

How Boeing's HR team cut contingent hiring costs by £100K+ while improving talent quality

The challenge | **Attracting specialist talent while controlling rising costs**

Across Europe, Boeing's HR and Talent Acquisition teams were under increasing pressure.

They needed to consistently hire highly specialised contingent talent across Germany, Poland, and Sweden; particularly in engineering, IT, and professional services.

But the existing model wasn't working.

HR faced several growing challenges:

- Difficulty attracting niche, high-demand talent
- Rising contingent workforce costs driven by inflated agency margins
- Limited visibility into candidate quality and supplier performance
- Inconsistent candidate experience across suppliers
- Pressure to support business growth without increasing hiring costs

At the same time, HR needed to ensure every hire met strict compliance, security, and payroll requirements across multiple countries.

They needed a way to improve talent access, reduce costs, and maintain a high-quality hiring experience—without disrupting the existing MSP structure.

The HR-Led Solution | **Introducing a direct sourcing strategy within the MSP**

To regain control over talent acquisition, Boeing's HR team introduced a direct sourcing model to complement their existing MSP.

This approach allowed HR to reduce reliance on traditional agencies while building a more efficient, data-driven sourcing capability.

Working with CXC as the sourcing and workforce infrastructure partner, HR implemented a dedicated solution across key European markets.

Key elements of the approach included:

Dedicated talent sourcing function

A specialist sourcing team aligned to Boeing's hiring needs across Germany, Poland, and Sweden.

Role qualification and market intelligence

Every role scoped in detail with hiring managers, supported by real-time insights on pay rates, skills availability, and market conditions.



Technology-enabled sourcing

Use of AI-driven search tools and talent pooling to identify and engage high-quality candidates faster.

End-to-end recruitment lifecycle

From sourcing and screening through to onboarding, compliance, and payroll.

Integrated compliance and payroll

Full employment and payroll management across multiple EMEA jurisdictions, ensuring all regulatory and security requirements were met.

This model allowed HR to **build a repeatable, scalable sourcing capability** while improving both cost control and candidate quality.

The results | **Better talent, lower costs, faster hiring**

With a direct sourcing model in place, Boeing's HR team significantly improved both hiring outcomes and cost efficiency.

100+ contingent hires delivered

HR successfully engaged over 100 skilled professionals across multiple European markets.

3:1 CV-to-placement ratio

High-quality candidate shortlists significantly improved hiring efficiency.

£100,000+ cost savings achieved

Savings generated by reducing reliance on high-margin agencies and introducing direct sourcing.

Top provider status achieved

The sourcing function became the leading contingent talent provider within Boeing's programme.

Improving hiring efficiency and candidate experience

Beyond cost savings, the new sourcing model delivered meaningful improvements for both hiring managers and candidates.

Key improvements included:

- **Faster access to niche talent** across engineering, IT, and professional services
- Improved hiring manager experience through a **single, dedicated sourcing team**
- Streamlined onboarding and background checks
- Consistent, high-quality candidate experience across markets
- Reduced time-to-hire through proactive talent pooling
- Reliable payroll and compliance; **workers paid on time, every time**

These improvements allowed HR to shift from reactive hiring to a more proactive, strategic talent acquisition model.

The impact | **Building a scalable talent engine across Europe**

With a direct sourcing capability embedded into the MSP, Boeing's HR team now has greater control over how contingent talent is sourced, engaged, and managed.

The model enables HR to:

- Reduce dependency on external agencies
- Improve cost efficiency at scale
- Access critical skills faster
- Maintain consistent compliance across regions

Most importantly, it provides a repeatable framework for hiring specialist talent across multiple countries—supporting Boeing's ongoing growth across Europe.

“Since 2022, CXC Talent has established itself as the top provider of contingent workers for Boeing and continues to maintain consistent delivery. This has seen the successful delivery of over approximately 100+ skilled individuals across an array of niche industries, across several countries throughout the EMEA region.”

— Boeing

Ready to improve your contingent hiring strategy?

If your HR team is struggling with rising agency costs, inconsistent candidate quality, or difficulty sourcing niche skills, a direct sourcing approach can deliver immediate impact.

CXC helps HR teams:

- Build direct sourcing capability within MSP programmes
- Reduce reliance on high-margin agencies
- Improve candidate quality and hiring speed
- Ensure compliance and payroll across multiple countries

Speak with our workforce specialists to explore how your HR team can build a more efficient and cost-effective contingent hiring model.

Let's talk

Find out more