

# FASTER HIRING, SMARTER SHIFTS

## for a Telecommunications Provider



### THE SITUATION

A leading telecommunications provider faced a staffing crunch when a surge in workload required additional support for a time-sensitive project.

- » Hiring process took 3–4 weeks before new hires could start.
- » Multiple steps & administrative delays were creating costly bottlenecks.
- » Specialized skill sets were especially hard to source, making it difficult to keep up with operations.

They needed a faster way to bring people on board without sacrificing quality.



### OUR SOLUTION:

StaffNow re-engineered the company's staffing process to eliminate unnecessary delays:

- Streamlined approvals to accelerate time-to-hire.
- Restructured onboarding to prioritize speed-to-work without compromising safety or performance.
- Supplied flexible talent pipelines, starting workers in general labor roles with the ability to transition into specialized positions.
- Enabled performance-based certification to up-skill workers into hard-to-fill roles.

This approach provided the speed needed while ensuring talent could scale into specialized positions.



### THE RESULTS

- ✓ Associates placed on-site within days, not weeks.
- ✓ Immediate project needs were met without falling behind schedule.
- ✓ General laborers who performed well were promoted & certified —expanding the talent pool without slowing operations.

By partnering with us, the telecommunications provider reduced onboarding time from 3–4 weeks to just 3–4 days.



### WHY IT MATTERS

In today's environment, companies don't just need workers—they need them fast. This success story shows how a smarter staffing model solves two problems at once:

- 👍 **Speed to fill:** shrinking hiring timelines from weeks to days.
- 👍 **Talent development:** turning entry-level workers into skilled operators.

For companies struggling with hiring bottlenecks, the takeaway is clear: **fix the process, not just the pipeline.**

### READY TO GROW?

Let's talk about how StaffNow can help your operation grow.

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