

PUMEX

International Association of Ironworkers

Staffing

CASE STUDY

About IAI

The International Association of Ironworkers (IAI) union assists in securing stronger benefits, better pay, safer working conditions, and a higher level of job security for its 120,000 members across North America. Their members have been involved in major construction projects such as the Golden Gate Bridge, the World Trade Center, and the Freedom Tower.



Executive Summary

Pumex had been working with IAI for several years on the effort to rebuild existing custom member management and modernize their application architecture. In the interim, IAI required additional assistance to work on their internal legacy applications. IAI preferred these resources to being in house to manage change requests and integrate with the culture of the organization.

IAI had lofty expectations around the resources fitting the organization from both a culture and technical capability standpoint.



The Challenge

IAI had been using other staffing vendors to help with their hiring process and found that they were spending too much time weeding through poor fit candidates, often there might be 3 or more vendors between the candidate and IAI which led to poor compensation for the resource, and felt their vendors weren't aligning the required skill sets for the positions with the candidates they were receiving.





The Solution

IAI approached Pumex about our staffing services and we helped the organization to understand how our process would provide the best fit candidates. Leveraging our beyond-year-one hiring approach, and properly positioning the client culture, tangible, and intangible benefits, and ensuring that each candidate went through a strict screening process prior to walking them in the door for an interview with IAI, made hiring a painless process for them. We sent 3 candidates to interview for the position, IAI hired 2 of them and they have been with the organization for over 3 years now.



Immediate Results

- **Ease of Hiring**
We hit the easy button on hiring for IAI, where they wanted to hire many candidates, we provided.
- IAI got to try out the candidates before they hired them full time with a temp to hire agreement.
- From request to fulfillment, Pumex had candidates working on IAI premises in under 30 days

Future Plan and Long-Term Results

Pumex is a long-term trusted partner of IAI, we work on projects ranging from .NET development, Salesforce Development, Web Development, and Staffing solutions. Pumex has consistently delivered quality solutions that keep the organization moving forward. All employees Pumex has placed with IAI are still working for the organization multiple years later. Proving the effectiveness of our best fit strategy.

