

# CASE STUDY



## COMPANY

This company is a leading organization with 25+ years of pasta production experience, focusing on sourcing durum directly from farmers, milling semolina, and creating premium quality pasta. Doherty's partnership was successful at their New Hope, MN manufacturing facility, which houses 200-500 employees.

## CHALLENGE

This facility was struggling to find qualified talent they could retain. Their candidate retention issues led to the current employees having to participate in mandatory overtime. With this facility not being at maximum talent capacity, this led to slower or shut-down production lines. With all of these challenges working against this facility, they couldn't provide their products to stay on top of client demands.

**“We were so short-staffed, that production lines even had to shut down on occasion.”**

**-Production Manager**



### 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 partnered with this facility using a direct hire employment model, allowing recruiters to utilize their brand and full compensation package to deliver quality talent quickly. Our recruiters' actions were so effective that the facility's internal hiring team paused their employment efforts several times due to an abundance of talent. Halting the recruitment efforts was an excellent problem to have, as this allowed the facility's internal hiring team the time to onboard and train all new employees properly.

## OUTCOME

By depending on Doherty as this facility's employment partner, they enjoyed having qualified people in their open positions, which included extruders, material handlers, and machine operators. These essential roles demanded a speedy response, which was realized within four months of starting their collaboration with Doherty. Our recruiting support allowed this facility to regain full production capacity and earned us access to additional employment areas within the company.

# KEY RESULTS

**“We’ve experienced less employee burn-out due to not requiring overtime since being 100% staffed.”**

**-Production Manager**



**Initial success at MN facility led to solution expansion to ND facilities**

