



## European Academic Institution Infrastructure but No Staff

### Background

Without the appropriate workforce, institutions risk losing their accreditation, access to funding, and ability to conduct research. This was the case for a renowned European academic institution that had a substantial infrastructure but lacked expertise in vivarium management. There came a point where they had to decide whether to allocate resources, time, and money into recruiting, training, and retaining staff or to identify another option that would enable them to focus on their research programs.

### Challenge

When the institution decided to open a new research facility complete with a vivarium, the challenge was to find the most cost-effective and streamlined approach to quickly filling the ranks with minimal interruption. However, they soon realized that due to difficult country labor laws and the headaches associated with recruiting and training expert staff, they would not be able to accomplish this quickly without assistance.

### Solution

At the time of this problem, Charles River Insourcing Solutions<sup>SM</sup> was already providing vivarium support functions for one of their facilities. Looking to expand on this already successful model, they consulted with us regarding further expansion of staff and resources in their new facility. We presented a solution that leveraged the existing support and allowed for the immediate ramping up of staffing into the new facility.

### Benefits | Highlights

The average recruitment cycle for a position can range from 60 to 90 days, without factoring in the time it takes to train new staff. According to Training Industry Quarterly\*, it takes at least one to two years to get an average employee up to optimal performance. With Charles River, the time to fill was cut in half and the facility was staffed with experienced personnel. By choosing to staff their new facility with Charles River experts, they were able to continue supporting their ever-expanding research program with minimal interruptions.

### Highlights:

- **Time-to-fill/train:** Factoring time to train employees, the new facility was staffed with expert productive personnel in 60 days, instead of one to two years.
- **Annualized savings:** While this program is relatively new, it is estimated that they will save 20% when fully implemented.
- **Value:** The new facility is currently staffed with highly trained personnel that are capable of meeting the institution's research demands without having to undergo the long and expensive process of staff recruitment and training.

\* Citation: <https://recruitshop.com.au/long-take-employee-fully-productive/>