

CASE STUDY

COMPANY OVERVIEW

This organization is a manufacturer of various sheet metal products, including Automated External Defibrillators (AED) and Fire Safety Cabinets. These products are produced and distributed worldwide from their facility in Minnesota. They also manufacture other customizable metal products that can be used in a variety of industrial and consumer applications. Doherty Staffing Solutions partnered with their facility to incorporate strategic solutions to manage inventory and more.

HIRING CHALLENGES

This facility's core struggle was managing inventory, which caused production and supply chain issues. Doherty first learned of this issue during a routine client check-in call in which the President of the company mentioned being dissatisfied with their new Materials Supervisor. Materials Supervisor roles are often complex, and the position can vary greatly depending on the facility's manufacturing operation. To better understand the role and determine what Doherty could do to help, we offered to have our Professional Recruiting Manager tour the facility. Upon touring, it was noted that there was unmanaged materials inventory scattered throughout the manufacturing plant.



Featured Solutions

Direct Hire Recruiting

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



Additional Solutions

Temporary or Temp-to-hire Staffing

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



Payrolling/EOR

We became 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



HIRING CHALLENGES CONT.

After inquiring about this, it was revealed that the Production Supervisors and Managers could order products as they saw fit without informing the Materials Supervisor. Because product orders were not consistently reviewed by the Materials Supervisor, this resulted in a number of unfortunate incidents, one of which involved an accidental order of over \$10,000 in inventory that could not be reclaimed for 10+ years. The process at the time did not include any centralized production meetings to discuss needs, shopping for new vendors, or a schedule for ordering supplies. In conclusion, the challenge at hand required more than just re-evaluating the Materials Supervisor role.

WORKFORCE SOLUTIONS

After visiting this company's facility, it was determined that restructuring the way materials were managed would resolve their challenges by streamlining the buying process while maintaining production rates and cutting unnecessary expenses. Having a structured process in addition to a defined chain of command garnered great results. Additionally, Doherty was able to modify the Materials Supervisor role by realigning the job description and position responsibilities to find a candidate that would be a right fit. This included offering a higher salary and requiring a background in management. Even though there was a higher salary offered in the realigned role, the cost savings on a yearly basis would pay for these increases within just a few months.

RESULTS

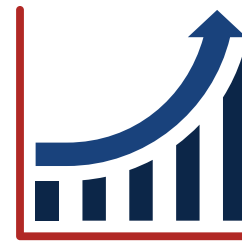
In a short amount of time, Doherty was able to present candidates that would help to shape this facility's future. Some key outcomes this facility enjoyed from our employment expertise included streamlined costs, increased production, and more efficient business processes due to a better-defined Materials Supervisor role.

KEY RESULTS

Streamlined Costs



Increased Production



Efficient Business Processes

