

CLIENT CASE STUDY

SPECTRUM
FIND RIGHT

Solving the H-1B Talent Gap

How to Retain Elite Offshore Hires Before They Travel

How Spectrum Consultants kept engineering graduates productive, trained, and engaged through custom workforce hosting ahead of U.S. onboarding.

Industry

Semiconductors & Technology

Engagement

Interim HR Hosting & Global Mobility Support



Overview

A global technology leader needed to hire Recent College Graduates (RCGs) from India's top technical schools for roles based in the United States, despite having no local entity in India.
The long lead time between graduation and H1B visa availability created a real risk of candidate drop-off before their first day.

Challenge

- No legal entity in India; all hires were intended for the US entity.
- Hiring was completed by August/September, but students graduated in following April and weren't ready to join until October the following year, as the H1B visa window did not open until October.
- The long gap between graduation and eventual travel led to candidate attrition.



Our Solution

- Managed end-to-end campus hiring: pre-campus, on-campus and post-campus stages.
- Recruited top talent directly from leading technical schools.
- Identified a local IT company with spare capacity to host the infrastructure.
- Aided import of state-of-the-art IT hardware to equip graduates.
- Onboarded graduates onto Spectrum's rolls immediately after graduation, with induction and training.
- Coordinated H1B visa documentation and organised travel once visas were granted.
- Managed export of equipment on project completion.



Outcome

- Graduates **stayed engaged and productive** even before their H1B was granted.
- **Time was used for training**, so new hires could contribute from day one in the US.
- Significantly **increased offer-to-joining conversion** rates.

Impact

Our interim **execution engine maximized candidate conversion rates** & eliminated visa drop-off risks to deliver job-ready, high-performing engineers on Day 1.

---

*For **Spectrum Consultants**, this engagement affirmed our standing as a trusted workforce solutions partner, demonstrating our strength in delivering end-to-end recruitment, compliant employment hosting, and global mobility under a single unified model.*

SPECTRUM CONSULTANTS

Empowering Global Enterprises Through Intelligent Talent Solutions since 1995

SPECTRUM
FIND RIGHT

30+	20,000+	50+	10 : 1
YEARS OF EXCELLENCE	CAREERS SHAPED	TOP GLOBAL CLIENTS	RESUME-TO-OFFER RATIO

About Us

For over 30 years, Spectrum Consultants has been a pioneer in recruitment, executive search, and cross-border workforce hosting. Headquartered in Bangalore, India, we bridge the gap between global enterprise goals and local execution, delivering agile, compliant, and cost-effective talent ecosystems for Fortune 500s, high-growth tech firms, and global innovators.

Our Services

Executive Search & C-Suite Hiring

Specialized headhunting for mission-critical roles (CXOs, VPs, Directors, Country Heads) backed by rigorous talent-mapping and discretion.

Permanent & Contingent Staffing

End-to-end recruitment across tech, engineering, and digital marketing functions. Flexible contract staffing with dedicated account SPOCs.

Employer on Record (EOR) & HR Hosting

Build high-performing teams in India without incorporating a legal entity. Complete payroll, statutory compliance, benefits, IT asset provisioning, and local governance.

AI & Prompt Engineers Hiring

Specialized squads for next-gen AI/LLM engineers, semiconductor talent, and curated campus recruitment drives from India's premier technical institutions.