

Forge Industrial

How Forge Industrial eliminated thousands of Bullhorn duplicate candidate records and freed up 20-25 hours per week

"Kyloe DataTools turns messy and inconsistent information into clean, usable data - so instead of guessing what's happening we're able to quickly and efficiently make decisions that we are confident in because they're backed by real data."

Jeffrey Jones, Digital Marketing Manager at Forge Industrial Staffing

Company profile

Established: **1995**

Region: **US**

Industries: **Industrial recruitment**

Employees: **51-200**

Background

Forge Industrial is a recruitment organization managing thousands of candidate placements and client relationships through their Bullhorn CRM. Like many rapidly growing recruitment firms, they faced a critical challenge: their data quality issues were preventing them from scaling their operations and implementing critical business automation.

The challenge

Before implementing Kyloe DataTools, Forge Industrial faced several critical operational challenges:

1. Time-intensive manual processes

- Manual identification: End users submitted tickets when they discovered duplicates - a completely reactive process.
- Duplicate ticket management: Team received 30-50 duplicate tickets per day.

2. Quality consistency and compliance issues

- No proactive identification: Duplicate records remained hidden until end users stumbled upon them.
- Resource constraint: One team member spent a significant portion of their day managing duplicate tickets.
- Automation blocked: The duplicate problem was preventing the organization from implementing automated onboarding - a key strategic goal.

3. Organizational constraints

- The recruitment operations could not scale without proportional increases in administrative headcount.
- Data quality issues created operational bottlenecks across the entire organization.

"The benefits of Kyloe DataTools were pretty much immediate. We literally started playing with it as soon as we got access and saw the benefits right away."

Yesenia Peralta, Director of IT at Forge Industrial Staffing

The solution: Kyloe DataTools

Phase I: Duplicate detection & consolidation

- Automated identification of duplicate records by Social Security Number.
- Scheduled weekly duplicate scans replacing manual, ad-hoc checking.

Phase II: Compliance automations

- Custom rule creation to identify missing or incomplete data automatically.
- Proactive alerts for compliance issues (e.g., candidates with I-9 documentation expiring within 30 days).

Results and impact

Duplicate detection and merging

Dramatically reduced duplicate volume.

Time saved

20-25 hours per week freed from reactive ticket management.

Data quality transformation

From reactive to proactive data governance with weekly automated scans to identify duplicates before they cause problems.

Key success factors

1. Immediate implementation & use: Team began using Kyloe DataTools immediately upon access.
2. User-friendly platform: Non-technical team members could independently build, test, and run data updates without ongoing support.
3. Phased approach: Starting with duplicates (biggest pain point) provided immediate ROI and built internal confidence before moving to Phase 2 (compliance rules).
4. Flexibility & customization: The ability to adjust duplicate weights and create custom rules for their unique requirements was essential. One standard approach wouldn't work - Kyloe's flexibility allowed Forge Industrial to optimize for their specific use cases.