

# DELPHI

- Client** **Delphi Diesel Systems**  
Stonehouse  
Gloucestershire GL10 3SX
- Activity** Delphi Diesel Systems is the World leader in fuel injection technologies such as electronic unit injection, rotary and common rail systems. It has 12 manufacturing locations in seven countries.
- The need** The facility in Gloucestershire is one of their principal UK sites producing high volume, precision parts for the heavy duty and off road market. The site has enjoyed rapid expansion and employs some 650 personnel. As a World Class Manufacturing company, Delphi have always invested heavily in attracting and developing talented engineers, and have built an enviable track record in training. Despite their reputation and investment into recruitment campaigns Delphi have struggled to source personnel at CNC Operator and Craft level.
- The solution** Delphi decided to look to Eastern Europe to source skills from an alternative labour pool. Delphi's requirements were transferred into a specific recruitment process that would mirror their UK recruitment processes as far as is possible. The process included one-one interviews, English literacy, reasoning and aptitude tests, coupled with mechanical comprehension tests. Delphi was represented in Poland by both HR and Production personnel and they worked seamlessly with Omega's own team. The two day assessment was attended by 40 candidates who each received a presentation about Omega, our unique welfare service, Delphi Diesel Systems, job roles, remuneration and even a welcome gift from Delphi.
- The results** All 20 CNC Operators were recruited during the two day assessment and all were repatriated and housed close to site. A subsequent order for Craft personnel was successfully recruited, whereby Omega ran a managed campaign, conducted extensive telephone screening prior to the candidates attending interview in the UK. All candidates were tested, screened and interviewed and all were successful.
- Additional** The company is seeking to utilise this service to recruit for similarly hard-to-fill positions.

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