



## **Shop Floor Talent – Strategic Hiring Success Story**

When Time and Talent Are Critical, We Deliver

### **Client Background**

A regional steel fabrication company was struggling to meet production deadlines due to a severe shortage of skilled welders. The existing team was overworked, and morale was dropping. Despite their best efforts, including job fairs, online postings, and local outreach, they couldn't attract or retain qualified talent. Production delays were becoming costly, and overtime was skyrocketing.

The company's internal recruiting resources were exhausted, and their production goals were at risk.

Key challenges included a tight local labor market, repeated no-shows, rising turnover due to burnout, and a narrow hiring window before new contracts ramped up.

## **Our Approach**

Shop Floor Talent stepped in with a clear, results-driven strategy: Conducted discovery calls to align technical requirements, leveraged our manufacturing talent network, began with a test group of candidates for feedback, and scaled rapidly with precision sourcing and pre-qualified applicants.

## **Results That Matter**

Within 90 days, Shop Floor Talent placed 10 highly skilled welders specializing in MIG and TIG welding.

## **Impact Highlights**

- Reduced time-to-hire by over 50%
- Zero no-shows during onboarding
- Improved retention with all hires still employed after 6 months

## **Let's Get Started.**

If you need skilled people to keep your production running — even in the toughest markets — **Shop Floor Talent** delivers the talent that keeps your lines moving.

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