

Scaling Critical Production

How We Helped a Global Power Leader Ramp Workforce in 90 days

At A Glance:

- **Industry:** Critical Power & Data Center Infrastructure
- **Challenge:** Rapidly scale skilled labor for PDU/Switchgear production.
- **Role Profile:** Assemblers & Machine Operators (Hand/Power Tools, Schematics).
- **Outcome:** 11x Headcount Growth with Best-in-Class Retention.

The Challenge:

Scaling Builders, Not Box Movers: A global manufacturing leader needed to ramp production immediately, but the "warm body" approach was failing. The floor didn't need general labor; they needed builders. The requirement was strict: candidates had to demonstrate **true mechanical aptitude**—reading blueprints, operating impact drivers, and understanding assembly logic—before they ever stepped on the floor. With a quota of 10–15 starts per week, the client needed a partner who could vet for actual skill, not just resumes.

The Solution:

We knew that standard recruiting wouldn't work for this volume. Instead, we leveraged our established standards: conducting thorough, customized interviews to vet for skill, maintaining a **'Boots on the Ground'** presence to support the floor, and doing the little things well to drive retention. This allowed us to apply a **high-touch process** to every requisition.



Enhanced Interviews

Beyond standard questioning, we utilized detailed skills assessments and behavioral screening to catch potential attendance risks and "fit issues" before the start date.



Candidate Walkthroughs

We implemented pre-assignment site tours to give candidates a first-hand look at the daily tasks. This "reality check" sets expectations early and drastically lowers "shock turnover."



On-Site Support

We prioritized deploying senior leadership directly to the production floor. This ensures quality standards are met daily and provides real-time support for line managers.

The Results:



Rapid Ramp:

Between July and October, we successfully ramped our active headcount from 10 to 115 associates, delivering the volume needed to hit Q4 production targets.



4x Better Retention:

While the average site turnover rate hovered around 8%, our "Reality Check" process kept TCS attrition at just 2.03%, ensuring operational continuity.



Full-Time Conversions

We didn't just fill temporary seats; we built the core team. As of November, 52 associates have already converted to full-time employees.



97%
Weekly Fill-Rate



2.03%
Weekly Attrition



115
Peak Headcount



52
Full-Time Conversions

Experience the Sourcing Difference



**Boots on the
Ground**



**Placement
Warranty**



**Specialized
Sourcing**



**Retention
Focused**