

Logistics Company

Lowers turnover by 45%

Objective

Reduce turnover and improve hiring efficiency

Assessments

Personality & Work Ethic

Industry

Transportation & Logistics

Company Size

250+ Employees



Confidential
Logistics Company

About the Company

This mid-sized transportation provider operates a fleet of over 160 trucks, servicing regional and cross-border freight routes. Like many logistics firms, their business depends on recruiting and retaining skilled drivers – a challenge that has grown more difficult in recent years.

The Challenge

Like many in the transportation industry, the company faced pressures from a **shortage of qualified CDL drivers**. But filling seats was only part of the issue – **retaining drivers** proved even more difficult. Many new hires quit within the first six months, often because they weren't prepared for the nature of the job. Each departure triggered another costly hiring cycle, disrupted routes, and placed added strain on existing staff.

The Solution

The company partnered with Prevue to integrate pre-employment assessments into their hiring process. To improve early-stage screening, they chose to administer the assessments at the start of the application process, using results to determine which candidates would be invited to interview.

In this new process, candidates are asked to take two assessments:



Personality Assessment

Used to evaluate traits linked to success in long-haul driving, such as self-sufficiency, organization, and the ability to maintain a steady, consistent work pace.



Work Ethic Assessment

Helped pinpoint candidates with strong reliability and trustworthiness – essential qualities for a role with minimal supervision and tight delivery schedules.

By building a benchmark profile based on their most dependable and long-tenured drivers, the company was able to filter applicants more effectively and prioritize those who not only met technical requirements but were also well-suited for the demands of the job.

The Results

- **Turnover cut nearly in half:** Dropped from 40% to 22% in the first 6 months, as new hires proved to be a stronger fit for the role.
- **25% faster time-to-fill:** Hiring managers felt more confident advancing candidates, speeding up the decision-making process.
- **Fewer poor-fit interviews:** Recruiters spent less time screening unqualified candidates, allowing more focus on retention efforts.
- **40% decrease in tardiness:** By assessing work ethic, the company hired more reliable drivers, resulting in fewer late arrivals and missed shifts.

“Hiring drivers used to feel like a gamble. We’d get someone qualified on paper, but they wouldn’t last. With Prevue, we finally had a way to see who was truly a good fit. It’s helped us **reduce churn** and **build a stronger team**.”

— Operations Manager

For more information about how we can help your organization with hiring and talent management, get in touch.



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