

# CASE STUDY

## COMPANY

This organization is a large medical device and supply manufacturer. Their company is comprised of over 14,000 total employees, with multiple locations throughout the US. Doherty Staffing Solutions (Doherty) and our sister company, Dahl Consulting (DAHL), implemented a variety of strategic workforce solutions in their Minneapolis and Mankato locations.

## CHALLENGE

Throughout Doherty and DAHL's long-standing relationship with two different facilities, there were various challenges that we encountered, differing depending on the facility location.

**Doherty:** Doherty's relationship with this company began at its Mankato facility. One of the manufacturer's challenges was a lack of available temporary workers for day-shift positions with a fast turnaround time, leading to stress with meeting production demands and being chronically short-staffed. Additionally, in Minneapolis, they were struggling to find high-quality talent, given the job market and high turnover rates caused by the pandemic shift. After taking our advice to raise their pay rates, this company pivoted back to internal hiring. However, this was costing the facility much more to hire on their own compared to working with Doherty and a temp-to-hire model.

### 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

## CHALLENGE CONT.

**DAHL:** Our DAHL team forged an initial relationship with the Mankato manufacturing facility to help fill professional roles, helping to bring on contract workers when this facility was having trouble getting approval for direct hire workers. This client eventually switched their hiring model to only direct hire but found that this model made it much more difficult to fill open roles. Additionally, they found it was more expensive to source internally with their own HR team.

## SOLUTIONS

**Doherty:** To solve the challenges surrounding the lack of available temp workers for day-shift positions in Mankato, we began working with the Sr. Operations Manager, Production Supervisor, and Human Resources to create a temporary talent roster to fill open positions as needed. We also helped to increase the pay rates offered from \$12.00 to \$16.75 per hour, plus additional attendance and seasonal bonuses. This helped to build a stronger roster and solved the staffing shortages occurring at this facility. Additionally, for the Minneapolis facility, we began conducting a thorough cost analysis to illustrate the savings that we could provide at this facility, and we began working with them again to produce amazing results. We were able to save hiring costs and become the top supplier for this facility, far exceeding initial hiring goals. We have had great growth with this facility and have even begun expanding into other departments as well, resulting in even greater cost savings.

**DAHL:** During discussions with the Vice President, it became apparent that only hiring on their own for professional positions was much more costly. DAHL helped supplement this facility's hiring by providing temp-to-hire employees in addition to their direct hire model. This effectively saves the facility money and time on associated hiring costs, including payroll, turnover, and more.

## OUTCOMES

Between efforts from both Doherty and DAHL, we were able to provide total talent management for this client, resulting in cost savings, better quality candidates, and ease in filling open positions at the right time.

## KEY RESULTS

**35 Placements in Minneapolis  
& 117 Placements in Mankato  
in 2023 alone**



### Increased Pay Rates

**70%**

**Cost Savings  
Projections of up to  
\$239,000 in 4 months**

