

CASE STUDY



COMPANY OVERVIEW

As a major player in commercial window and door frame manufacturing, this company operates multiple facilities across the United States. To power their latest expansion in the Upper Midwest, they enlisted Doherty Staffing Solutions (Doherty) to build their workforce from the ground up at a new facility in Woodbury, Minnesota. What started as a local collaboration has since grown into a multi-state staffing operation, with Doherty stepping up to support additional facilities in Grove City, Ohio, and new sites on the horizon.

HIRING CHALLENGES

Launching the new Woodbury, Minnesota manufacturing facility brought pressing staffing challenges. With only a plant manager present on site, the company urgently needed a full team to get operations up and running. Finding local talent was no easy task in a competitive labor market, and the company needed a manufacturing staffing partner who could not only recruit top talent quickly but also guide them on competitive wages to attract and retain skilled employees. The stakes were high, and they required a strategic approach to building a manufacturing workforce in a new geographic area.

Featured Solutions

Temporary or Temp-to-hire Staffing

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



Additional Solutions

Direct Hire Recruiting

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



Payrolling/EOR

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



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



Vendor Management Solution

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



WORKFORCE SOLUTIONS

Doherty responded with a targeted, high-touch recruitment strategy. Working closely with the company's Human Resources and leadership, Doherty crafted a comprehensive staffing plan, including in-depth market insights to fine tune competitive wages and attract skilled manufacturing talent. Doherty's local Minnesota presence made it possible to hold on-site hiring events, engage with community talent, and build a steady pipeline of qualified manufacturing candidates. Thanks to Doherty's proactive approach and understanding of the local market dynamics, the Woodbury, Minnesota facility was staffed on schedule with a manufacturing team ready to perform. Their success at Woodbury opened doors for an expanded staffing partnership, and Doherty was soon invited to replicate their recruitment model for the company's Grove City, Ohio facility.

KEY RESULTS

Doherty's partnership transformed the company's staffing process, supplying 25 employees across facilities, with 10 actively supporting the company's multi-state operations today. The success of this staffing partnership led the company to explore a Coordinated Supplier Program with Doherty, setting the stage for even broader collaboration. Now, Doherty is positioned as the preferred multi-state staffing partner, consistently delivering on recruitment speed, talent quality, and employee retention. With smoother onboarding and a more stable workforce at both the Woodbury, Minnesota and Grove City, Ohio manufacturing facilities, Doherty has outperformed internal teams and other staffing agencies, proving itself as the top multi-location staffing provider for the company's overall manufacturing operations.

"Our organization reached out to Doherty to assist in finding top-tier talent for our facilities, and we have been thoroughly impressed with their service. Not only did they deliver exceptionally qualified candidates, but they also took the time to understand our company culture and business needs. This attention to detail resulted in candidates who not only possess the right skills and experience but also align well with our values and team dynamics.

Throughout the process, Doherty's team was highly responsive, professional, and dedicated to helping us find the best fit for each position. They streamlined the hiring process, provided valuable insights, and ensured that we were kept informed at every step. Their commitment to quality and customer satisfaction is evident in the caliber of candidates they've presented, many of whom have become integral members of our workforce."

- HR Manager

KEY POINTS

Helped a Window Manufacturer Build Skilled Teams Across Minnesota & Ohio



Successfully Staffed 25+ Manufacturing Roles

