

CASE STUDY



COMPANY

This organization makes balloons fun with consumer-inspired product development, industry-expanding innovation, and strong, value-added partnerships. Doherty Staffing Solutions (Doherty) partnered with multiple facilities in the Minnesota Twin Cities Metro area, including Eden Prairie, Bloomington, and Edina, to implement efficient hiring processes.

CHALLENGE

The main challenges these facilities encountered stemmed from the inability of distribution centers to get product out the doors and to the public due to a lack of qualified candidates. The talent shortage caused production to slow, and order fulfillment goals were not being met. They also partnered with multiple staffing agencies that didn't provide solutions to their problems. In addition to needing help finding qualified talent to fill their open roles, they also weren't offering competitive compensation for their industry within the local market.

Featured Solutions



Temporary or Temp-to-hire Staffing

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

Additional Solutions



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



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



Vendor Management Solution

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

KEY RESULTS

Doherty held 3 successful on-site job fairs with immediate offers.

1400+ Candidate Contacts



550+ Interviews



110 Job Offers



110 Temporary Placements



23 People Hired on by the Company

SOLUTION

Doherty provided a comprehensive wage data analysis for their surrounding locations to increase the facilities' understanding of the current compensation landscape. After reviewing this, wages were increased to \$20.00 per hour + a \$2.00 per hour overnight shift differential. They also fast-tracked their hiring process by removing pre-screens for drug and background checks. By using Doherty as a valued employment partner, the facilities improved overall efficiency throughout the interviewing and onboarding process. Through the strong working relationships our partnership formed with the company's manager and warehouse supervisor, Doherty produced a handout that was used as a screening tool to ensure candidates were familiar with the specific types of skills needed to be successful in the role. This allowed Doherty to place candidates into positions that would lead to success for the facilities and for the employee's careers.

OUTCOME

Doherty created a more efficient interview and onboarding process for multiple facilities at this company, which allowed people to start in their new roles more quickly. This resulted in fuller employee training classes, meaning trainers were able to instruct larger groups and get more people onto the production floor faster. Doherty also invested heavily in specifically targeted candidate advertising campaigns, which attracted a strong flow of skilled talent who were excited about their employment opportunities.

