

CASE STUDY

RampUp Supercharges Hiring for Logistics Company



Our Client: The leading logistics and freight transportation organization in North America

The Challenge: Short-staffed HR team was unable to source and hire a high volume of candidates in a short period of time

The Solution: Quickly ramp up a project-based RPO solution

Our Results: During a six week period, we conducted 284 interviews and nearly doubled the amount of hires originally requested

BY THE NUMBERS:

6wk

Timeframe

203

Offers Extended

169

Total Hires

2:1

Presentations-to-Hire

100%

Offers Extended Before Timeframe

Our partner, a large logistics and freight transportation organization, **needed to hire 90 freight conductors**—fast. In addition to being under a tight time crunch, their HR team was also extremely short-staffed.

The organization engaged RampUp and our team quickly implemented a project-based RPO solution. We immediately began sourcing candidates who were strong culture matches for the organization, a process powered by a rigorous recruiter screening and engagement schedule.

RampUp owned the entire process so we could move candidates through the pipeline quickly, without sacrificing a great candidate experience. Our efforts included scheduling interviews with Hiring Managers, extending offers and coordinating drug screenings.

Over a six-week period, RampUp conducted **284 interviews and hired 169 people**—nearly double the original goal.

A primary driver to our success was the ability to understand our partner's unique company culture and translate that into their overall recruitment process. As a result, we exceeded our partner's expectations and delivered a high volume of culture and value-matched candidates and it has led to even more projects together.