



Streamlining Aerospace Operations with Strategic Staffing

A Case Study



The Company

A globally recognized leader in aerospace manufacturing and MRO services partnered with TEEMA in January 2025 to address critical hiring initiatives at their facility in a key location within the Pacific Northwest. The client is known for its complex mechanical and engineering work, particularly in aviation, and required a staffing partner capable of delivering high-caliber technical talent with speed, precision, and alignment to their mission-driven culture.

Key Challenges

The client's facility is located in a relatively small, tight-knit community where the qualified labor pool for specialized roles is extremely limited. Prior to TEEMA's engagement, several key positions, including Aircraft Mechanics and Mechanical Designers, had remained open for an extended period (over eight months) due to the difficulty of sourcing local or national candidates who met the required technical and cultural specifications.

To overcome this, TEEMA implemented a multi-faceted sourcing strategy, expanding efforts beyond the immediate region. This included forming strategic partnerships with military transition programs and veteran placement agencies, as well as collaborating with state employment departments and local workforce programs to identify skilled professionals open to relocation or transitioning into civilian careers. This proactive approach allowed TEEMA to consistently identify and deliver talent that was not accessible through traditional job boards and recruiting pipelines.

Strategy & Planning



TEEMA employed a strategic approach to meet client needs:

From the outset, TEEMA adopted a hands-on, relationship-first approach. We conduct thorough screening of every candidate through detailed interviews, both virtual and in person. We also maintain regular face-to-face communication with the client's hiring managers to ensure close alignment on expectations and workforce planning.

Beyond simply submitting resumes, TEEMA actively prepares candidates for interviews, and provides on-site support during their onboarding process. This approach has proven effective in mitigating early attrition and improving both the candidate and client experience.

Results & Success Metrics

- **Since January 2025, TEEMA has successfully placed:**

- **2 Aircraft Mechanics** – Supporting maintenance and field operations
- **2 Mechanical Designers** – Contributing to ongoing aircraft design and component development

- **Current Active Roles Being Supported:**

- Aircraft Mechanics
- Technical Writers
- Manufacturing Quality Inspectors
- CNC Machinists & Manual Machinists
- Steel Fabricators
- Warehouse Associates
- Production Support Technicians

- **Client Impact**

By taking a highly personalized, proactive, and collaborative approach, TEEMA has become a trusted partner to the client, rather than simply a staffing vendor. Our consistent communication, strategic sourcing, and commitment to post-placement support have enabled the client to:

- Improve fill rates for hard-to-source technical roles
- Increase employee retention through more effective candidate screening and matching
- Gain access to a wider pool of qualified candidates, including veterans and military-aligned talent

Looking Ahead

As the client continues to expand its operations, TEEMA remains dedicated to providing top-tier talent across all divisions. Our ability to combine national reach with a strong local presence will be crucial to the continued success of this partnership.

