A QUICK CHECK ON HOW WELL YOUR HIRING WORKS

Manufacturing, Industrial & Skilled Trades Hiring Scorecard

WHY HIRING IS DIFFERENT HERE

Plants depend on experienced leaders, engineers, maintenance techs and machinists, and those people are hard to replace. Many plants are outside big cities, and the best candidates are already working somewhere else.

WHAT AN OPEN ROLE COSTS YOU

- Lost output and missed shipments
- More downtime when maintenance roles sit open
- Quality and safety risk
- Overtime and turnover on the shifts covering gaps

COMMON HIRING MISTAKES

- Waiting until a key person leaves to start looking
- Not testing hands-on skills with equipment and controls
- Being unclear about shifts and overtime
- Losing candidates to plants that make faster offers

HOW DELECTUS HELPS

Direct Hire and Executive Search

We find and screen people who aren't applying to job postings, from field and technical roles to senior leaders.

RPO & Project Recruiting

We fill many roles at once around a project, start-up or expansion date.

Talent Support

Background checks, drug screening, reverse sourcing and HR consulting.

Weekly updates

You get a weekly update on every open role, so you always know where things stand.

Take the scorecard on the next page

Ten quick statements. Check the answer that fits, and your score adds up for you. It takes about two minutes.

CERTIFIED WOSB · WBE · MBE · SBE · SWUC / NC HUB · SAM REGISTERED

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Yes = 4 points · Sometimes = 2 points · Not yet = 0 points

COMPANY	YOUR NAME	DATE

	STATEMENT	YES	SOMETIMES	NOT YET
01	We start recruiting for key roles before someone gives notice or a new line, shift or expansion begins.	○	○	○
02	Every open role has a written scope: must-haves, pay range, schedule and location.	○	○	○
03	Our pay is checked against the market for each hard-to-fill role.	○	○	○
04	We reach qualified people who aren't applying to job postings, not just applicants.	○	○	○
05	Hiring managers give interview feedback within two business days.	○	○	○
06	We make offers within a week of the final interview.	○	○	○
07	We confirm the licenses and certifications each role needs (such as state electrical licenses, AWS welding or NIMS credentials and OSHA 10 or 30) before a candidate is interviewed.	○	○	○
08	Someone owns recruiting, so it doesn't fall on plant and production managers.	○	○	○
09	New hires have a plan for their first 30 days, including safety, equipment and quality training.	○	○	○
10	We review every open role each week: candidates in progress, interviews and offers.	○	○	○

Your total score (out of 40)

32–40 Strong

Your hiring process is in good shape. Focus on keeping it consistent and planning ahead for key roles.

20–31 Room to improve

The basics are there, but gaps are likely costing you time and good candidates. Start with the statements you marked Not yet.

0–19 At risk

Open roles are probably slowing your work. A focused plan for your hardest roles will make the biggest difference.

YOUR BIGGEST HIRING CHALLENGE RIGHT NOW (OPTIONAL)

Want a second opinion? Send us your scorecard for a free 30-minute hiring review.

Email it to hello@delectusrpo.com, call 800-808-3339 or click Start a Search at delectusrpo.com.