

CASE STUDY

COMPANY

This case study encompasses two metal manufacturing companies that contacted Doherty Staffing Solutions' (Doherty) employment experts with the same hiring challenge. Both facilities were located in rural Minnesota communities and work in very specific industries within the manufacturing sector. Doherty helped to implement specific and effective workforce solutions with optimal results for all partners.

CHALLENGE

These facilities' primary challenge was locating qualified candidates who were the right fit for their specialized, skilled roles. These positions included an engineering role that entailed both sales and mechanical skills and a health and safety role that required designing a program that could be implemented internally. Being in small, rural communities made attracting these specialized professionals to the area difficult. However, in Doherty's initial meetings with hiring contacts at these facilities, we made a point of getting to know and understand the businesses, recognizing that this talent search would be a long-term process that required community knowledge and involvement. Furthermore, the candidate requirements for these positions entailed niche skill sets, making the recruitment process even more complex.

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

From the start, our employment experts were transparent with these facilities, emphasizing that finding the right candidates would take time but sharing that we felt strongly it would be possible to find these “diamonds in the rough.” Doherty’s team collaborated to identify and qualify candidates who would be the perfect fit for the positions. By working cohesively with hiring contacts at each facility, we successfully identified two ideal candidates. Remarkably, both candidates were secured and hired in their respective facilities within the same week. Our employment experts closely monitored the local market, paying attention to potential candidates within a 30 to 40-mile radius. Our understanding of the businesses and communities, in addition to our local presence, allowed us to be prepared as soon as the right candidates emerged.

Not only did securing employees for these key positions benefit the individual facilities, but it was also highly advantageous for the candidates that were hired. Both candidates were passively seeking new employment opportunities and were unaware of the job opportunities available. These positions were highly compensated opportunities, which were greater than the average salaries offered in the rural Minnesota area. Ultimately, these both paid more, were closer to home, and offered an altogether better fit for the candidates.

By matching highly skilled candidates to these roles, Doherty was able to positively impact both the candidates' lives and the companies' goals. Our purpose story to positively impact people's lives through employment was evident in this case, as we provided better opportunities for specialized professionals while fulfilling the hiring needs of the facilities.

OUTCOME

As a result of our successful placements, both company contacts personally thanked our Doherty team for their efforts. Moreover, the candidates themselves reached out to express their gratitude. This positive interaction and feedback from both sides reinforced the success of the placements and the value we provided to both parties.

KEY RESULTS

**Placed 2 Ideal
Candidates in the Same
Week**



**Mutually Positive
Impact for Company and
Candidates**

