

# CASE STUDY



## COMPANY

This organization is a prominent powersports vehicle manufacturer. Their company is comprised of over 16,000 employees with multiple facility locations throughout the United States. Doherty Staffing Solutions (Doherty) partnered with six of their manufacturing facilities in five different states to implement our comprehensive and customized payrolling solution for their light industrial contingent workers.

## CHALLENGE

Faced with a corporate headquarters hiring freeze that put a halt to expanding direct hiring on their internal production teams, the powersports vehicle manufacturer was at a critical juncture. The internal HR teams found themselves in a predicament, unable to fill vital positions despite the clear need to ramp up production capabilities to meet rising demand. Specifically, the manufacturing facilities in Minnesota and Wisconsin were in dire need of additional manpower, including skilled Forklift Operators, Material Handlers, and Machine Operators, to sustain and enhance their production output to meet rising demands without compromising on efficiency or safety standards.

### 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

Doherty was able to partner with all six facilities acting as the Employer of Record (EOR) and thereby enabling the manufacturer to navigate around the corporate-mandated hiring freeze effectively. This strategic partnership entailed Doherty putting workers on its payroll as contingent workers rather than direct. Because these workers were pre-identified and selected by internal HR teams, Doherty offered our services at a reduced rate, thereby alleviating the financial and administrative burdens associated with direct employment. By handling all onboarding, background check administration, co-employment assessments, payroll, benefits administration, and offboarding, Doherty facilitated a seamless integration of much-needed workers into the manufacturing processes, ensuring that the facilities remained on track to achieve their production goals without high employment costs associated with a full staffing agreement.

## OUTCOME

The implementation of Doherty's payrolling solution has been nothing short of transformative for these manufacturing facilities. Since the inception of this partnership in 2021, over 90 payrolled workers have been successfully integrated into the company's workforce across six manufacturing facilities. This influx of talent has significantly bolstered the operational capabilities of these sites, enabling them to meet and exceed production targets while adhering to the highest standards of quality and efficiency.

## KEY RESULTS

**Successfully Placed  
over 90 payrolled  
workers since 2021**



**Partnered with 6  
facilities across 5  
different states**

