

FROM SIX-MONTH PILOT TO PARTNERSHIP

Improving Quality, Candidate Experience, and Retention in Skilled Trades Hiring

Client

A premier iron casting provider serving automotive, commercial truck, and industrial markets, with ongoing needs for Maintenance and other skilled roles across multiple plants.

Improvement Opportunities

- National and ongoing skilled trade hiring challenges across multiple facilities since 2021.
- Initial priority to stabilize maintenance hiring, revealing deeper issues in candidate quality and process efficiency.
- Inconsistent candidate quality, process inefficiencies, and communication gaps between hiring managers and HR teams.
- Needed more than additional headcount – sought a strategic solution.

Solution

- Launched a six-month pilot program focused on maintenance hiring to demonstrate the impact of a data-driven, streamlined recruiting model.
- Embedded with plant leadership and HR teams to conduct detailed intake sessions, optimize workflows, and build operational efficiencies.
- Pilot success led to a long-term partnership providing scalable recruiting support across skilled trade disciplines.

Results & Outcomes

- Offer fallout rate improved by 50% compared to 2024 with the implementation of warm welcome calls to new employees.
- YoY vacancy rates reduced by 25%
- Six-month pilot program success led to a trusted, long-term partnership now approaching three years.



Client Case Study -
Retention + Candidate Experience

“Thank you, Source2 for filling 100% of our positions. We appreciate all that you do.”

– Manager, HR

Key Takeaways

- **When Source2 was brought on, turnover was 100%. Source2 lowered that by 50%**
- **78% of submitted candidates are being interviewed, indicating continued hiring manager trust in submissions**

Let's Talk about Solving Your Toughest Hiring Challenges.

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