

## Talentscope helps All American Crane Maintenance add 100k to their bottom line through better hiring.



“Talentscope helped us hire 2 Overhead Crane Techs that are generating over 400K in revenues annually and an addition 100K to the bottom-line.”

-- Bret Colt, President of All American Crane Maintenance

### BACKGROUND

All American Crane Maintenance, a Southern Ca based company with about 24 employees has been in business over 30 years, providing overhead crane maintenance services to aerospace, petrochemical, airline, defense, public utility and steel industries.

### CHALLENGES

For All American Crane Maintenance, finding qualified Crane technicians has been increasingly difficult since there are fewer workers in this current generation of workers going into specialty contract trade positions. The number of folks who are qualified and currently working are shrinking. The “old timers” have been in the industry for many years and are retiring or soon retiring.

Owners of small to mid-sized businesses often underestimate the amount of time and resources required to find and source enough qualified candidates with the expertise, experience and attitudes they are looking for to make a good hire. To make matters worse, they are often stretched thin without the resources and personnel internally to get the job done effectively.

### SOLUTION

The “Talentscope” difference enabled All American Crane to source and hire qualified techs **better, faster and cheaper** and in a more cost-effective manner with **greater peace of mind** for the owner than if they were to try to do it on their own.

In order to source viable candidates, our talent acquisition specialists began the process of sourcing viable candidates along with “passive candidates” those who may not be actively looking and applying to your job post but are open to exploring new opportunities especially if the timing is right. In addition, we optimized the job posting with the right key words to increase the probability that qualified candidates would see the ad and apply.

### RESULTS/BENEFITS

With Talentscope’s help, All American Crane was able to add two critical hires- seasoned and productive employees that generated over 400K in annual revenues while **adding over 100k to their company bottom- line profits** while saving the owner time and headaches that come with hiring.