



Case Study:

PCX

Aerosystems

Aerospace Manufacturing

📍 CA & CT

About PCX Aerosystems:

PCX Aerosystems is an aerospace component manufacturer specializing in structural, or “flight-critical,” parts for the defense and private sectors.

Private equity–owned, the company has acquired multiple smaller manufacturers and machine shops with established contracts across the aerospace industry. They serve as a subcontractor to major prime contractors including Boeing, Sikorsky, Blue Origin, and Anduril Industries.

The Challenge:

When the client engaged with myTOD in 2023, they were in a scaling phase following their acquisition by private equity ownership in 2021 and multiple Southern California site acquisitions in 2022. Despite their growth, they lacked an internal talent acquisition function, relying heavily on multiple external agencies with high recruitment costs and no centralized tracking or reporting.

Recruitment efforts were inconsistent across six locations, with limited communication and unresponsive hiring managers, leading to roles remaining open for over six months. The absence of internal reporting created little visibility into hiring progress or performance metrics.

The Solution:

Dedicated Talent Partners: Assigned dedicated Talent Partners across all six company locations, reducing dependency on multiple agencies, streamlining communication, and generating significant cost savings through centralized support.

Cost Tracking & Reporting: Developed a cost-per-hire tracker that broke down hiring expenses by location. This tool enabled their CHRO to bill each site President accurately and allocate annual recruitment costs by P&L.

Communication & Collaboration: Maintained close collaboration with the CHRO and each location President through daily updates. Our strong relationship also led to an introduction to Pursuit Aerospace, another portfolio company under the same private equity firm, which later engaged with myTOD.

Process & Tools: Introduced pre-employment assessments throughout the interview process to offer more robust cognitive and personality data points on candidates. Initiated a weekly reporting tracker to capture outreach, interview, submittal, and placement data, providing greater visibility into recruitment activity and performance.

The Results:

- ✓ **Optimized Recruiting Spend:** Streamlined hiring operations and reduced overall recruitment costs, achieving an average cost per hire of \$12,500 across all six company locations.
- ✓ **Increased Hiring Efficiency:** Made 68 successful placements across six company locations, maintaining a consistent average of two or more hires per month after the initial ramp-up period.
- ✓ **Enhanced Communication & Visibility:** Established centralized reporting across all six locations, with weekly recruitment reports shared with HR and leadership to provide transparency and track progress.

Cost Savings of over \$280,000 compared to standard agency fees
68 Total Placements Across Six Locations

The Timeline:



February 2023

Partnership begins with client onboarding call.

June 2023

Due to early success, client adds a second Talent Partner to support increased requisition volume.

August 2023

A third Talent Partner joins the account to expand sourcing and placement capacity.

2023–2024

Consistent month-over-month placements and engagement across multiple company locations
Ongoing addition of sourcing and Talent Partner resources to meet hiring demand.

2024 & 2025

Two successful on-site visits strengthen partnership and deepen collaboration.

2025

Partnership remains ongoing. Maintaining a strong average cost per hire of \$12,500 per placement, reflecting high efficiency and ROI.



Key Takeaways:

7.6M

Salaries
Placed

280K

Total Cost
Savings
Provided

12.5K

Cost Savings
Per Hire
Provided

88

Candidates
Placed



Working with myTOD continues to be a very positive experience. Amidst a tough recruiting market, myTOD staff remains optimistic and determined to get the best candidates as quickly as possible.

The team asks pertinent questions about our open jobs and is timely and transparent with updates. They are always professional – it's truly a pleasure working with them.

*-Paula Inglis
Director, Human Resources*



Is Your Business Next?

