

Forge Performance Case Study

Your People Solutions Partner

AT A GLANCE:

Forge Performance is a robust recruiting firm based in Calgary, AB, specializing in filling challenging roles in various industries, while also providing progressive HR Solutions for businesses.

Approach & Strategy:

Forge Performance's results-driven approach and transparent, affordable pricing have proven to be a winning formula for their clients.



55+
Clients Served



2000+
Roles Filled



Recruiting Solutions for Businesses



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CHALLENGE



Blackline Safety, a tech company manufacturing connected wearable safety devices, faced challenges in hiring employees to fit their culture, during a time of substantial growth. They had no HR team, little funds as a start-up, the tech industry was booming and there was high competition for finding candidates. Brand awareness was also very low, which resulted in low applicants to postings. Blackline did not like the high prices recruitment agencies were charging. Blackline had 80 employees and \$17 million in revenue.

SOLUTION



Forge Performance Group used Blackline's core values in the hiring process through building interview guides, and comprehensive job descriptions. Some departments at Blackline used a behavior assessment tool to identify the right behaviors for specific roles.



Results Driven



Knowledge & Expertise



Affordable Solutions

RESULTS & OUTCOMES:



1

Cost Savings:

Saved 1/3 of the cost compared to traditional agencies.

2

Low Turnover:

Maintained a less than 3% attrition rate.

3

Culture Preservation with Significant Growth:

Successfully preserved Blackline's company culture while hiring over 250 positions over seven years.

Blackline Safety now boasts 500 employees and \$100 million in revenue. Forge's structured, value-driven recruitment approach has been integral to their sustained success. Consider partnering with us to achieve similar results.