

CASE STUDY



COMPANY

This company is a leading egg ingredient producer with global distribution. Doherty Staffing Solutions (Doherty) partnered with one of their facilities located in Minnesota to implement recruitment outsourcing solutions.

CHALLENGE

Located on the outskirts of a small town, hiring workers at this food manufacturing facility was a constant battle. They were using multiple staffing providers to help, but their efforts lacked the desired results. Turnover among the facility's workforce was over 70%, and they were losing qualified employees faster than the staffing providers could hire and place them. The facility was unsure if adding another staffing provider would make much of an impact, and they were uncomfortable with an exclusive provider contract.



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

Unemployment rates were extremely low for the area, and projections indicated a continued downward trend. In a tight labor market, finding people to commute to a remote worksite for a temporary assignment was going to be more than Doherty's usual recruiting challenge. Our recommendation was a modified Recruitment Process Outsourcing (RPO) hiring model. This would allow Doherty representatives to identify candidates who specifically wanted to work in the food production industry and recognize the company brand, making the client an employer of choice. To initially launch the RPO, we suggested they keep their current staffing providers, but as the temporary workers from other staffing providers switched to full-time, direct-hire employees at the facility, Doherty would be given the exclusive opportunity to replace those temporary positions.

OUTCOME

By recruiting full-time, direct-hire employees through the RPO hiring model and implementing an employee retention strategy, Doherty was able to reduce the facility's workforce turnover by 40%. Doherty also became the exclusive staffing service provider and continues to partner with the facility for strategic workforce solutions today.

KEY RESULTS

Implemented an employee retention strategy



Reduced the company's workforce turnover by **40%**

