



CONSTRUCTION RPO CASE STUDY

Scaling Skilled Trades Hiring Across 24 Business Units

How an HVAC services organization built a scalable hiring engine with RPO.

A leading mechanical services organization needed to rapidly scale hiring across a growing network of business units. Hire Velocity implemented an RPO solution to improve pipeline strength, increase efficiency, and support long-term workforce growth.



15,000+
CANDIDATES
SOURCED



1,239
CANDIDATE
SUBMITTALS



132
OFFERS
EXTENDED



94
POSITIONS
FILLED



72%
OFFER
ACCEPTANCE RATE



THE CHALLENGE

- ✓ Rapid expansion across 24 business units, including acquisitions
- ✓ High demand for skilled trades professionals and corporate roles
- ✓ Limited internal recruiting capacity to support hiring at scale
- ✓ Inconsistent candidate pipelines across locations
- ✓ Pressure to maintain speed and quality in a competitive labor market



THE SOLUTION

- ✓ Deployed a dedicated RPO recruiting team
- ✓ Implemented a multi-channel sourcing strategy
- ✓ Leveraged a 2.7M+ candidate database to accelerate pipeline development
- ✓ Proactive outreach to active and passive candidates
- ✓ Standardized screening and qualification processes to ensure alignment
- ✓ Supported hiring across field operations and corporate functions



THE RESULTS

- ✓ Built a scalable, high-volume hiring engine across all business units
- ✓ Improved consistency and efficiency across hiring workflows
- ✓ Maintained strong candidate alignment, reflected in 72% acceptance rate
- ✓ Delivered qualified talent across a wide range of roles
- ✓ Enabled continued growth by supporting ongoing workforce expansion