

CASE STUDY



COMPANY

This company is a leading organization specializing in the sourcing, processing, and production of organic, natural, and non-GMO seeds and beans. Doherty Staffing Solutions partnered with this company's manufacturing facility in Crookston, MN, which is comprised of 110 employees, to successfully implement workforce solutions that attracted talent to the rural area.

CHALLENGE

This facility worked exclusively with another staffing agency with a national contract for all their manufacturing locations. However, there wasn't a physical branch office located in Crookston, MN. Because of this, they weren't actively recruiting or recognized in the local market. The agency would only send candidates who were not eligible to work in other nearby markets rather than recruiting new qualified talent. This facility had 12 openings, making up a considerable portion of their manufacturing workforce, forcing them to function under capacity. In addition to non-competitive wages for the local market, this led to increased turnover and slowed production.



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

KEY RESULTS

SOLUTION

Doherty's solution started six years prior to this company's employment challenges. Since Doherty already had a local branch office in the area, there was a pre-existing robust candidate pool and name recognition within the surrounding community. Our database of qualified candidates from the Crookston community and Doherty's positive local reputation helped leverage marketing initiatives specific to this client. In addition, Doherty proposed a compensation increase backed by data from regional market wage surveys. Using Doherty's employment expertise and strong analysis, the local facility's representatives were able to successfully advocate for and achieve an increased pay rate for all employees.

OUTCOME

By partnering with Doherty, this company began experiencing results immediately. One month after we first spearheaded their employment and hiring initiatives, this company stopped all other staffing agency contracts and partnered exclusively with Doherty. After a year of our employment relationship, this company now consistently has 15+ employees who are on contract-to-hire assignments through our program.

Doherty coordinated a local referral program which led to 100% of available roles being placed within 1 month



15+ employees consistently working a contract-to-hire assignment with this facility

