

# CASE STUDY



## COMPANY

This organization is a large agriculture machinery manufacturing company comprised of over 63,000 total employees, with multiple locations throughout the US. Doherty Staffing Solutions (Doherty) worked to implement streamlined and effective workforce solutions at one of their manufacturing facilities located in rural Minnesota.

## CHALLENGE

When Doherty began working with this company's Minnesota facility, they were using a different vendor management system (VMS) and managed service provider (MSP), which created issues in the hiring process. This VMS and MSP were based out of state, leading to a lack of communication, understanding, candidate availability, and subsequent placement. In addition to a lack of available candidates, those who were on assignment were contract workers, which created a continuous challenge, as new workers needed to be placed when contracts came to an end. There was also a high turnover rate at this facility, which negatively affected efficiency and productivity. Additionally, the contract workers that filled these positions were expensive to employ, as they were highly skilled jobs, and often, the contract workers would have to travel from out of town for these positions, creating an even higher cost.

### 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

Because of the lack of success with this facility's previous VMS/MSP provider, Doherty worked with the facility's Human Resources Director to transition away from a contract hiring model. Instead, they began working directly with Doherty to fill these roles as direct-hire positions. Doherty had a much better understanding of the rural market's talent demographics and was able to form local connections that paid dividends for this facility's hiring successes.

We began working to fill 100 openings that were previously contract roles with direct hire workers, which would solve the high turnover rates and the constant pressure to fill positions every few weeks. Plus, this solution created significant cost and time savings that this facility previously dedicated to utilizing contract workers.

## OUTCOME

After transitioning to a direct hire model instead of a contract model beginning in December 2021, Doherty has successfully placed 50 candidates and has provided significant cost savings. In 2023 alone, we have placed 30 direct-hire candidates. Doherty has been able to provide the skilled candidates that these specialized roles demanded while simultaneously forging a great relationship through our understanding and connection in the local community.

**“Doherty is great in responding to our everchanging needs and providing good candidates.”**

**- Human Resources  
Director**

## KEY RESULTS

**50 Total Placements  
& 30 Placements  
in 2023 alone**



**Filled 100 Openings  
with Direct-hire Talent**

