

CASE STUDY



COMPANY OVERVIEW

This company is a dessert manufacturer located in rural Minnesota. They focus on creating high-quality, handcrafted desserts and are a leader in the thaw-and-serve dessert industry. They produce a variety of food products, including pies, cakes, brownies, and more. Doherty Staffing Solutions (Doherty) partnered with this food production company to provide a scalable, high-volume contingent workforce solution.

HIRING CHALLENGES

This food production organization faced workforce instability and high turnover. Their facility urgently needed a food production staffing partner who could bring structure to their contingent workforce management. They were seeking a Minnesota staffing agency that understood how to align hiring with production demands while quickly adapting to seasonal fluctuations. Additionally, they needed a strategy to improve employee morale and retention, as high turnover rates were negatively affecting their food production operations. Effective on-site management support and an approach to building a long-term, committed workforce were critical to solving these issues.

Featured Solutions



Temporary or Temp-to-hire Staffing

High-volume, light industrial workforce solutions for manufacturing operations with scaling employment needs



On-site Workforce Management

Our team's assistance with all aspects of staffing, including recruitment and on/offboarding, as well as payroll and benefits administration for your contingent workforce at your facility



Additional Solutions

Payrolling/EOR

We become the Employer of Record (EOR), transferring administrative responsibilities and employment-related liabilities of your contingent workforce to us



Direct Hire Recruiting

Direct placement for a range of engineering, skilled trades, and supervisory positions within manufacturing industries



Vendor Management Solution

Advanced Platform | Resources Unlimited (APRU) our VMS technology solution that provides total talent management to contingent workforce programs

WORKFORCE SOLUTIONS

To address the workforce challenges at this food production facility, Doherty partnered closely with the human resources and plant management teams. Doherty implemented a structured recruitment model tailored to the facility's specific food production staffing needs, ensuring that production line recruitment levels aligned seamlessly with both ongoing and seasonal demands.

To support workforce stability, Doherty also introduced employee retention initiatives, such as stay interviews and regular feedback processes, which provided valuable insights into employee experiences. By establishing these workforce programs, Doherty helped foster a culture of continuous improvement, boosting employee morale and decreasing turnover. The comprehensive, hands-on approach delivered the essential on-site support the food production facility required, creating a sustainable workforce solution that adapted alongside their evolving production needs.

RESULTS

Through its partnership with Doherty, this dessert manufacturer achieved stronger workforce stability and increased operational efficiency. Doherty's structured production line recruitment and tailored seasonal staffing model ensured food production staffing needs were met year-round to match workforce fluctuations. Peak placements were achieved in late 2023. Due to high turnover and increased need, Doherty had 67 employees working at one time. Since then, food manufacturing staffing has leveled out, with 30-40 employees consistently working on assignment.

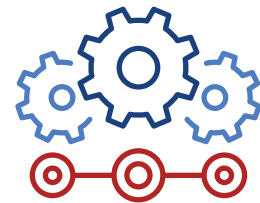
Employee morale improved significantly with the implementation of stay interviews and regular feedback processes, contributing to approximately a 50% reduction in average quarterly turnover in the last two years. Doherty's on-site workforce management and commitment to continuous improvement have positioned this food production company with a reliable, engaged workforce ready to support both daily operations and future growth.

"We recently had a big push to get completely staffed. We had 30 open positions and Doherty pulled out all the stops to get that to happen! I highly recommend them for any business struggling to find good employees."

- Human Resources Director

KEY POINTS

Optimized Production Workforce Across Mixing, Baking, and Packaging Operations



Reduced Turnover by 50%

