

CASE STUDY

Private-Equity Backed Environmental Services Company Partners With Hire Velocity to Accelerate Hiring and Lower Costs

How an Environmental Cleanup Company Filled 300+ roles With Hire Velocity's Full Cycle RPO Solution

Nationwide talent shortages and an underdeveloped hiring process left an East Coast-based environmental services company scrambling to fill crucial positions. Hire Velocity partnered with company leaders not only to source and hire qualified candidates, but also to revamp the internal recruiting process so positions could be filled quickly at the lowest possible cost. Early successes encouraged company leaders to expand the partnership to include additional, more senior roles, resulting in over 320 hires with an average time-to-fill of just 41 days and an **average cost-per-hire of 68% less than the industry average.**

Urgent Needs Create Critical Workforce Gaps

In early 2018, talent needs at an East Coast-based environmental services company specializing in cleaning and servicing residential, commercial, and municipal systems reached critical levels. Work was steady and clients plentiful, but the company couldn't keep up with demand due to an urgent need for drivers who could also perform the cleanup work.

Internal recruiting processes were nearly non-existent, with individual hiring managers shouldering the responsibility for filling open positions in their own departments. Without a standardized recruiting strategy or candidate process, filling a given role frequently took longer than 90 days. That's when they reached out to Hire Velocity.

Communication and Partnership Pave the Way for Success

In April, company leaders spoke with Hire Velocity about designing a hiring strategy to meet their urgent need for drivers. Hire Velocity initially focused on an action plan for sourcing and attracting drivers for non-exempt positions.

The strategy aimed to do more than just fill roles, however. Because the company had very few hiring protocols in place internally, one of the engagement's initial goals was to help change those internal practices so that candidates could move through the process quickly.

"Our process works and we have the experience and industry knowledge to create successful outcomes for every client. When a client is willing to implement our recommendations to their internal processes, that's when they really see amazing results. And that's what happened for this client," said Byron West, Hire Velocity President and key contact for the account.

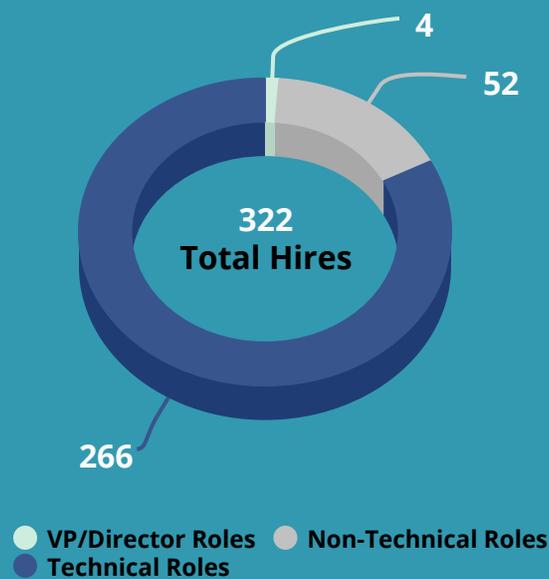
"If we don't get feedback from the hiring managers quickly, we can lose interested candidates," West said. "But in this case, open communication and a willingness to make strategic changes created a powerful partnership with outstanding results."

In the first four months of the engagement, the company saw such a dramatic improvement in both the speed of hiring and the quality of new hires that they expanded the engagement to include non-technical, managerial, and executive roles as well.

"Hire Velocity's recruiters are the best we have ever had for our region," said one Regional HR Manager. "The volume of hiring has been amazing, and we appreciate everything Hire Velocity has done!"

Lower Costs, Faster Hires, and Quality Talent

In just 14 months, the RPO partnership achieved:



33
Average Days to Offer Acceptance

\$1,316
Average Cost Per Hire

"One of the most impressive statistics from this engagement is that 92% of the candidates who accepted an offer went on to start in the position. That's far above standard for the industry," said West. "We came in with our proven sourcing and attraction strategies, but the open communication we have with company leaders and their willingness to implement our recommendations really set this client up for success. They've been so pleased that they have referred us to several other companies who have become clients as well."