Edge of Bliss

Version 4

WMI Advantage Sample Report

Workforce Mobility Intelligence for Staffing & Recruiting

Human-researched. Human-reviewed. Technology-enabled.

REPORT NAVIGATION

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The executive layer is intentionally concise. Deeper execution intelligence follows for the recruiters and client-facing leaders who need to act on it.

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How to use this brief

Use the audience tags as shortcuts: executives can make the major requisition decision from pages 3-5; AE/client sections focus on the conversations and decisions that change fillability; recruiter-desk sections translate the intelligence into action.

PUBLIC SAMPLE CONTEXT

Real market. Fictionalized client.

This brief uses current public market evidence from Greater Columbus. Employer details, requisition history, and internal funnel data are fictionalized/composite for demonstration.

Human-researched. Human-reviewed. Technology-enabled.

Every WMI engagement includes several hours of research, cross-checking, analysis, and interpretation. Technology expands the field of view; human judgment determines what the evidence means.

WMI RECOMMENDATION

Executive Decision Brief

The requisition is difficult, but it is not structurally unwinnable. The immediate economic opportunity is to remove avoidable friction before buying more sourcing or permanently increasing labor cost.

HIRING DIFFICULTY

74 / 100

Very Difficult - substantive intervention warranted.

CAMPAIGN VIABILITY

WORKABLE

Launch with changes; protect recruiter capacity if key client decisions stall.

The decision

LAUNCH - WITH CHANGES

Do not lead with a major pay increase. First remove two avoidable technical gates, sell the fixed weekday schedule as an advantage, broaden the recruiting market and let live response determine whether compensation becomes the next lever.

The five findings that matter most

- Compensation is credible enough to test. The client sits in the competitive middle rather than clearly below market.
- The requisition is over-constrained. PLC programming and welding are being treated as minimum gates even though the core job can be protected with a tighter day-one requirement set.
- The shift has a hidden advantage. Fixed Monday-Friday eight-hour evenings can compare favorably with rotating 12-hour nights and weekend patterns.
- The pre-WMI funnel produced 58 applications but only 7 recruiter-qualified candidates - a 12% yield. More traffic against the same specification is unlikely to solve the problem.
- Central Ohio contains time-sensitive workforce-release signals, but new industrial investment means relevant technical talent can be reabsorbed quickly. Timing matters.

WMI campaign thesis

This does not look primarily like a “there are no candidates” problem. It looks like a competitive technical market combined with a requisition that is narrower - and less compelling on paper - than it needs to be. Fix that first. Then let candidate response tell us whether money is the next lever.

VISIBLE SYMPTOM

58 applications, 7 recruiter-qualified. The search appears to need more candidates - or more pay.

WHAT WMI SURFACED

Compensation is credible enough to test. The specification is over-constrained, the schedule has an underused advantage, and the viable market is broader than the current search.

The obvious fix was more traffic or more money. The evidence pointed somewhere else.

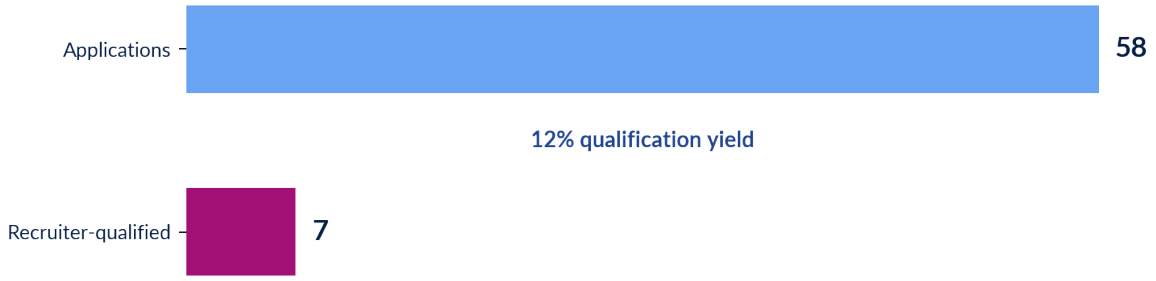
REQUISITION REALITY

What the Desk Can See - And What It Can't Yet

The requisition and funnel show the visible search. They do not yet tell us which market conditions are actually shaping the result.

Factor	Current client input
Role / openings	Maintenance Technician II / 2 openings
Location	Groveport, Ohio
Shift	Monday-Friday, 2:30 PM-11:00 PM
Compensation	$33-$37/hour + $1.50 differential ($34.50-$38.50 effective)
Experience	3+ years
Core technical scope	Mechanical/electrical troubleshooting, 480V, PLCs, VFDs, hydraulics, pneumatics
Current specialty gates	PLC troubleshooting + programming; welding required
Schedule conditions	No regular on-call; approx. one Saturday/month as needed
Search history	Open 46 days

Composite pre-WMI funnel



What the funnel says

The search is getting activity, but qualification yield is only 12%. The immediate problem is not simply visibility; it is how much of the market the requisition is screening out.

ILLUSTRATIVE FEE OPPORTUNITY

$28.7K-$40.0K

Two fills at 20%-25% direct-hire fee on the stated cash compensation.

IMMEDIATE DESK GUARDRAIL

2 CLIENT DECISIONS

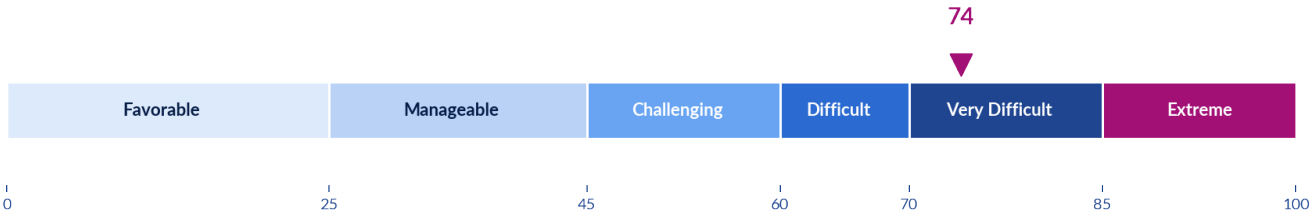
Resolve PLC programming and welding gates before materially expanding recruiter effort.

All employer, funnel and placement-economics inputs on this page are fictionalized/composite for demonstration. Actual staffing economics vary by contract and model.

HIRING DIFFICULTY

74 / 100: Very Difficult, but Workable

Difficulty is not the same thing as viability. A hard requisition can still be a good use of recruiter capacity when the constraints are identifiable and realistically changeable.



Score	Classification	Practical meaning
0-24	Favorable	No major structural barriers; normal execution has a credible path.
25-44	Manageable	Some friction, but the opportunity is fundamentally well positioned.
45-59	Challenging	Meaningful constraints need deliberate targeting or client attention.
60-69	Difficult	Multiple constraints reduce fillability; active intervention is likely.
70-84	Very Difficult	Significant friction; substantive intervention and disciplined execution are warranted.
85-100	Extreme	Severe compounding constraints; may be unattractive without material change.

Primary difficulty drivers

Driver	Current severity	Why it matters
Technical requirement stack	HIGH	The “ideal candidate” has become multiple day-one gates.
Talent scarcity	HIGH	Experienced controls/electrical technicians have multiple alternatives.
Shift	MODERATE	Second shift shrinks the pool, but the fixed weekday pattern is sellable.
Compensation	MODERATE	Credible, but not strong enough to win on pay alone.
Geography	MODERATE	An ultra-local search leaves usable talent outside the first ring.

Campaign viability: WORKABLE

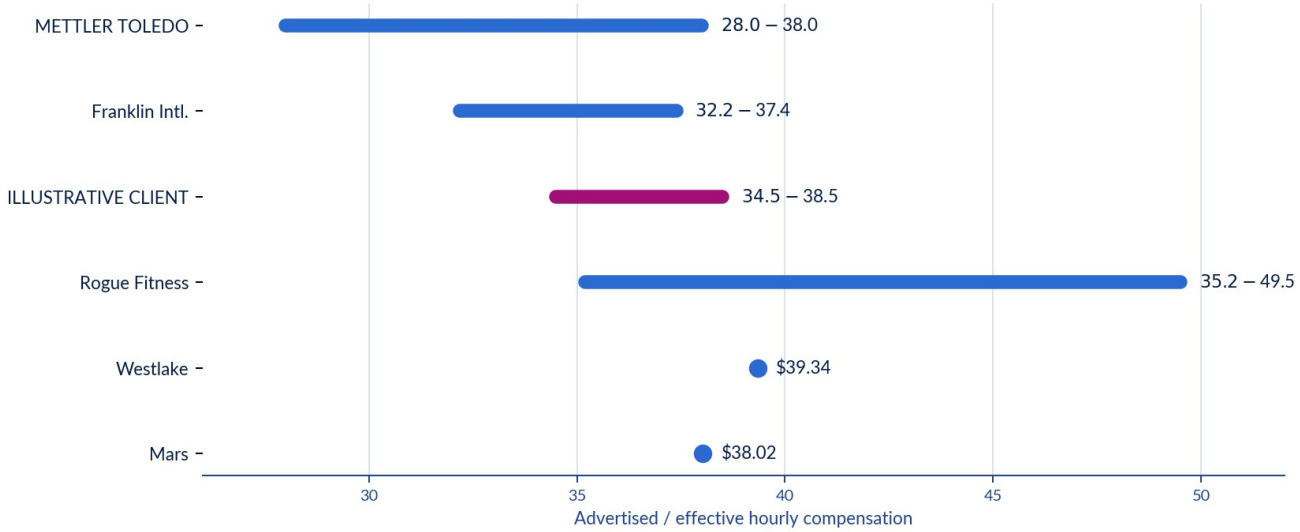
The job should be worked - but not in its current undifferentiated form. If the client refuses both critical requirement changes and qualified pipeline remains weak after the first intervention window, viability should be reassessed.

The WMI Hiring Difficulty Score is a directional decision-support measure, not a probability of hire or placement. Scoring methodology and weighting are proprietary. Scores are reassessed only when meaningful evidence warrants it.

COMPETITIVE MARKET

Pay Is a Constraint - Not Yet the First Lever

The median is visible. Candidate choice context is not. WMI compares the role against the alternatives experienced technicians are actually being asked to choose between.



Employer / posting	Schedule	Advertised / effective pay	Where client can win
METTLER TOLEDO	Mon-Fri 3:00-11:30 PM	$28-$38/hr	Lower experience gate; similar schedule.
Franklin International	2nd shift 3:00-11:30 PM	$30.43-$35.64 + $1.75 diff.	Client can present a narrower, clearer day-one skill set.
Rogue Fitness	2nd shift 3:00-11:00 PM	$32-$45 + 10% premium	Client loses on pay; can win on predictability / fewer extended-hour demands.
Westlake	12-hour night rotation	$37.34 + $2 diff. + $2K bonus	Client has materially easier schedule.
Mars	Rotating shift	$36.52 + $1.50 premium starting	Client has fixed-shift advantage.

Decision: HOLD compensation initially

The client's $34.50-$38.50 effective range is not market-leading, but it overlaps the live competitive set. Test requirement and positioning changes before asking the employer to permanently raise labor cost. If qualified response remains weak after the first optimization window, revisit the second-shift differential or top of range.

ROLE FRICTION

The Requisition Is Making the Market Smaller Than It Needs to Be

The visible requisition contains the gates. WMI tests which of those gates are quietly shrinking the viable market - and separates what the market controls from what the client can change.

Friction	Severity	Control	WMI finding / recommended move
Technical requirement stack	CRITICAL	Employer	Keep PLC troubleshooting required; move programming/editing to preferred. Move welding to preferred unless genuinely day-one essential.
Shift perception	MATERIAL	EoB / Firm	Lead with fixed Mon-Fri eight-hour shift, no rotation and no regular on-call.
Compensation ceiling	MATERIAL	Employer	Hold now; preserve an evidence-based differential/top-range escalation trigger.
Generic title / positioning	MATERIAL	EoB	Use Industrial Maintenance Technician - 2nd Shift in candidate-facing channels.
Client feedback speed	HIGH RISK	Firm / Employer	Adopt a two-business-day qualified-candidate feedback target.

What leaving the friction in place costs

- PLC programming as a hard gate shrinks the viable pool even when strong troubleshooters could perform the core job.
- Welding as a universal gate risks excluding electrical/controls-heavy technicians whose fabrication depth is not essential to first-day performance.
- Generic “second shift” framing lets candidates reject the schedule before seeing that it is fixed, weekday-based and non-rotating.
- Slow feedback can turn better sourcing into wasted sourcing because active technical candidates continue moving with other employers.

Capacity guardrail

If the client declines both critical requirement changes, do not respond by indiscriminately increasing sourcing volume. Document the constraint, reset the fillability conversation and protect the desk from reproducing the same low-yield funnel.

CANDIDATE ATTRACTION

Turn the Actual Schedule Into an Advantage

On the surface, second shift looks like a disadvantage. In context, a fixed weekday schedule with no regular on-call can become an attraction asset against less predictable alternatives.

Underused attraction asset	Candidate relevance	How to use it
Fixed Monday-Friday 2nd shift	Competes favorably with rotating 12-hour nights and every-other-weekend patterns.	Lead with schedule predictability, not merely “2nd shift.”
No regular on-call	Reduces uncertainty outside scheduled hours.	State explicitly near the top of the posting.
Credible pay band	Strong enough that non-pay advantages can influence the choice.	Make effective pay transparent; do not oversell as market-leading.
Broad technical exposure	Can appeal to technicians who want deeper controls/automation experience.	Position as growth, not proof they must already be experts in everything.
Development path	Fictionalized client offers progression toward senior maintenance/controls responsibility.	Tie learning to a plausible next step.

Recommended candidate value proposition

- A fixed second shift - not a rotating schedule.
- Serious electromechanical troubleshooting without requiring you to already be an expert in everything.
- $34.50-$38.50/hour including shift differential.
- No regular on-call.
- A path toward deeper controls and automation responsibility.

Sample repositioning

INDUSTRIAL MAINTENANCE TECHNICIAN - 2ND SHIFT

Put your electrical and mechanical troubleshooting skills to work on modern production equipment without a rotating schedule. This fixed Monday-Friday role offers $33-$37/hour plus a $1.50 shift differential, no regular on-call requirement, and room to deepen controls and automation experience.

The public sample shows positioning, not a complete replacement job description.

TALENT MARKET

The Talent Exists - The Scarce Part Is the Technical Subset

Raw labor supply is visible. The harder question is how much of that market actually fits the day-one work, can be reached economically, and remains realistically movable in a competitive technical market.

OHIO EMPLOYMENT (2024)

20,520

Industrial machinery mechanics. [2]

PROJECTED ANNUAL OPENINGS

2,140

Ohio, 2024-2034. [2]

Columbus unemployment was 3.2% in July 2026 and manufacturing employment was approximately 77,500, leaving relatively little labor-market slack. [1]

Geographic recruiting direction

Priority	Zone	Campaign use
PRIMARY	South / Southeast Columbus	Groveport, Obetz, Rickenbacker, Canal Winchester, Reynoldsburg and nearby industrial workforce.
SECONDARY	Broader Columbus metro	Hilliard, west Columbus, New Albany and other industrial corridors with comparable technical talent.
SELECTIVE	Outer-market test	Lancaster / Hebron / Newark / Delaware when response and commute tolerance support expansion.

Talent expansion levers

Change	Expected market effect	Employer cost / compromise	Priority
PLC programming -> preferred	HIGH	Low; preserves troubleshooting requirement.	DO FIRST
Welding -> preferred	MED-HIGH	Low if not day-one essential.	DO FIRST
Expand recruiting radius	MEDIUM	Low; increases commute variance.	TEST
Increase shift differential	MEDIUM	Recurring labor cost.	CONDITIONAL
Change fixed shift	HIGH	Operationally expensive; unnecessary now.	HOLD

TALENT OPPORTUNITY LANDSCAPE

Where a Recruiter Has a Credible Reason to Look First

The employer name is visible. The intelligence is the evidence-backed reason a particular talent population may be worth the next sourcing hour - and the specific advantage this client can truthfully test.

Public-sample boundary

A live WMI Advantage brief would include the complete priority landscape developed for this requisition. This public sample shows two representative employer environments and withholds additional targets.

Employer environment	Why it matters	Client advantage to test	Priority
Westlake Royal Building Products	Current Columbus maintenance role uses 12-hour nights with alternating Saturdays; pay is stronger. [6]	Fixed weekday 8-hour second shift, no regular on-call. Do not compete on pay alone.	TIER 1 - schedule-led
METTLER TOLEDO	Fixed 2nd shift is similar, but current role requests 5-10 years of industrial maintenance experience. [3]	Client can credibly target strong 3+ year technicians and emphasize a clearer growth path.	TIER 1 - experience-led

How the desk should use this

- Build outreach around a truthful contrast - schedule predictability, experience accessibility or growth - rather than generic “better opportunity” language.
- Prioritize technically comparable environments before broadening into lower-transferability maintenance populations.
- Validate individual fit normally. Employer-level conditions are a market signal, not evidence of any particular worker’s intent.

Revenue implication

A named target environment gives the recruiter a reason to allocate the next sourcing hour somewhere specific. The value is not the employer name by itself; it is the evidence-backed reason this client may be more attractive to that population.

RECRUITER SOURCING KICKSTART

Start the Search With Better Coordinates

The staffing firm still owns sourcing and candidate outreach. WMI does not teach the recruiter how to source; it changes the coordinates by revealing which talent markets, contrasts, and adjacent profiles deserve attention first.

Priority target titles - sample excerpt

Priority	Titles / profile families	Why
CORE	Industrial Maintenance Technician; Maintenance Mechanic; Electromechanical Technician	Closest match to day-one troubleshooting scope.
ADJACENT	Multi-Craft Maintenance Technician; Controls Maintenance Technician	Often combines electrical/mechanical/PLC depth with broader industrial exposure.
SELECTIVE	Industrial Electrician with mechanical exposure; Automation Maintenance Technician	Useful where the candidate has hands-on production-equipment troubleshooting beyond a narrow specialty.

Illustrative Boolean framework

Search string - public sample

("industrial maintenance technician" OR "maintenance mechanic" OR "electromechanical technician" OR "multi-craft maintenance") AND (PLC OR VFD OR "480V" OR "three phase") AND (hydraulic* OR pneumatic*) NOT (apartment OR property)

30-second outreach hook - public sample

“Hi [Name] - your industrial maintenance background caught my attention. I am working on a Groveport opportunity with a fixed Monday-Friday second shift, eight-hour days, no regular on-call, and strong controls exposure. If schedule predictability or a clearer path toward automation work would be appealing, it may be worth a quick conversation.”

Local talent-development ecosystems worth knowing

Network	Why it matters
Eastland-Fairfield Career & Technical Schools - Industrial Automation	Groveport-based program trains electrical systems, pneumatics, VFDs, hydraulics, PLC troubleshooting, robotics and maintenance concepts. [11]
Columbus State Community College - Electro-Mechanical Engineering Technology	Program explicitly prepares technicians for preventive/corrective electro-mechanical maintenance and automation/process-control environments. [12]

Active-client WMI may include additional title variants, source environments, query frameworks or local networks based on the role and available evidence. The public sample intentionally shows only part of the execution package.

WORKFORCE MOBILITY & TIMING

There Are Pockets of Opportunity - But They Can Close Quickly

Layoffs, expansions, and workforce events are visible. The useful question is how those events change where recruiting attention belongs now - without pretending they reveal any individual worker's intent.

Signal	Strength / recency	Requisition relevance	Recommended use
Parsec south-Columbus / Rickenbacker closure - 115 layoffs, including 12 mechanics. [9]	STRONG / RECENT	HIGH	ACT: prioritize awareness and fit-screening around the corridor.
Taikisha USA Columbus closure - 81 employees affected. [8]	MODERATE / RECENT	MODERATE	INVESTIGATE: industrial automation exposure may transfer, but worker-level fit is unknown.
Westerman Bremen + Hebron expansion - 345 planned jobs. [10]	STRONG / CURRENT	HIGH - competitive pressure	WATCH: new industrial demand can reabsorb relevant talent and increase wage/sourcing competition.

WMI interpretation

Central Ohio is producing both workforce release and new industrial demand. That creates short-lived pockets of opportunity inside a structurally competitive market. The right posture is: move now, verify quickly, and do not confuse a layoff headline with proof of candidate availability.

Recruiting posture

- Increase attention around south-Columbus / Rickenbacker now, but screen explicitly for industrial electrical, PLC/VFD and production-equipment experience.
- Do not represent affected employees as available, dissatisfied or willing to move without normal candidate-level evidence.
- Watch new manufacturing expansion because it can shorten the useful window and intensify competition for the same technical population.

Mobility findings are market-level signals. WMI does not identify or label named individuals as willing to leave an employer.

CAMPAIGN STRATEGY

Put the Intelligence Into the Market

The campaign should test a clear hypothesis, not simply add exposure. Each action below has an owner so performance cannot be separated from the decisions that shape it.

Edge of Bliss actions

- Optimize the candidate-facing title, opening message and required/preferred hierarchy.
- Launch Featured placement and relevant Edge of Bliss distribution.
- Broaden geographic exposure beyond an ultra-local Groveport audience and measure where qualified response comes from.
- Monitor competitive pay/schedule changes and material workforce events.
- Measure visibility, views, applications and conversion; change what Edge of Bliss controls when the evidence supports it.

Staffing firm / client actions

- Approve factual/substantive changes promptly.
- Review qualified candidates quickly and return quality feedback within the agreed operating window.
- Keep Edge of Bliss informed about interviews, declines, offers, withdrawals and fills where available.
- Decide employer-controlled changes: compensation, shift premium, technical gates, schedule and hiring process.
- Maintain client/candidate relationships, qualification, representation, interview process, negotiation and placement.

What WMI will deliberately NOT change first

Base compensation. The market does not currently justify making a permanent labor-cost increase the opening move. Compensation remains a preserved contingency if qualified response stays weak after lower-cost friction is removed.

CLIENT OBJECTION PLAYBOOK

If the Client Says No, the Desk Still Needs a Plan

A recommendation is not operational intelligence if the entire strategy collapses the moment a hiring manager refuses it.

Client decision	Constraint that remains	Next-best WMI move	Desk implication
Refuses to relax PLC programming	Viable pool stays narrower than core troubleshooting need requires.	Target deeper controls profiles; preserve compensation escalation as secondary lever.	Do not dramatically expand broad sourcing volume.
Refuses to relax welding	Electrical/controls-heavy technicians may remain excluded.	Concentrate on heavier industrial / multi-craft environments.	Expect slower qualification; document the gate.
Refuses pay / differential change after weak qualified response	Offer remains mid-market while higher-paying alternatives stay visible.	Lean harder into schedule predictability and growth; reassess viability at midpoint.	Consider reducing desk priority if pipeline remains below threshold.
Client feedback exceeds 2 business days	Candidate-conversion risk becomes client-controlled.	Pre-book interview windows / require disposition cadence.	Escalate process bottleneck before adding sourcing spend.

Client conversation - recommended framing

"We are not asking you to change everything. We are asking you to decide which constraint you want the market to carry. If PLC programming stays mandatory, we can work that narrower pool - but it changes the amount of talent available and may make compensation the next lever sooner."

The economic rule

Every client refusal should create one of three outcomes: a fallback intervention, a revised expectation, or a conscious decision to reduce recruiter capacity. "Keep sourcing harder" is not a strategy.

TIME-BOXED ESCALATION

The Campaign Needs a Clock

The thresholds below are sample campaign targets established for this two-opening requisition. They are not universal WMI benchmarks and would change by role, market and hiring urgency.

Timing	Decision point	Sample trigger	Action if trigger is missed
DAY 0	Launch	Client approves core requirement hierarchy; optimized posting live.	Do not start the live campaign clock until launch inputs are ready.
DAY 5	Visibility check	Enough targeted exposure to interpret candidate behavior.	Expand / rebalance distribution and geography before judging attraction.
DAY 7	Attraction check	Qualified-interest signals begin to appear; candidate objections are being captured.	Rework message / friction before buying more broad reach.
DAY 10	Qualified pipeline	Target: >=3 recruiter-qualified candidates or comparable progress toward the two fills.	Activate Contingency A: expand priority talent environments and re-test requirements.
DAY 15	Midpoint	Target: >=2 credible client interviews or a clearly improving qualified pipeline.	If pipeline remains weak, revisit shift differential/top of range and campaign viability.
DAY 21	Client-process review	Qualified candidates are moving within the agreed feedback cadence.	Escalate client process; do not let sourcing mask a disposition bottleneck.
DAY 25	Continuation / slot decision	Credible fill trajectory or clearly controllable remaining barrier.	Continue, repair, de-prioritize, or prepare WMI Advantage slot reassignment at renewal.

Client-response SLA

Feedback age	WMI status	Operating interpretation
0-2 business days	TARGET	Normal operating window for recruiter-qualified candidate disposition.
3-4 business days	AT RISK	Client delay is becoming a conversion variable worth escalating.
5+ business days	RED FLAG	Treat client process as a material campaign constraint; do not answer it by simply adding sourcing.

Capacity Protection Trigger

At Day 25, WMI must recommend Continue, Repair, De-prioritize, or Reassign. If a critical client-controlled blocker has remained unresolved for 7+ days and the campaign remains below its agreed success threshold, freeze incremental recruiter allocation and prepare to move the WMI Advantage slot to another requisition at the next renewal.

These are WMI operating thresholds, not claims that a specific delay causes a fixed percentage of candidate loss. Edge of Bliss should build proprietary benchmarks from completed campaigns over time.

FUNNEL DIAGNOSTICS

Let the Market Tell Us Which Lever Is Next

The campaign should not spend the second half repeating the first. Live behavior either supports the launch thesis or tells us where to intervene.

What we observe	Most likely interpretation	Next move
Good visibility; weak job views	Title / positioning is not earning attention.	Rework candidate-facing framing.
Good views; weak applications	Attraction or friction remains.	Test schedule / pay / requirements based on feedback.
Applications; weak qualification	Targeting or requirement communication is off.	Refine audience; clarify true minimums.
Qualified candidates; stalled interviews	Client process is the bottleneck.	Escalate feedback speed / interview process.
Healthy qualified response	Current offer is working.	Do not sweeten unnecessarily; keep executing.

Recommended intervention sequence

Step	Action	Why now
1	REMOVE AVOIDABLE GATES	PLC programming / welding hierarchy.
2	SELL EXISTING ADVANTAGE	Fixed weekday shift, no rotation, no regular on-call.
3	EXPAND TARGETING	Broader geography + priority employer environments.
4	MEASURE RESPONSE	Qualification, objections, geography, client speed.
5	ESCALATE COST ONLY IF EVIDENCE SUPPORTS IT	Shift differential / top of range.

Midpoint re-score rule

Hiring Difficulty and Campaign Viability are reassessed only after meaningful evidence or approved changes. WMI does not move the score merely to make the dashboard look active.

RECRUITER DESK CARD

The One-Page Operating Brief

This is the page a recruiting manager should be able to hand to the recruiter working the search.

Desk prompt	Current WMI direction
THE JOB	Industrial Maintenance Technician - 2nd Shift | Groveport, OH | 2 openings
THE THESIS	Requirements and positioning before pay. The market is difficult, but the current specification is narrower than the core job requires.
SELL THESE	Fixed Mon-Fri shift; no rotation; no regular on-call; $34.50-$38.50 effective pay; controls/automation growth.
OPEN WITH	"Fixed Monday-Friday second shift, no rotating schedule, no regular on-call, and a path toward deeper controls/automation work."
TARGET THESE	Industrial Maintenance Technician; Maintenance Mechanic; Electromechanical Technician; Multi-Craft Maintenance; selective controls/industrial electrician profiles.
PRIORITY ENVIRONMENTS	Schedule-led: rotating/12-hour night maintenance populations. Experience-led: comparable plants asking 5+ years where this client can credibly consider 3+.
CLIENT MUST DECIDE	1) PLC programming: required vs preferred. 2) Welding: genuinely day-one essential? 3) Commit to <=2-business-day candidate feedback.
WATCH FOR	Pay objections, commute friction, resistance to second shift, and client disposition delays.
ESCALATE WHEN	Day 10: qualified pipeline <3 / equivalent progress. Day 15: <2 credible interviews or weak improving pipeline. Day 21: client process is stalling qualified candidates.
CAPACITY TRIGGER	Day 25: if a critical client-controlled blocker is unresolved for 7+ days and performance remains below threshold, recommend repair, de-prioritization, or slot reassignment at renewal.
ILLUSTRATIVE FEE AT RISK	$28.7K-$40.0K across two direct-hire fills at 20%-25% fee.
NEXT MOVE	Get client decisions on PLC programming and welding; then launch the optimized job and test the revised market before increasing labor cost.

Manager check

If the recruiter cannot explain the thesis, the target environments, the client decisions and the escalation trigger in under two minutes, the intelligence has not been translated into usable desk action yet.

QUALITY CONTROL

Why This Isn't an AI-Generated Report

Technology makes this depth of analysis practical. Human analysts decide what survives the analysis - and what the evidence actually supports saying.

Analyst review question	Sample disposition
Are sources current enough for the decision?	Yes. Current labor-market data and active/recent job postings are used; older structural data are labeled.
Does the conclusion follow from the evidence?	Yes. Pay overlaps the market; requirement and positioning friction can be tested first.
Are we overstating talent availability?	No. Workforce-release events are treated as signals, not candidate inventories.
Is there a credible alternative explanation?	Yes. Compensation may become the primary constraint after other friction is removed; a trigger is preserved for that possibility.
Are recommendations proportionate?	Yes. Lower-cost / lower-disruption changes precede permanent labor-cost intervention.
Is anything merely interesting?	Remove market detail that does not change targeting, positioning, client action or recruiter allocation.

HUMAN ANALYST REVIEW

Every WMI instance includes several hours of human research, cross-checking, analysis, and interpretation. Analysts challenge source quality, test alternative explanations, remove findings that are merely interesting, and make sure recommendations remain proportionate to the evidence.

TECHNOLOGY-ENABLED, NOT TECHNOLOGY-DEFINED

The analytical concepts behind WMI were refined over decades. Modern AI, analytics, and research tools did not create the methodology; they made this level of work economically practical around an individual requisition. Human judgment still determines which signals matter, how they relate, and what should happen next.

PROPRIETARY METHODOLOGY

Clients receive the evidence, conclusions, actions, and decision logic they need to use WMI. Edge of Bliss does not disclose scoring weights, source-selection rules, internal analytical models, or decision algorithms. The visible report structure is not sufficient to reconstruct the methodology.

SCOPE & RESPONSIBILITY

WMI is an intelligence, job advertising, optimization, and analytics service. Recruiting firms and employers remain responsible for recruiting activity, candidate qualification, client relationships, interviews, offers, hiring decisions, and placement. No applications, hires, placements, revenue, savings, or time-to-fill are guaranteed.

PUBLIC EVIDENCE

Source Notes

Public evidence was accessed September 3, 2026 unless otherwise noted. Active WMI engagements may use additional sources; the public sample lists the evidence needed to substantiate the findings shown here.

1. U.S. Bureau of Labor Statistics - Columbus, OH Economy at a Glance
July 2026 unemployment rate (3.2%) and manufacturing employment (~77,500). Source

2. O*NET OnLine / Projections Central - Industrial Machinery Mechanics, Ohio
20,520 employed in 2024; 23,880 projected in 2034; 16% growth; 2,140 projected annual openings. Source

3. METTLER TOLEDO - Maintenance Technician, 2nd Shift
Columbus posting dated July 14, 2026; $28-$38/hour; Mon-Fri 3:00-11:30 PM; 5-10 years requested. Source

4. Franklin International - Industrial Maintenance Mechanic, 2nd Shift
Current/recent Columbus listing: $30.43-$35.64/hour plus $1.75 differential; 3:00-11:30 PM; extensive welding/PLC/VFD skill testing. Source

5. Rogue Fitness - Maintenance Technician, 2nd Shift
Posted September 2, 2026; $32-$45/hour + 10% premium; 3:00-11:00 PM; extended hours/weekends as needed; $1,000 bonus. Source

6. Westlake Royal Building Products - Maintenance Technician
Posted August 13, 2026; $37.34/hour + $2 night differential; $2,000 sign-on; 12-hour nights with alternating Saturdays. Source

7. Mars Petcare - Shift Maintenance Technician, Columbus
Current/recent listing: starting $36.52/hour + $1.50 premium on a rotating schedule. Source

8. Spectrum News 1 - Taikisha USA Columbus facility closure
Reports 81 employees affected by the Columbus facility closure. Source

9. Columbus Dispatch via Yahoo News - Parsec terminal closure
Reports 115 affected workers near Rickenbacker, including 12 mechanics. Source

10. Columbus Region - Westerman expansion
August 24, 2026 announcement: $51.5M investment and 345 planned jobs in Bremen and Hebron. Source

11. Eastland-Fairfield Career & Technical Schools - Industrial Automation
Groveport program covering electrical systems, pneumatics, VFDs, hydraulics, PLC troubleshooting, robotics and industrial maintenance concepts. Source

12. Columbus State Community College - Electro-Mechanical Engineering Technology
Program prepares electro-mechanical technicians for preventive/corrective maintenance, automation and process-control environments. Source

Source caution

Job postings can change or close quickly. Compensation figures are advertised values, not verified accepted-offer data. Public workforce events do not establish the skills, availability or job-search intent of any individual worker. All market findings are interpreted in the context of this illustrative requisition only.

PUT WMI TO WORK

You Don't Need WMI on Every Requisition.

Put It Where Uncertainty Is Expensive.

Your recruiters already know how to recruit. WMI gives them a deeper view of the market surrounding the searches where the obvious answer may not be the right one.

SEE WHAT THE SEARCH IS REALLY UP AGAINST

Expose the market conditions, hidden constraints, and competing forces shaping the requisition before more capacity is committed.

GIVE THE DESK EVIDENCE BEHIND THE NEXT MOVE

Turn intelligence into stronger client conversations, different targeting, contingency plans, or a deliberate decision to protect recruiter capacity.

KEEP WMI WORKING AROUND THE JOBS THAT MATTER MOST

At each monthly cycle, continue the current campaign or point your WMI Advantage capacity at the next priority requisition.

WMI Advantage

1, 3, or 5 concurrent WMI campaigns

Put WMI to Work

This illustrative sample demonstrates selected WMI capabilities. Active client engagements may include additional intelligence and execution guidance not shown publicly.