



Too Many Open Roles, Not Enough Hands to Execute: A Commercial Electrical Contractor's Staffing Turnaround

A century-old commercial electrical contractor and union shop known for large-scale projects, including stadiums, data centers, hospitals, and major commercial builds, had more open roles than its internal team could keep up with. Without enough skilled electricians moving through the pipeline, the client risked losing momentum on the very projects that had built its reputation. TRC stepped in with hands-on recruiting support and technology to close the gap, and to help the client build a sustainable path forward.

The Challenge

The client was facing a familiar challenge in the skilled trades: not enough qualified electricians to meet demand.

Its internal recruiting team consisted of a Vice President of People and Talent Acquisition and an Engagement Coordinator responsible for the entire hiring pipeline. With a high volume of open positions across journeyman electricians and safety coordinators, the team was focused almost entirely on moving candidates through the process. Strategic retention efforts, which leadership considered a priority, were being pushed to the side.

Union requirements added another layer of complexity. Journeyman electrician candidates needed to demonstrate six consecutive years working for a unionized contractor, verified through six years of W-2 documentation. The client also could not directly recruit from other union contractors. Candidates coming from another union shop had to be routed through a specific union process before moving forward. At the same time, the client was considering investing in a separate applicant tracking system to better manage the growing volume of employee referrals and outside candidates.



Our Solution

TRC combined hands-on RPO recruiting support with Talent^{ai} technology to give the client additional recruiting capacity and a more streamlined way to manage candidates.

- **Added dedicated recruiting support.** Two TRC recruiters joined the effort and began working across a high volume of open positions, giving the client's internal team the capacity to refocus on retention and other priorities.
- **Managed complex union requirements.** TRC obtained the necessary documentation for journeyman candidates, including six years of W-2s. The client reviewed all documentation and, if the candidate was eligible, proceeded with scheduling them to go to Union Hall, including following the required process for candidates coming from other union contractors.
- **Put Talent^{ai} to work as the ATS.** Instead of adding another technology investment, the client adopted Talent^{ai} to manage employee referrals and outside candidates while using its match and rank capabilities to identify potential fits.
- **Expanded the talent pipeline.** TRC supplemented incoming referrals with additional sourcing channels, including social media, helping the client build a broader candidate database.

By combining technology with dedicated recruiting expertise, the client gained a single, connected approach to managing its hiring needs without adding more work to its internal team.

The Results

The partnership has already delivered measurable progress. To date, TRC has helped the client work through a high volume of open positions, creating a real opportunity to scale the workforce and meet growing project demand.

The RPO and Talent^{ai} solution continues to run alongside the client's internal team, with both sides refining workflows and processes as the partnership grows.

Key Takeaways

- **Complex requirements can be built into the recruiting process.** Union documentation and compliance don't have to become bottlenecks when they're managed as part of the overall hiring workflow.
- **Technology and recruiting expertise work best together.** Combining Talent^{ai} with dedicated recruiters gave the client both the technology and hands-on support needed to manage a high-volume hiring effort.
- **The right support creates capacity.** Taking sourcing responsibilities off the internal team's plate, and supporting them through the compliance process, allowed the team to put more focus on retention and other strategic priorities.

If skilled labor shortages, complex hiring requirements, or an overworked internal recruiting team are holding your growth back, what would it mean for your business to fill a high volume of open positions in a fraction of the time?

Let's talk about building a tech-enabled staffing solution for your team.

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