

Designing an Equitable Staffing System to Promote Transparency and Fair Access

Disclaimer: The case study below details a successful project executed by APC Solutions principals at their previous firm.

The Context: A mid-sized professional services firm recognized inefficiencies and inequities in its staff assignment process. Roles were often filled based on familiarity or immediate availability, without consistent consideration of qualifications, leading to perceived favoritism and missed opportunities for professional growth.

The Challenge: Supervisors and project leads relied on informal communication networks to staff projects. Without a centralized view of staffing needs or staff availability, high-potential employees were frequently overlooked.

The Solution: A centralized platform was developed using the firm's existing technology platforms. This platform allowed project teams to post open roles and enabled managers to view all available talent profiles across the organization.

Why use existing technology platforms? Leveraging a company's existing technology platforms can facilitate integration, improve return on investment, and reduce implementation time and cost. Building solutions within familiar tools accelerates impact, streamlines workflows, and supports long-term scalability and organizational alignment. It also promotes user adoption and system security.

The Approach: Our principals collaborated with leadership to design a transparent, data-informed staffing request system. They then integrated the system into the firm's existing project management tools and trained managers to adopt consistent, bias-reducing practices.

The Results: Within six months, project staffing efficiency improved and staff satisfaction with assignment transparency rose. This success became a model for the equitable talent-deployment solutions APC provides today.

How do I get started? APC can work with you and your team to determine how to use your existing technology platforms to solve your most challenging problems. Contact us today by phone, email, or text to set up a discussion.

APC Services: Process Redesign, Equity & Inclusion Strategy, Change Management, Workforce Optimization