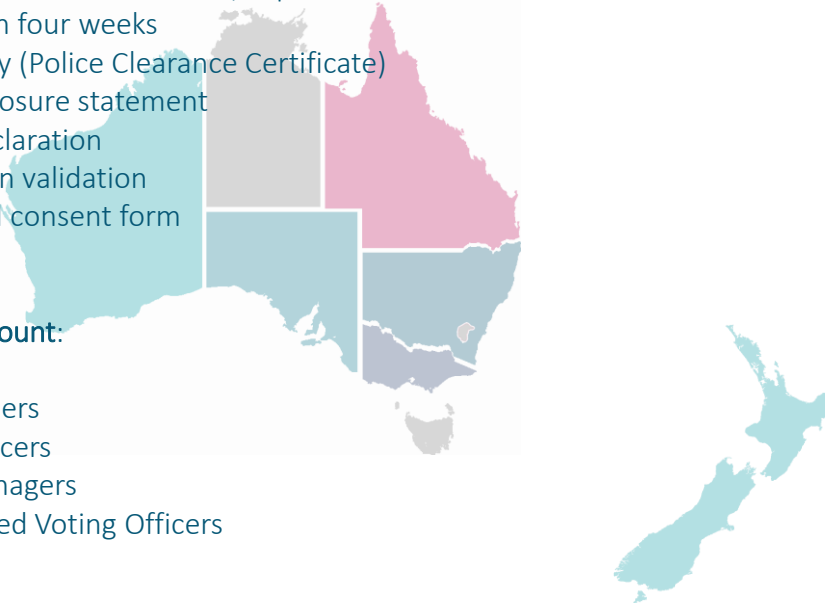
**Timeframe:** 24/10/2022 – 19/12/2022

## Requirements:

- Double COVID vaccination at a minimum, triple vaccination for candidates who would be working longer than four weeks
- Free of Criminal history (Police Clearance Certificate)
- Declared political disclosure statement
- Conflict of Interest declaration
- Misconduct declaration validation
- Model declaration and consent form

## Required roles and headcount:

- 18x Logistics Officers
- 3x Logistics Team Leaders
- 275x Hub Support Officers
- 10x Assistant Hub-Managers
- 100x Telephone Assisted Voting Officers



# Our approach

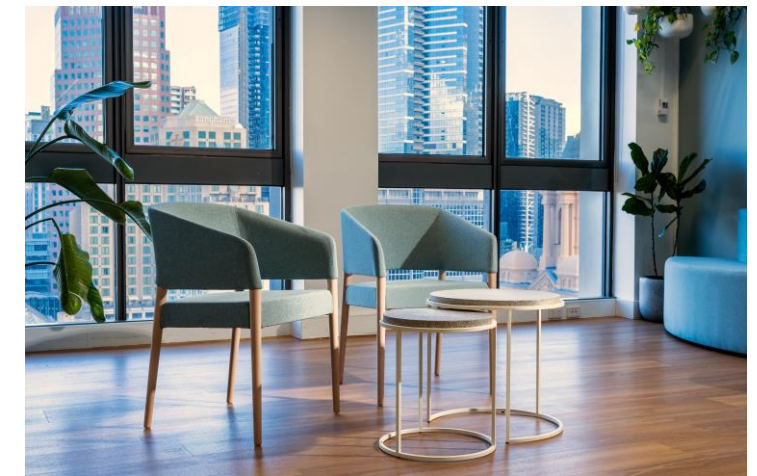
After understanding the client's needs, we selected a team of 10 dedicated recruitment consultants and, with the help of our cross-functional teams (Marketing, Systems, and Payroll teams), reached out to prospective candidates.

## Sourcing techniques:

- Job ads across 10+ different job boards, combined with social media ads and community roadshows
- Leverage of our 1.3 million candidate database
- In-depth use of SEEK integrated talent search (one of five recruitment agencies in Australia with access), to reach out to a high number of job seekers within a short time span
- Promotion of job ads through creatives including banners and videos for each role
- All job ads published on The Field, a new job board aiming to reduce unemployment amongst people with disabilities

## Screening and on-boarding:

- Phone Screening
- Interviews conducted in face-to-face settings and on MS Teams
- Compliance checks performed in short time frames - Police checks, Vaccination checks, Working rights verification, Reference checks, and gathered all other Government documents



# Results

**850**

Applications  
across all roles

**500**

Shortlisted  
candidates

**460**

Hired  
candidates

**554**

Placements  
created

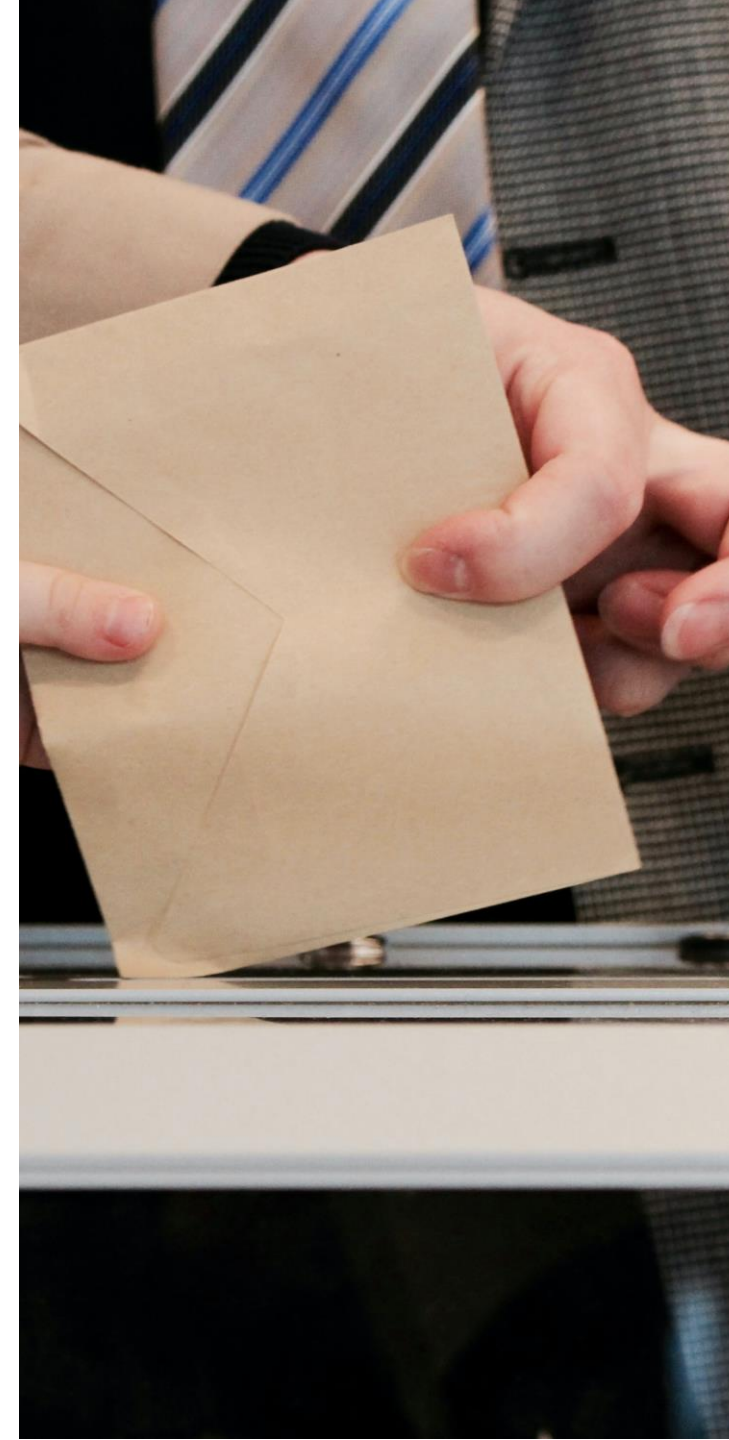
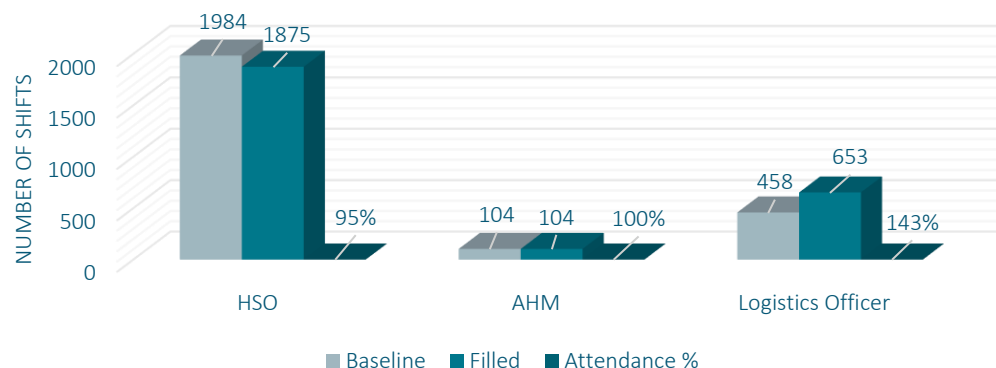
Apart from the initial baseline numbers, within 48 hours, VEC requested our team to source an **additional 100 Surge Hub Support Officers** on the election day across multiple hubs and as many as possible Telephone Assisted Voting Officers at the **Centralised Activities Site** (100 candidates placed).

## Our approach ensured:

- Consistent, scalable solution to bulk recruitment needs of the VEC
- Robust client and candidate on-boarding in Deputy (Scheduling, Timesheet & Time Clock Software) which enabled efficient staff management across multiple locations and workforce optimisation on the go

## We achieved a 98% fill rate with less than 5% drop-off.\*

\*includes COVID affected and sickness absence





# Get in touch

people2people offers tailored recruitment solutions across Australia, New Zealand and the United Kingdom. If you are looking for a recruitment partner with a significant candidate reach, robust sourcing techniques and a deep focus on customer service, give us a call or email us today.

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Connect with us



people2people and Frog Recruitment acknowledge the Traditional Custodians of Country, pay respect to their Elders past and present and extend that respect to all Aboriginal, Torres Strait Islander and Māori peoples today.

