

CASE STUDY



COMPANY

This company is a global leader in designing, manufacturing, and distributing agricultural solutions. Doherty Staffing Solutions partnered with one of this company's manufacturing facilities in Minnesota to identify and hire the talented individuals they needed.

CHALLENGE

When Doherty first met with leadership at this facility, they had spent over \$20,000 on a 30-day recruitment advertising campaign, which resulted in one hired employee. It was crunch time, and they needed multiple additional employees ASAP. They had tried a couple of staffing providers in the past, but they did not deliver the results they promised.



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

Doherty had just recently opened an office in the same town as this facility and had a talent database of individuals who were working for another company's local facility. Because the specific skills needed for these jobs varied from the skills of Doherty's talent database, Doherty recommended that we first define the positions we would staff to avoid competing with the other local company for the same candidates. Due to the small community and low worker availability, we knew an on-site recruiting presence was key to ensuring every applicant was captured. Within one week, Doherty had a full strategic recruiting plan in motion that included on-site representatives at the facility.

OUTCOME

In less than 30 days, Doherty had initially placed 84 new employees. Over time, our partnership with this facility doubled their workforce from 700 to 1400 employees. After a few years, we encountered a qualified candidate deficit. Doherty worked together with the company and a local technical school to design a new training program that would teach the skills needed for their positions. Once implemented, Doherty recruited candidates with the right mechanical aptitude into the training program while the company offered the training and hired the program's graduates. Our solution created a new, skilled workforce in a very tight labor market.

KEY RESULTS

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