

# Logistics & Transportation RPO Case Study

The case study showcases the impactful transformation of the client's recruitment landscape, ensuring a robust pipeline of qualified candidates for diverse roles.

## Overview

The nation's top propane provider faced significant challenges in hiring diverse roles, including Delivery Representatives, Class A Transport Drivers, Service Technicians, and Utility Workers. High vacancy rates and prolonged time-to-fill metrics prompted the need for a strategic recruitment overhaul.

## Challenges



**High vacancy rates and extended time-to-fill metrics.**



**Turnover challenges linked to client's onboarding procedures.**



**Exclusion from the onboarding process affecting candidate retention.**

## Solutions

A multi-faceted approach encompassed online job boards, social media, networking, and grassroots efforts. The recruitment process was streamlined, tracking candidates through a clear funnel from application to hiring. Leveraging various sources such as Indeed, ZipRecruiter, TenStreet, and grassroots initiatives, the process led to a successful recruitment outcome.

## Results

### Successful Recruitment

- Candidates Sourced 275,445
- Candidates Screened 26,374
- Candidates Hired 2,205

### Cost Efficiency

- Cost per candidate: \$673.73
- Cost per offer: \$1,629.29
- Cost per hire: \$3,146.83

### Timely Hiring

- 66 days ensuring positions were filled promptly

### Acceptance Rate

- Impressive offer acceptance rate of 87%.