

## **CASE STUDY:** **Boosting a Skilled Trade Workforce by 450+ to Help a Client Meet Sudden Business Demands**



### **The Challenge**

Upon winning several large contracts, a locomotive manufacturing company in the Dallas/Fort Worth area needed to quickly increase their workforce from 300 employees to more than 700 employees. Up until this time, their hiring program was referral-based. They did not have a recruiting team driving candidates through the hiring process. With the increase in business, the manufacturer needed to overhaul their recruiting program in order to add 400+ additional team members, including warehouse associates, assemblers, welders, CNC machinists, painters, maintenance technicians, test technicians, and other non-exempt roles.

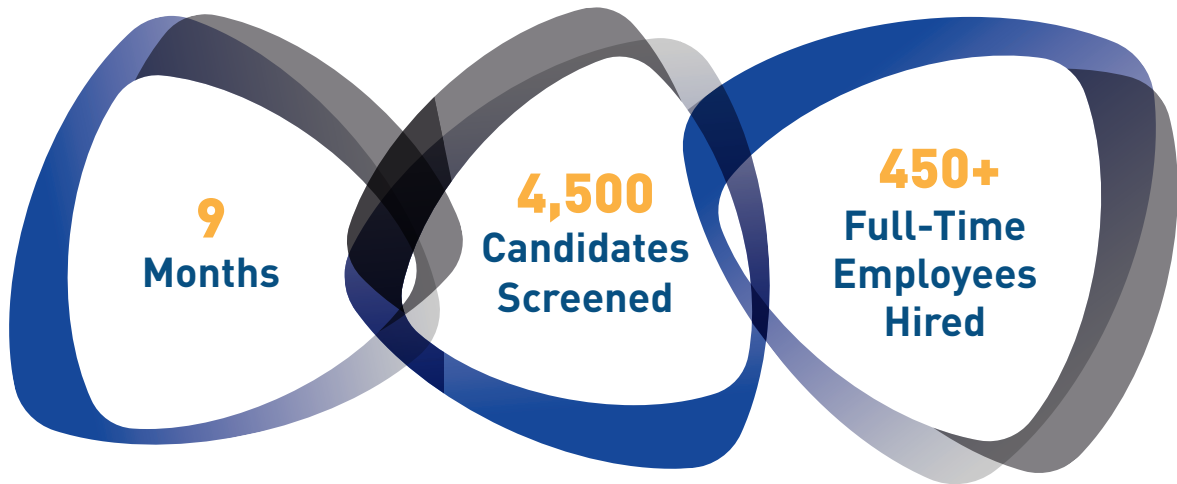
### **The Action Plan**

The manufacturer confidently turned to Advantage xPO, an HRO Today-recognized provider for RPO services. After discussing the client's specific hiring needs and challenges, Advantage xPO created a plan to:

- **Assemble a dedicated on-site team**, including three full-time recruiters and two recruiting coordinators.
- **Manage and increase the volume of candidates** entered into the client's applicant tracking system by recruiting from a number of proven sources.
- **Reduce existing electronic forms of communication** to add a human element to the hiring process to improve the candidate experience and prevent qualified candidates from being overlooked.
- **Facilitate a required cultural and skill set evaluation process** to track candidates and provide timely communication.
- **Coordinate on-site interviews** for the hiring team.
- **Provide hiring events** to make it easier for candidates with limited resources or availability to take time off work to complete the assessments and on-site interview on the same day.

### **The Result**

Within three weeks, Advantage xPO assembled a full on-site team and began implementing programs and processes to increase traffic and manage the large population of candidates. In just 9 months, Advantage xPO screened more than 4,500 candidates and hired 450+ full-time employees while also answering to new hire needs and backfilling attrition from the existing workforce. They reduced time-to-hire from 60+ days to 43 days.



Advantage xPO created a seamless hiring process while also improving the candidate experience. They ensured all candidates were contacted by phone within 24 hours of submitting their application. They coordinated hiring events focused on the critical-to-fill roles, with as many as 100+ candidates in attendance. They also worked with the client to establish regularly scheduled weekly on-site interviews, allowing the hiring team to interview an average of 20 people per day. During peak hiring weeks, they interviewed up to 65 candidates per day!

Also, while the client had promoted an internal referral program, they didn't have the resources to effectively manage the candidates generated from it. Understanding the client's needs and budget, Advantage xPO now manages the referred candidates and their experience in the hiring process.

As a result of the program's success, the manufacturer has asked Advantage xPO to continue to manage every step of the recruiting and hiring process up to the job offer stage for all hourly skilled workers with a long-term RPO partnership agreement.



*"We weren't getting the volume of qualified candidates we needed to achieve a large staffing ramp up in our Fort Worth, Texas shops. I was looking for a recruiting process outsourcing solution when I came in contact with Advantage xPO. They responded quickly and set up a meeting with us to understand our needs and then provided us with a plan on how they could help us. Advantage xPO had their recruiting team in place within a couple of weeks after their proposal to us and began to provide the qualified candidates we needed. Partnering with Advantage xPO, we hired over 450 new employees in 2018! Advantage xPO understands how to find the talent in the market, screen them, and fill your talent pipeline. They have been a great partner for helping us meet our business needs."*

- John L, Executive HR Business Partner

