

CASE STUDY

COMPANY

This company is a prominent electronic component manufacturer headquartered in Canada and comprised of over 200 workers. Doherty Staffing Solutions (Doherty) partnered with one of their Minnesota facilities to implement an on-site workforce solution.

CHALLENGE

Following a recent acquisition, this company's Minnesota facility faced the challenge of rapidly increasing entry-level production employee headcount. The President of the facility contacted Doherty Staffing Solutions to address their staffing needs. This partnership aimed not only to fill positions but also to revamp the entire recruitment, hiring, and onboarding process. This was especially important given the requirement to comply with federal defense department regulations, known as International Traffic in Arms Regulations (ITAR), which regulate the export and import of defense-related items and services.

Our initial meeting with the Human Resources (HR) contact revealed that the company would benefit from an on-site solution, as a traditional temp-to-hire solution would not be robust enough. Given the problem's urgency, our on-site staffing solution would also allow for ITAR compliance.

Another part of this challenge was overcoming initial hesitation from the HR contact, who, based on previous temp-to-hire experiences, felt they needed measurable metrics to gauge the value of temp-to-hire staffing.

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

The on-site representative was crucial in improving the manufacturing facility's onboarding, recruiting, and retention rates. Our on-site representative quickly identified and removed bottlenecks, resulting in a much faster, more efficient, and higher-quality placement of entry-level production employees. The second quarter demonstrated significant talent surges following the installation of several initiatives.

Doherty's on-site solution provided measurable metrics and markers to gauge the solution's effectiveness for the HR contact, which removed the barrier of initial hesitancy and ultimately created a stronger relationship. Cut and dry metrics, coupled with our consultative approach and deep understanding of this facility's operating reality, led to widescale positive impacts.

By the end of the first quarter, this location experienced notable attendance and on-site employee engagement improvements through candidate coaching, positively impacting overall employee behavior. These improvements for employees paved the way for a positive workplace culture shift overall. Satisfaction surveys from supervisors during the second quarter further reflected these changes and the overall success of the on-site staffing program.

OUTCOME

With the implementation of the on-site program, this contingent workforce solution addressed the manufacturing facility's immediate staffing needs and led to broader positive outcomes. Throughout our partnership, the HR contact has become a collaborative partner in continuing growth at this manufacturing facility. Plus, with Doherty providing candidates for this facility, HR personnel had more time and resources available to fine-tune the career path of production employees for further internal development.

Doherty's quarterly business reviews are instrumental in gathering valuable data and insights, allowing for continuous feedback and ongoing improvements. The success of the on-site staffing program provided an opportunity for continued growth, with many employees presently working permanent positions at this facility. Additionally, we have provided continuous workforce development through the staffing of high-level positions in addition to entry-level roles.

This success story showcases Doherty's ability to adapt to unique challenges and provide tailored solutions that align with the client's operational goals and cultural dynamics.

KEY RESULTS

Placed 70 Candidates During Intial Ramp



Drastically Improved Employee Engagement & Experience to Increase Retention

