



## Maximizing Hiring Outcomes for a Fortune 500 Partner

### Geography

United States

### Industry

Light Industrial

### Service

Sourcing & VMS Support

### Client Tenure

12+ Years

### Case Study Period

12 Months

### Team Size

25 Resources

### Client Profile:

A reputable IT and Engineering staffing solutions provider, specializing in experience-driven staffing, professional services, and workforce transformation for Fortune 500 companies.

### Solution:

- Implemented targeted sourcing for high-priority accounts to boost recruiter efficiency, and manage higher job volumes.
- Refined candidate evaluation with custom pre-screening, boosting submission quality and interview-to-start ratio.
- Enhanced VMS coordination to reduce time-to-fill.
- Cross-trained recruiters for flexibility across accounts, ensuring consistency, and preventing leakages.

### Client Objective:

- Increase per recruiter efficiency to handle higher job volume.
- Improve submission quality and interview-to-start ratio.
- Ensure 100% candidate delivery for all state and federal client programs.
- Eliminate leakages, and strengthen relationships with strategic clients.

### Impact:

- Boosted recruiter efficiency with a 39% job volume increase, despite a smaller team compared to 2023.
- Improved submission quality, with submissions up by 25%, and interviews up by 45%.
- Enhanced interview-to-start ratio, achieving a 19% increase in placements.

Recruiters	Submissions	Interviews	Placements
25	3,765	313	51

2024 Performance Data

