

boly:welch

**IMPACT**  
**report**  
**2022**

# what! A YEAR!



In 2022, we renewed our commitment to our hometown of Portland, Oregon, and the people who make this city work.

We returned to our downtown office, connected with our community in-person (and online), and got crystal clear on what has always mattered most to us: putting people front and center in the hiring process.

We set audacious goals — and grew into them.

## How did we level up in 2022?

- We launched [a new website](#) to streamline the process of placing top talent in your open positions
- We expanded our [Executive Search division](#) to welcome a new member
- We broke our own record for job orders filled in a month — then broke it again
- We added our second attorney recruiter (making us the only agency in town to have not one but two attorneys on our Legal Staffing team)
- We grew our Footwear, Apparel & Outdoors division to recruit for IT positions (a first for us!)
- We also reshaped our job seeker workshops into a 7-part series designed to equip candidates to bring their best selves to the hiring process.

## Our community noticed!

- In January, we were recognized as the [Largest Executive Search Firm](#) in Portland by the Portland Business Journal
- In March, our CEO & Co-founder Pat Welch was awarded the [Portland Business Journal's Joan Austin Lifetime Achievement Award](#)
- In July, Willamette Week named us [Best Temp/Job Agency](#).
- In August, we were recognized as a "[Best for the World™ B Corp](#)" in Governance
- And in December we were voted #1 in the new category of recruiting & consulting at the Portland Business Journal's [Oregon's Most Admired Companies](#) awards

We've been in the business of matching talent with opportunity since 1986. While a lot has changed in the past 36 years (goodbye classifieds, hello LinkedIn!), our priorities remain the same.

We're here to continuously evolve as a workplace where our team can bring their whole selves to the job and create meaningful connection through community. When we make a great match, we're not just filling your open roles. We're helping build more cohesive teams, driven by shared goals and values, empowering growth for all.

# clients SERVED

We're here to find the employees who will drive your organization's success.

“ We recently hired another employee through Boly:Welch. From the initial phone call to the final agreement, I found their team to be prompt, articulate, had a good understanding of our hiring needs, and were able to find the perfect match. They are a winning team focused on getting you the right candidate rather than as with some agencies who just want to get someone placed.

— MARY CROUSE, CEO, DH Sutherland

“ What I appreciate about the team at Boly:Welch is how well they listen. The candidate we selected was a strong cultural fit, had the skills to meet our current needs, and began producing results almost immediately. The candidate's goals were communicated, and we knew our team could support their growth into the future. Boly:Welch clearly cares about both their clients and candidates being successful.

— KYLE DEAN, CFO, ZoomCare

508

Number of clients we worked with in 2022

83%

% of our clients who are repeat customers

(including for temporary assignments)

92%

% of our placed candidates who stay in role for 1+ years



## National Averages:

- 31% of employees leave a new position within first 6 months
- 50% leave within first 2 years

# clients SERVED

We're one-part guidance counselor, one-part therapist, and, potentially, your organization's new best friend.

People know us as "recruiters," or as a "staffing agency," but that doesn't really cover who we are. We show up impartial, honest, empathetic, and ready with the tools and resources to help you problem-solve and grow.

And we're committed to helping our clients' organizations become better workplaces for the people employed there.

## HUMAN RESOURCES CONSULTING



**16**  
RETAINED  
CLIENTS



“

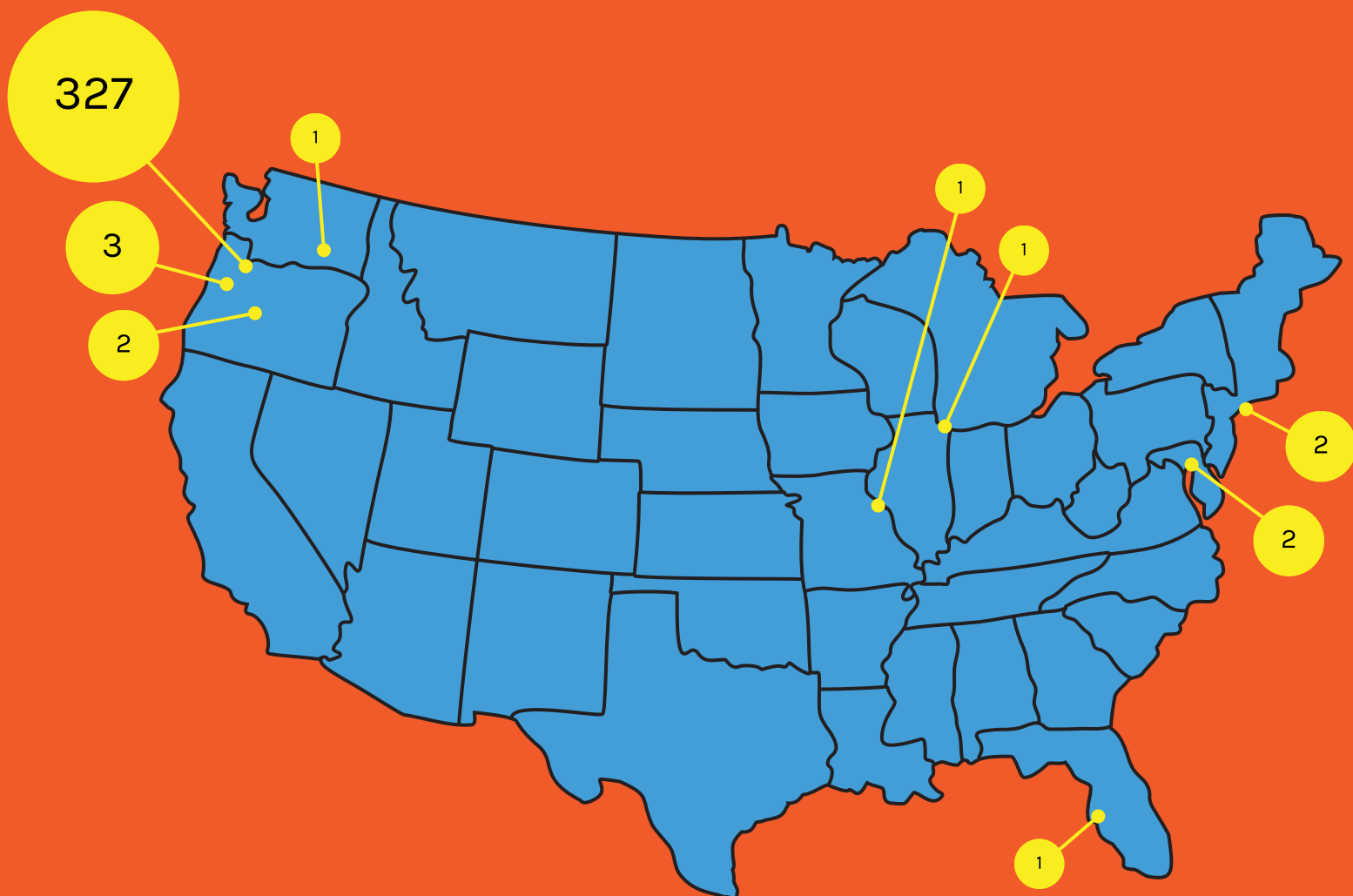
We're a scaling start-up, but still need HR expertise on call for everything from remote work policies, employee relations issues, and hiring advice. The Boly:Welch team is flexible, quick, proactive, and understands our needs. Having their team on retainer was an easy choice and it's paid off.

— JEANNE ALLDREDGE, Controller, YorLabs

# client LOCATION

## 340

NUMBER OF CLIENTS WE PLACED  
CANDIDATES WITH IN 2022

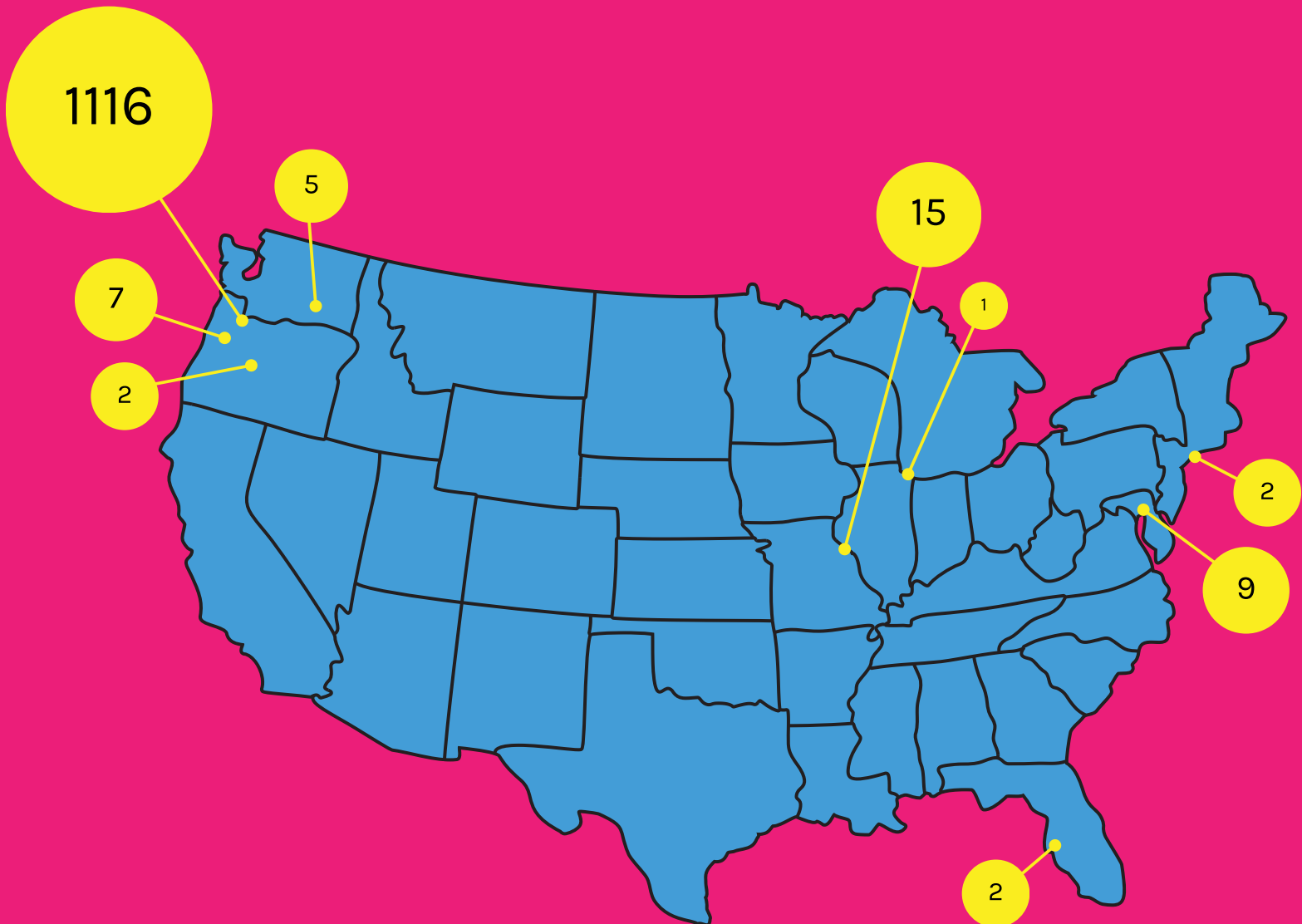


# PLACED candidates BY EMPLOYER LOCATION



# 1159

NUMBER OF CANDIDATES WE PLACED IN 2022  
(including folks we sent on multiple short-term assignments)



# Job Seekers HELPED

# 875

Candidates  
Placed

We know that the right person in the right job can be transformative, and we're proud to work with job seekers who are experienced professionals, upwardly mobile, full of potential – or just starting out!

# 1,741

Job Seekers Supported

We specialize in key industries and aren't able to place all job seekers who come to us – but we still love to help where we can! In addition to teaching our Job Search 101 workshops, our resident career expert:

- Supported 1,741 people in their job search
- Provided 300-400 hrs of career consulting

“ I have worked with Boly:Welch twice since moving to Portland, and both times have been immensely worthwhile. While they did not actually place me the first time, Boly:Welch's practical advice and moral support were instrumental in helping me to land my current position. After a couple of years at my job I was on the hunt for new opportunities and went back to Boly:Welch because of my great experience the first time... They were a wellspring of resume, cover letter, and interview advice, which made me a much more competitive candidate. They also have a vast and diverse client base, which means that when you work with Boly:Welch you are casting a wide net to maximize the number of opportunities you can try to take advantage of.

– Boly:Welch candidate

# 27

Job Search 101 Workshops

A multi-part series of free virtual workshops designed to guide job seekers through strategies and best practices for making their next big career move. These are not your average snoozy Zoom sessions! Our career experts provide real insight and support tailored to the folks in the room.

- 27 1-hour workshops offered
- 1756 workshop registrants

Giving back to the community that has made it possible for Boly:Welch to thrive is a top priority for us. Our employees have 40 paid hours of community volunteering built into their benefits package each year to ensure they can make time to serve the organizations that matter most to them. And in 2022 we launched a matching program for donations made by our team members, to help their dollars go farther.

# COMMUNITY IMPACT

We make it our business to back the organizations making Portland a healthy, vibrant, and livable workplace.

## In 2022, we sponsored:

- **SimpleX:** A space for Black professionals to connect, create, and cultivate their path to success
- **College Possible:** Closing the degree divide and empowering students from underserved backgrounds to become college graduates
- **Community Warehouse:** Connecting donated household items to neighbors in need, creating stronger homes and brighter futures for all
- **Pitch Black:** A pitch competition providing Black startup entrepreneurs a platform to connect with the larger startup ecosystem
- **BBPDX:** Representing businesses of all sizes and sectors who believe we can and must do better than the status quo
- **Partners in Diversity:** Working with employers to address critical needs for achieving and empowering a workforce that reflects the rapidly changing demographics of the Pacific Northwest

267

Hours our team spent  
in the community

\$163K

Dollars donated /  
in-kind donations

40

Organizations  
served



# COMMUNITY IMPACT



## OUR TEAM GOT OUT IN THE COMMUNITY TO:

## AT:

Table at career fairs

PSU Career & Internship Fair, Portland Youth Opportunity Job Fair, OSU Career Fair

Review resumes, run mock interviews, offer career counseling, judge an ethics competition

PSU School of Business, Benson Polytechnic High School, Milwaukie High School, Whitman College, OSU College of Business

Teach career workshops

College Possible, PCC Disabilities Cohort, OHA AmeriCorps VISTA, Portland Workforce Alliance, Pacific University Inclusive Hiring Week, PSU Beta Alpha Psi Accounting Honors Cohort, TAO Tech in Color Career Dev Bootcamp, Association of Corporate Counsel, ALA Oregon Chapter

Serve on leadership teams, advisory councils, ambassador boards & boards of directors

Family SkillBuilders, College Possible, PCC's Paralegal Advisory Council, Youth Villages, Portland Women for Good, CASA, Bridge Meadows

Provide mentorship

SINE (Survival is Not Enough), Lewis & Clark

Speak on panels & attend conferences

PSU School of Business Alumni Panel, Build B Corp Built Festival

Help where help is needed

Rose Haven, Portland Book Festival, Dynasty House, Red Cross, Oregon Community Foundation

# COMMUNITY IMPACT

## Organizations we served this year:

American Red Cross  
Association of Corporate Counsel  
Association of Legal Administrators (ALA) Oregon Chapter  
Benson High School  
BLD PNW B Corp  
Bridge Meadows  
Business for a Better Portland (BBPDX)  
CASA for Children  
(Multnomah, Washington, Columbia & Tillamook Counties)  
College Essay Exchange  
College Possible  
Community Warehouse  
Dynasty House  
Emerging Leaders  
Family SkillBuilders  
Howard's Heart  
Lewis & Clark College  
Milwaukie High School  
Oregon Community Foundation  
Oregon Health Authority AmeriCorps  
Oregon State University (OSU)  
OSU College of Business  
Pacific University  
Paid Leave Oregon  
Partners in Diversity  
Pitch Black  
Portland Book Festival  
Portland Business Alliance (PBA)  
Portland Community College (PCC) Disabilities Cohort  
PCC Paralegal Advisory Council  
Portland State University (PSU)  
PSU Beta Alpha Psi  
PSU School of Business  
PSU Summer Business Institute (SBI)  
Portland Women for Good  
Portland Workforce Alliance  
Portland Youth Opportunity  
Rose Haven  
SimpleX  
SINE Portland (Survival is not Enough)  
Technology Association of Oregon (TAO)  
Whitman College  
Youth Villages



# RECOGNITION

## FROM OUR COMMUNITY

We've been recognized for over 35 years for the great work we do: putting people front and center in the hiring process.



In 2022, we received some awards that we're pretty proud of, including:

- Oregon's Most Admired Companies Award — ranked #1 in Recruiting & Consulting Firms by executives across the region via the Portland Business Journal.
- Best of Portland Readers' Poll in the category of Best Temp/Job Agency, nominated and voted for by readers of Willamette Week who are passionate about their city.
- "Best for the World™ B Corp" in Governance, an annual award given out by B Lab to recognize the B Corps that have achieved the highest verified scores in the five impact areas of the B Impact Assessment. Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency
- The Joan Austin Lifetime Achievement Award, given by Portland Business Journal to our CEO and Co-founder, Pat Welch. The award honors the legacy of Joan Austin, known for her business savvy and philanthropic prowess during her long career as co-owner and co-chairperson of A-Dec Inc.



# THANK you

“

We're so grateful to be part of this community. We've always known that the secret sauce of our business success is our personal relationships.

Last year, we placed the great-granddaughter of one of my first candidates in a role with a client we've worked with for 25 years.

This is the legacy we've been building since 1986, and it's why we continue to evolve towards the future.

— PAT WELCH, CEO & Co-founder, Boly:Welch

