

CASE STUDY



COMPANY

This company is a global leader in the seed industry. They have multiple facility locations through out the United States. Doherty Staffing Solutions (Doherty) helped implement strategic workforce solutions at one of their facilities located in Iowa.

CHALLENGE

When Doherty first began working with this facility, they were utilizing four different staffing providers but were consistently unable to hit the workforce numbers required to meet plant production goals. They had high volume needs during the peak harvest season, which added to the stress of this challenge. Due to the fluctuating workforce needs for their seasonal operation, they needed to outsource their staffing services, even though they had created their own pool of temporary workers with local farmers. They were very skeptical that Doherty would be able to meet their staffing needs due to their poor experience with four other service providers.



Temporary Staffing

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



Direct Hire Professionals

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



Office Support Talent

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



Vendor Management Solution

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

SOLUTION

While Doherty lacked a physical office in the Iowa location, based on our performance at another facility, we were an internal recommendation. Based on their needs, we recognized the fact that they would best be served with our on-site workforce management model. Leveraging the company name, we designed, implemented, and executed a highly-effective, aggressive recruiting plan to draw in candidates needed to create a pool of temporary employees. We pre-identified the temporary positions and agreed that only Doherty would recruit for those positions.

Additionally, employees hired into those positions would become eligible for full-time employment. We suggested that they maintain their relationships with all current providers, but that pre-identified positions would be recruited exclusively by Doherty, due to the high workforce turnover with other providers.

OUTCOME

Within three months, Doherty was the only provider, filling all staffing positions at 95% or higher. This allowed the facility to make production deadlines and goals and deliver its products to the market in a timely manner. Doherty's recruited pool of temporary candidates grew to the point that there was a waiting list of individuals who wanted to work at this facility.

KEY RESULTS

Within three months,
Doherty was the only
provider and all staffing positions
were filled at a **95%** or higher

