

CASE STUDY



COMPANY

An Electronic Manufacturing Service (EMS) Provider of high-mix, high-complexity, start-to-finish manufacturing, and supply chain solutions to companies in the Tech Industrial, Medical, and Aerospace/Defense industries. Partner location sites: CO, ID, MN, TX, and WI

CHALLENGE

This company's manufacturing facility in MN was struggling with their applicant flow for a variety of positions due to their current low performing staffing partnerships, which was leading to slowed production and missing deadlines for large-volume product orders. Additionally, candidate reliability was a large concern due to poor employee attendance and quit rates. In addition, the company's internal hiring managers and team were not able to meet their employment needs after many months. They were stretched to their limits with administrative and time-consuming tasks related to the revolving door of employees at the manufacturing facility. "Not having top talent was killing us." ~ People and Culture Leader

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Staffing Solutions



High-volume, light industrial staffing and on-site workforce management services

Career Solutions



Contract and direct placement for high-skill and technical candidates in specialized industries

Top Talent



Niche recruiting for industry-related administrative and customer service support positions

APRU



Advanced Platform | Resources Unlimited - APRU provides talent management via a VMS solution

SOLUTION

Our partnership initially began with the company's immediate employment challenge of finding talent to fill their Program/Project Manager roles. Doherty's professional recruiting division (Career Solutions) specializes in professional-level talent placement within the manufacturing sector. Our experienced, qualified recruiting experts understand the industry and have connections with people who are actively or passively seeking new opportunities. They know how to develop close relationships both with client companies and the professional talent they need.

Doherty's professional recruiting team scheduled meetings with hiring managers to fully understand the aspects of the position, culture of the company, and challenges they were experiencing hiring Program/Project Managers.

Even with the success experienced in their MN facility through Doherty's professional recruiter, conversations with the company's manufacturing hiring managers continued due to their struggle with low light industrial applicant flow and high employment needs.

Doherty's light industrial (Staffing Solutions) recruiting team now entered the relationship and began immediately staffing for their manufacturing roles.

OUTCOME

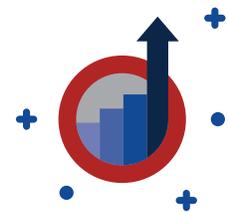
The most notable elements included realigning expectations for higher-level roles due to current candidate scarcity and removing various additional hiring steps to reduce friction. These accelerated the hiring process, allowing the company to keep up with their employment pace while meeting today's talent demands. Doherty's light industrial recruiting team successfully coordinated an on-site hiring event with robust promotional fanfare, providing opportunities for talent to interview and tour the facility, giving them a true view into the company culture and a real-world feel for their manufacturing positions.

KEY RESULTS

All cell team member positions filled in 1 month



Achieved 100% hire rate at the MN facility



Hiring success in MN led to partnerships with additional locations

