



237 placements with 1.16 interviews per hire for niche roles

Geography

Canada

Client Tenure

24 Months

Industry

Finance, Skilled Trades,
Light Industrial

Case Study Period

24 Months

Service

Sourcing,
Prescreening

Team Size

1 Resource

Client Profile:

A leading staffing firm in Alberta, Canada, delivering workforce solutions across finance, skilled trades, and light industrial domains.

Client Objectives:

- Place finance professionals for full-time roles within a competitive and budget-constrained market.
- Improve retention, and reduce high backout rates in bulk light industrial positions.
- Increase interview-to-start conversion ratios by enhancing candidate quality and alignment.
- Deliver consistent hiring outcomes despite limited team size and franchise-bound operational scope.

Solutions:

- Deployed a dedicated recruiter focused on pre-screening
- Built strong pipelines tailored to high-demand roles across multiple sectors
- Improved candidate preparation to boost offer and start ratios

Impact:

- 237 placements made between June 2023 and May 2025 by a single recruiter.
- About 1.16 interviews were conducted for each hire
- 87 hires in 2024, marking a 50% increase over the previous year.
- Successfully filled niche and location-sensitive roles.
- Helped the client secure new business through reliable delivery and quality outcomes.
- For a detailed breakdown, refer to the tables on page 2.*



Performance Data

Duration	Open Jobs	Submissions	Interviews	Placements
Jun-Dec 2023	43	306	85	85
Jan-Dec 2024	125	432	122	98
Jan-May 2025	51	222	68	54

