



## CASE STUDY

# "THEY SAID IT COULDN'T BE DONE":

How Power Tech and  
Sesame Software Delivered  
the Impossible for Staffing  
Data Management



**A CUSTOMIZED SOLUTION  
FOR BULLHORN**

# Executive Summary

When Bullhorn told a staffing firm their near real-time data replication request couldn't be done, Power Tech and Sesame Software set out to prove them wrong.

Together, they built a fully custom solution that shattered expectations: reducing monthly reporting and budget planning cycles from 24 days to just 3 days.

**The result: faster decision-making, freed-up recruiter time, and *a cultural shift from data fear to curiosity.***

**"Bullhorn said it couldn't be done. We proved them wrong."**  
Brad Humphries, Founder & Principal Consultant, Power Tech

## About the Partners



### Power Tech

A U.S.-based consultancy focused on streamlining operations, automating repetitive tasks, and unlocking the full potential of data for companies of all sizes.

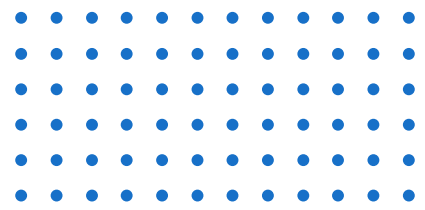
Mission: "Giving companies the power to get where they want to go."



### Sesame Software

The data replication and integration powerhouse trusted by enterprises to move data in near real-time, with complete control, customization, and compliance. Sesame Software supports deployments on in-house servers, cloud, or hybrid environments, giving any organization the flexibility to scale without disruption.





# The Challenge:

## An “Impossible” Request

In staffing, speed wins. Yet across the industry, average time to fill a role is 44 days; healthcare and pharma can take 49 to 67 days. This industry-wide delay has given firms with stronger data strategies a decisive edge.

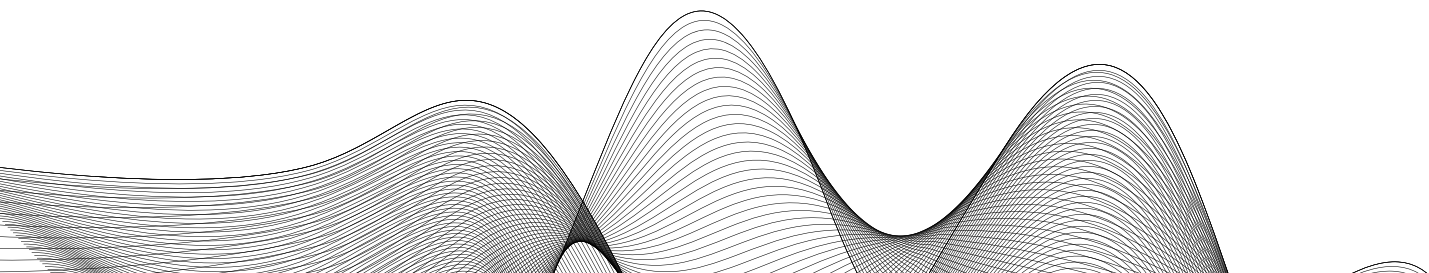
**BEFORE:**  
**49-67**  
**DAYS**  
average time  
to fill a role

Data is scattered across ATS, HR, and client systems, making it slow to access and hard to trust. Manual processes and outdated tools drain recruiter productivity and introduce errors.

**For Power Tech’s client,  
the situation was even worse:**

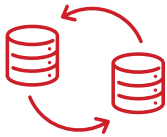
- 24 days to close reports and complete budget planning
- Data locked in Bullhorn with out timely access
- Manual Excel exports slowing everything down
- Vendor tools and middleware that couldn’t deliver - and Bullhorn insisting it wasn’t possible

**That’s when Power Tech and Sesame Software  
decided to prove them wrong.**



# The Breakthrough Solution

Brad from Power Tech partnered directly with Sesame Software to design a fully custom Bullhorn replication system that:



Replicated Bullhorn data in near real-time into a centralized, queryable database



Gave the client complete control of their data for compliance, analytics, and integration



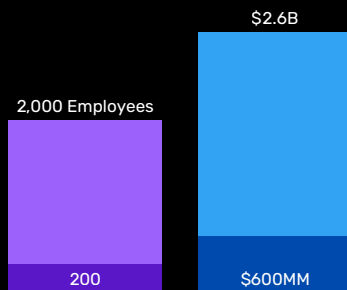
Combined Sesame Software, CData, and Bullhorn API for targeted, high-performance integration

**In six months Bullhorn API hurdles were cleared and customizations built, producing a scalable framework that turned time-to-fill from weeks into hours—some agencies even *filled hundreds of nurses in a single COVID weekend.***

**AFTER:**  
**UNDER**  
**48 HRS**  
to fill roles

# The Results: Reporting Transformed

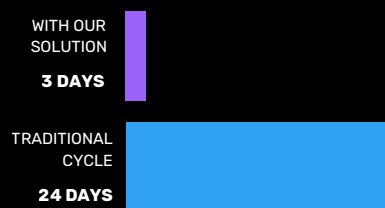
## Quantitative Wins



Scale Across People & Revenue

- Reporting & budget planning cycles: 24 days → 3 days
- Eliminated manual Excel rework
- Boosted recruiter productivity
- Proven scalability: the same platform supported a client's explosive growth from 200 employees to 2,000, and from \$600MM to \$2.6B revenue in just 18 months without re-platforming or downtime.

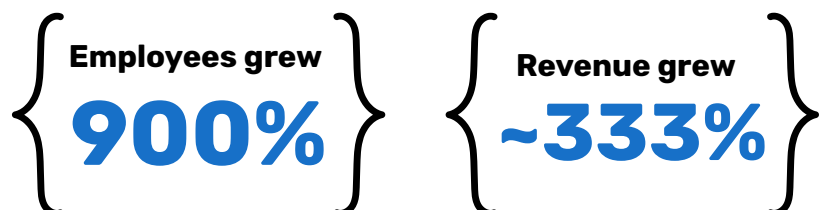
## Qualitative Wins

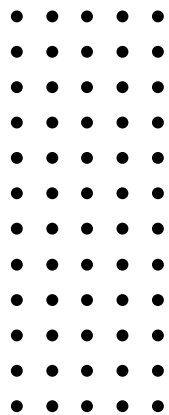


Reporting & Budget Planning Cycles

- Executives act on insights in days, not weeks
- End users moved from fearing data to exploring it
- Bottlenecks eliminated, workflows simplified

In 18 months:





**“ Near real-time data in staffing is key. We went from chasing down reports to acting on insights immediately. ”**

Brad Humphries,  
Founder & Principal Consultant, Power Tech

## Why They Won

The Power Tech + Sesame Software partnership succeeded where others failed.

### Pain Points



#### **Bullhorn Middleware**

limited flexibility & refresh rates



#### **Excel Workflows**

error-prone & manual



#### **Generic iPaaS**

lack speed, control,  
and Bullhorn optimization

### Solution



#### **Refusal to Accept “Impossible”**

A shared commitment to solving the problem, no matter the complexity



#### **Technical Depth**

Full customization for each deployment, leveraging Bullhorn’s API in ways others hadn’t



#### **Speed & Control**

Near real-time replication with complete data ownership



#### **Flexibility & Scale**

Deployable on-prem, in the cloud, or hybrid, built to handle growth without limits.

# **Lessons from Proving the Impossible**

**Every Bullhorn environment is unique -  
customization is essential**

**Close collaboration between the  
consultancy and the technology  
partner accelerates problem-solving**

**Building for scale turns a one-off win into a  
repeatable solution**

**Measurable ROI matters.**

**Clients saw an *87.5% reduction in decision  
cycles* and significant time savings across  
finance and recruiting teams, *directly  
accelerating revenue recognition.***

# Future Vision: Next Impossible Goals

With near real-time replication in place, the client is now positioned for AI-driven staffing breakthroughs:



**Predictive analytics for  
staffing demand**



**Job posting  
optimization**

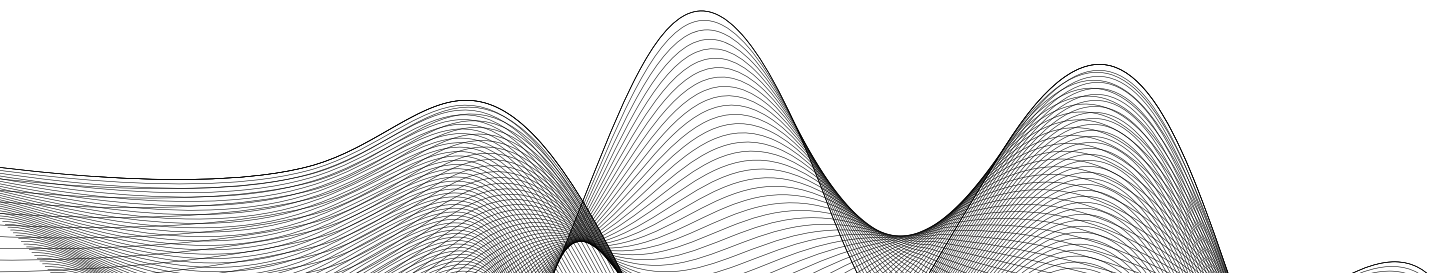


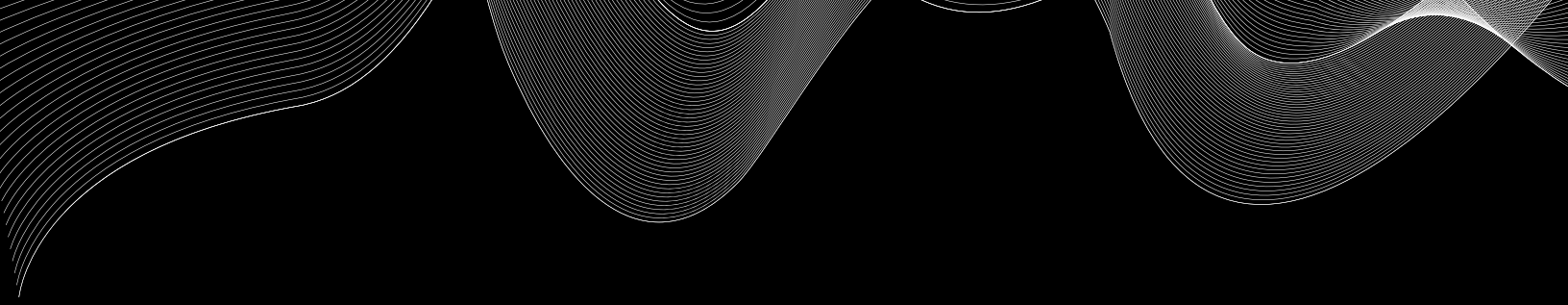
**Automated candidate-  
job matching**



**Recruiter performance  
benchmarking**

**Because their data foundation is now clean, complete, and centralized, AI can be layered without re-engineering systems.**





## Conclusion

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**Curiosity replaced fear, sparking active engagement and confident, proactive decision making. Teams stopped chasing answers and started *exploring* them.**

Bullhorn said it couldn't be done. Power Tech and Sesame Software proved it could, and delivered results far beyond expectations.

From 24 days to 3, from manual bottlenecks to near real-time insights. **This partnership not only met the challenge, but rewrote what's possible for staffing data management.** And as firms scale from hundreds to thousands of employees and from millions to billions in revenue, Sesame Software ensures their data strategy scales with them.