

# ANNUAL HIRING OF THOUSANDS OF EMPLOYEES TO SUPPORT 10X GROWTH

National Utility Services Provider Relies on Source2's Scalable Hiring Strategy to Support 5,000+ Annual Field Technician Hires

## Client

- Nation's largest provider in their industry with 14,000+ employees
- Exponential growth (10x) over the last 10 years
- 200+ hiring managers and locations from remote rural areas to major metro markets
- 18-year relationship with Source2

## Improvement Opportunities

- Precise planning and fast execution of the recruiting and hiring process demanded by seasonal aspect of business
- High competition for talent and fluctuating hiring needs
- Tight hiring window due to training and on-boarding process
- Moving qualified candidates through rigorous background and employee screening procedures

## Solution

- Fully integrated system that includes AI technology, client-branded advertising with social media campaigns, analytics, and lean process
- Dedicated staff of 30 recruiters
- Scale recruitment staff to meet seasonal demand
- Over 100 in-person and virtual client-branded job fairs annually

## Results & Outcomes

- <3% of annual wages cost-per-hire
- 5,000+ candidates hired annually



Client Case Study - High-Volume Solution

*"Source2 routinely goes the extra mile to ensure their entire team is aligned to our people, culture, processes, and goals. Their ability to quickly ramp up every year ahead of our busy season without skipping a beat is truly remarkable. We have worked with Source2 for over a decade and view them as an integral part of our team."*

– Senior Manager of Recruiting

## Key Takeaways

- 70 locations recruited for nationwide
- 130,000+ candidates recruited and processed annually

**Let's Talk about Solving Your Toughest Hiring Challenges.**

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