



Scaling Skilled Trades Hiring During Rapid Growth

The Challenge

An industrial engineering and steel production company was preparing for significant growth at one of its facilities. After partnering with TRC Talent Solutions at another location since 2021, the company turned to our team for help supporting a second site that was expanding due to increased customer demand.

The facility needed to add approximately 50 new employees across three hiring phases while opening an entirely new shift and making changes to long-standing schedules. At the same time, the client was dealing with high turnover, inconsistent candidate quality, and a hiring process that wasn't built to support growth at that pace.

Adding to the challenge were limited training resources, space constraints onsite, and managers who were already stretched thin trying to balance hiring with day-to-day operations.

TRC's Approach

Because of the strong relationship already established with the client's first location, TRC was able to quickly step in and become an extension of the team.

We implemented a hybrid onsite recruiting model, placing an experienced recruiter onsite each week to work directly with managers and leadership. The focus wasn't just on filling jobs. It was on creating a hiring process that could support long-term growth while improving retention and the overall candidate experience.

Using Talent^{ai} recruiting campaigns, ongoing candidate engagement, and regular collaboration with leaders across departments, we built a consistent pipeline of qualified talent. As we learned more about the employees who were succeeding in these roles, we refined our recruiting strategy to identify candidates with similar skills, experience, and work styles.





Over time, TRC took on more of the screening, interviewing, reporting, and administrative work, helping managers spend less time hiring and more time running the business. We also worked with leadership to find creative ways to navigate training limitations and support new hires as they came onboard.

The Results

The impact was immediate.

Within the first 30 days, TRC helped the client hire more than 25 employees while keeping turnover below 5%. The facility successfully added more than 30 team members during the initial ramp-up period, including hard-to-fill skilled trades positions such as CNC Programmers, Brake Press Operators, and Skilled Packers.

Beyond the hiring numbers, the client gained a more structured hiring process, improved reporting, and a recruiting partner that could adapt as needs changed.

Key outcomes included:

- 25+ hires in the first 30 days
- Less than 5% turnover among placements
- 30+ employees added during the initial growth phase
- Successful staffing of critical skilled trades roles
- Reduced hiring workload for managers
- Improved reporting and hiring visibility
- Support for launching a new shift and future growth plans

Key Takeways

What started as a hiring initiative quickly became a strategic partnership. By staying flexible, listening to the client's needs, and focusing on both hiring and retention, TRC helped the facility grow without disrupting operations or forcing change for the sake of change.

Growth brings challenges, but with the right workforce strategy and the right partner, those challenges become opportunities.

Why It Worked

- Consistent onsite support
- Talent^{ai}-powered recruiting campaigns
- Strong candidate engagement
- Focus on both hiring and retention
- Partnership built on trust and collaboration
- Continuous process improvement

Looking to scale your workforce without sacrificing quality or retention?

Let's talk about how TRC Talent Solutions can help you build a workforce strategy that supports growth today and prepares you for what's next.