

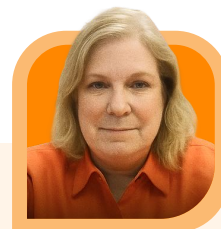


Gateway Region YMCA replaced phone screening across 24 branches

With WedgeHR, the YMCA's hiring team surfaced more serious candidates faster, saving over 3,400 hours.

Gateway Region YMCA is a nonprofit serving the greater St. Louis area across 24 branches, hiring high volumes of staff for programs spanning youth development, fitness, aquatics, and community outreach.

- ▶ 8,356 Wedge interviews completed since launch
- ▶ ~3,482 hours saved in recruiter and hiring manager time
- ▶ 46% candidate completion rate
- ▶ 203 hiring team members actively using WedgeHR across the full association



"It was taking us five to seven days to connect with candidates and by then, they'd moved on. WedgeHR changed that. It's been really monumental, and a true game changer."

Deb Tallo,
SVP and CHRO



A better signal, at every branch

Gateway Region YMCA didn't just adopt WedgeHR — they replaced their entire phone screening process with it, rolled it out across all 24 branches, and built it into how 203 hiring managers identify their best candidates.

Lost in the phone screen pile

High-volume nonprofit hiring is relentless — and at the YMCA, it's seasonal, too, with surges tied to summer programs, aquatics, and youth development. The team was relying on phone screens to assess candidates before advancing them, a process that was time-consuming for hiring managers, easy for candidates to ghost, and poor at surfacing who was actually serious about the role. With dozens of branches each running their own hiring, the inconsistency compounded and the best candidates were getting lost in the noise.

8,356 interviews completed, 3,482 hours saved

Gateway Region YMCA launched WedgeHR with a 4-branch pilot in August 2023, recording a 34% completion rate — strong enough to roll out across all 24 branches, adding 4 per month until WedgeHR replaced phone screening association-wide.

The impact went beyond speed. Cathie Degler, VP of Human Resources, put it directly: "Those who fill out a Wedge tend to be more serious about actually responding and working for us. When we see a Wedge, we prioritize that candidate." The Wedge became a quality filter, not just a screening tool.

Since launching in 2023, Gateway Region YMCA has saved the equivalent of 145 full workdays just by replacing phone screens with WedgeHR.



Serious candidates rise to the top

One of the unexpected wins for the YMCA team wasn't efficiency — it was signal quality. WedgeHR created a natural self-selection layer: candidates who completed a Wedge demonstrated initiative and follow-through before the first real conversation.

For hiring managers across 24 branches, that changed the nature of their work. Instead of spending time on phone screens that went nowhere, they could focus their energy on the candidates who had already shown up. As Cathie Degler put it, eliminating screening time and helping managers know who to prioritize were "two huge benefits that Wedge has helped us with in hiring."

25 mins

Saved per
candidate

46%

Sustained
completion rate

3,482hrs

Estimated
time saved