

PLANT-LEVEL HIRING READINESS

**FILL EVERY SHIFT BEFORE
PRODUCTION DEMANDS IT.**

Whether you're standing up a new facility, absorbing a reshoring initiative, or bracing for a second surge, Project RPO gives you a dedicated recruiting engine stood up in weeks, not months, with no long-term commitment required.

PRODUCTION CONTINUITY

Go-live dates slip when hiring can't keep pace. New facilities need full shifts on day one. Seasonal surges hit before pipelines exist and production pays the price.

Project RPO stands up a full recruiting engine aligned to your go-live date and shift schedule.

TA CAPACITY AND PIPELINE

Internal TA is built for steady state. A plant buildout or surge requires dedicated capacity and sourcing depth your team cannot spin up overnight without sacrificing existing performance.

Embedded recruiters with active pipelines in skilled trades and high-volume production roles.

COST AND LABOR SPEND

Agency markups compound during ramp. Every understaffed shift costs 1.5x the labor rate in OT. Unstructured hiring drives early turnover and restarts the spend cycle.

Fixed-cost RPO replaces variable agency spend with a predictable, finance-friendly investment.

WHAT WE DELIVER

When a facility opening, reshoring initiative, or seasonal surge forces volume your internal team can't absorb, Project RPO delivers a dedicated recruiting engine with a clear start, defined scope, and measurable outcomes, then steps back when the work is done.

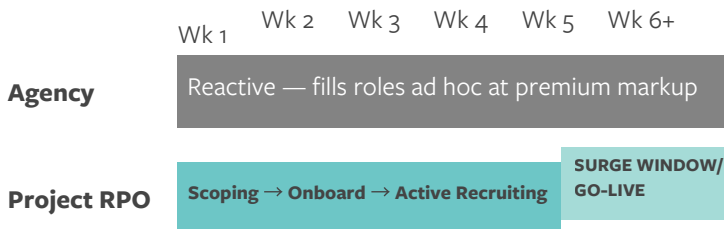
- New facility and greenfield buildout: We stand up a dedicated hiring team aligned to your go-live date. From requisition launch to first-day starts, the recruiting engine is operational before production demands it.
- Reshoring and domestic expansion: Bringing production back onshore? We build pipelines into local and regional talent markets ahead of your ramp window so hiring keeps pace with facility readiness.
- Skilled trades sourcing: Welders, CNC machinists, maintenance technicians, and production assemblers. Dedicated sourcing into the same talent pools your competitors are chasing.
- Seasonal surge capacity: Recruiter capacity flexes up with production demand and right-sizes when the peak passes. No long-term headcount, no vendor lock-in.
- Shift coverage and production continuity: Recruiting cadence aligned to your floor schedule, filling all shifts with qualified operators before gaps become OT or safety exposure.

WHY HUEMAN RPO

- **Embedded, not transactional**
Your dedicated team operates inside your process, culture, and brand standards from day one.
- **Stood up in 3-4 weeks**
Project RPO goes live ahead of your surge window or go-live date, not after. Scoping, onboarding, and active recruiting complete before demand peaks.
- **Industrial sector depth**
Recruiters who know skilled trade markets, shift dynamics, plant hiring cycles, and compliance requirements.
- **Reporting built in**
SLA dashboards, time-to-fill by role, req load per recruiter, hires vs. go-live target, and shift coverage metrics from week one.
- **Cost certainty**
Fixed-fee model replaces variable agency spend with a predictable, finance-friendly investment from day one.

SPEED TO HIRING CAPACITY

ENGAGEMENT TIMELINE VS. HIRING SURGE /GO-LIVE WINDOW



Project RPO goes live in 3-4 weeks — ahead of your go-live date or surge window, not behind it.

Key metrics: Time-to-fill by shift | Hires vs. go-live target | Stage conversion | Req load per recruiter | CPH vs. agency baseline

ENGAGEMENT OPTIONS

Project

Defined scope, timeline, and volume goal. Ideal for new facility buildouts, reshoring ramps, and seasonal surges with a clear end date.

Hybrid

Hueman owns select role families or plant locations while your team covers the rest. Maximum flexibility without full outsourcing.

Whole House

Full talent acquisition outsourcing for manufacturers ready to transform their TA function at enterprise scale.