



RegalRexnord

Regal Rexnord
Aerospace
Achieves **14x ROI**
with FactoryFix

CMM1457

The Challenge

Regal Rexnord's aerospace division faced a critical talent crisis that threatened their ability to meet customer demands and execute ambitious growth plans. Multiple interconnected challenges created a perfect storm requiring immediate strategic intervention.

Key Pain Points

- **Scarce CNC talent:** Mission-critical aerospace machining roles sat open because the market for precision CNC specialists is thin and highly competitive.
- **Quality-threatening understaffing:** Chronic vacancies pushed crews into excessive overtime, eroding product quality and driving skilled employees toward burnout.
- **Constant back-filling:** Elevated turnover meant the team had to recruit nonstop just to keep headcount steady while leadership pushed aggressive growth goals.

Traditional channels were already exhausted. Generic job boards, high-fee agencies, and broad recruitment-marketing partners still left roles vacant, often requiring hundreds of applicants and up to \$12 000 to secure one skilled hire. Production schedules, quality standards, and growth goals were at risk, making a purpose-built manufacturing talent solution the only viable path forward.

COMPANY PROFILE

Regal Rexnord Aerospace

- **Industry:** Aerospace & Defense Manufacturing
- **Specialization:** Bearings, Gears, Seals
- **Locations:** Downer's Grove, IL, Monticello, IN, Twinsburg, OH
- **Size:** \$300M division, 170+ direct labor employees
- **Direct Labor Hiring Needs:** CNC Machinists, Machine Operators, Maintenance Techs, Engineers, Quality Control Techs

The Solution: FactoryFix

Facing these challenges, Director of HR, Ira Levinsky knew he needed to try something new. When he heard about FactoryFix through internal networking at Regal Rexnord, he was skeptical but desperate. 'I was willing to try anything that wasn't a million dollars,' he recalls. After getting a reference, he decided to pilot the platform across their three struggling U.S. locations.

The results came faster than anyone expected. Within the first week and a half, Lora Kellogg at the Monticello facility found an engineer for a position that had been open for 3-4 months. What surprised the team wasn't just the immediate success, it was how easy the platform was to use.

What Made the Difference

Manufacturing-Focused Platform:

- Designed specifically for sectors like Aerospace & Defense
- Delivered qualified CNC machinists, quality techs, and engineers with aerospace/precision backgrounds

Targeted and Intelligent Sourcing

- Access to both active and passive candidates
- Sourced candidates that align with their specific needs - Provided "different pool of candidates than our other resources," according to Director of HR Ira Levinsky

AI-Powered Candidate Engagement

- AI facilitated quick and effective candidate interaction - AI Screened 2,000+ candidates, and saved countless hours for Regal Rexnord's recruiting teams
- Received higher response rates compared to email or phone
- Scoring algorithm highlights best-fit candidates - Star rating system eliminated time wasted on unqualified applicants, as noted by HR Manager, Lora Kellogg

User-Friendly Interface:

- Managed a high volume of job postings and candidates
- Required minimal training allowing for quick adoption


Tyler Hastings ★4.2

Conversation

TH

Tyler Hastings Aug 5 01:21pm

Sure, I would love to hear more about your company and the position.

 Copilot 8:00am

Your recent Mechanical Engineering degree from Purdue and your production-engineering internship give you practical process-improvement experience that fits our assembly-line upgrade project. Could you walk me through a manufacturing-systems project you led that improved efficiency?

TH

Tyler Hastings Aug 5 01:09pm

During my internship I programmed a Siemens PLC to automate a tooling changeover cell. The update cut cycle time about 12%, and I uploaded the revised ladder logic and documentation to our database so operators could follow the new procedure.

"FactoryFix is so easy to use and user-friendly. The starring system and screening questions save me so much time!"

Lora Kellogg, HR Manager



The Business Impact

Ira Levinsky understands the weight of his responsibility. As HR Director overseeing 170+ direct labor employees across the United States, every hiring decision directly impacts whether Regal Rexnord can meet aerospace delivery commitments and execute their ambitious growth plans.

"Each direct labor position earns us about a half million dollars a year in top line revenue, so for each week that a position sits open, it's \$9,000 of opportunity cost," explains Ira Levinsky, HR Director at Regal Rexnord Aerospace.

- **(Before) Agency Route:** \$11,000 per hire, 60+ days to fill
- **(After) FactoryFix Route:** \$2,815 per hire, 30-45 days to fill
- **Weekly Savings:** Every week faster = \$9,000 protected revenue
- **Operational Efficiency:** 12 hours/week saved in screening time across the HR team

*In the first 9 months of the partnership, those efficiencies added up to **\$475,000+** in value from a \$33,780 investment - a **14X** return.*

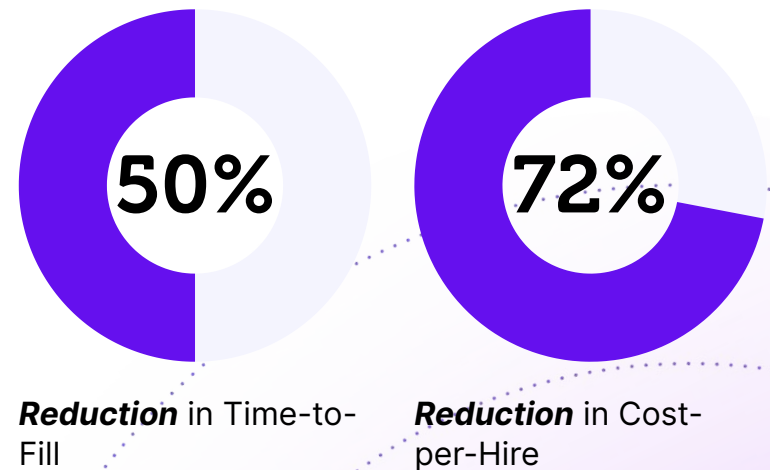
The Strategic Advantage

FactoryFix gave Regal Rexnord a critical edge in sourcing qualified candidates faster and more cost-effectively—essential infrastructure for competing in today's tight labor market and supporting their aggressive growth plans.

This ROI would beat most equipment investments while addressing an operational challenge that directly impacts customer deliveries and expansion capabilities.

14x

Return on Investment



Reduction in Time-to-Fill

Reduction in Cost-per-Hire

"From my perspective, it's a no-brainer. Each direct labor position earns us about a half million dollars a year in top line revenue, so for each week that a position sits open, it's \$9,000 of opportunity cost. FactoryFix helps us get more candidates. If I compare FactoryFix to what I would be paying for agency fees at 20% - that's about \$10 to \$12,000 per hire - the ROI is immediate.

It's like your blood pressure medication—you need to take it or you're probably going to have a heart attack. It costs a dollar a day or something per person. The money is almost not as important because the return is so great."

Ira Levinsky, Director of HR
Regal Rexnord Aerospace Solutions



See FactoryFix in action

Book a demo

The #1 Talent Pool

Access our network of over 2M+ skilled trades and manufacturing pros. Profiles include detailed information on skills, work history, and industry experience.

Proactive Outbound Sourcing

Your AI Recruiting Team works around the clock to identify and engage top passive candidates - candidates not actively job hunting but open to the right opportunity.

Better Applicant Flow

Jobs using your AI Recruiting Team to optimize visibility receive 3x more qualified applicants compared to standard postings

Intelligent Job Marketing

Stop juggling multiple job boards. Your AI Recruiting Team automatically optimizes your job visibility across major platforms like Indeed, LinkedIn, ZipRecruiter, and more.

Dynamic Candidate Evaluation

Your AI Recruiting Team conducts natural, detailed conversations with candidates to verify experience, skills, certifications, interest, and work preferences.

AI-Powered Scoring

Get useful, detailed scoring at a glance. Your AI Recruiting Team assesses candidates based on relevant experience, skills, longevity, pay expectations and other crucial requirements, providing a clear view of suitability.

Find the best **Skilled Industrial** Candidates

FactoryFix is the leading recruitment automation solution for manufacturing companies, combining the power of a talent network with specialized recruitment technology. Our platform helps manufacturing teams save time and budget by automating tedious tasks, streamlining recruitment efforts and providing a consistent flow of engaged candidates.

FactoryFix has over 2 million manufacturing professionals in its talent network and is the exclusive recruiting partner of the National Association of Manufacturers, Manufacturing Institute and Creators Wanted.

Hundreds of the top manufacturing companies in the country trust FactoryFix to help meet their hiring goals. For more information visit factoryfix.com.

