

## CASE STUDY



### COMPANY OVERVIEW

A leading brewing and packaging plant undertaking a major, long-term repackaging initiative faced the need to rapidly scale its workforce while maintaining smooth daily operations. The project required the launch of two new production lines, each running 24/7, to meet aggressive repackaging targets set by their end client. To achieve this, the organization needed a staffing partner with deep experience in high-volume, manufacturing-focused workforce solutions, and the flexibility to adjust staffing levels during seasonal fluctuations without jeopardizing full-time roles.

### HIRING CHALLENGES

The expansion required 100 additional employees within six months, including the development of a staffing and scheduling model to support continuous production.

Key challenges included:

- Conducting a comprehensive wage analysis to remain competitive in the market
- Designing shift plans and hour structures to support two new lines operating 24/7
- Maintaining operational flexibility to scale staffing up or down during seasonal peaks
- Meeting demanding repackaging goals without disrupting existing plant operations
- Ensuring the ability to expand quickly without future layoffs

The client needed a workforce solution capable of rapid deployment, long-term stability, and minimal disruption.

#### 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

Doherty rose to the challenge with a tailored workforce management program designed to support continuous production and rapid scaling. Dedicated on-site program management provided direct oversight of staffing, scheduling, and day-to-day performance, ensuring strong alignment with plant operations. To maintain productivity across all shifts, Doherty deployed shift assistants who offered real-time support on the production floor, addressing workforce needs and helping keep both new lines running smoothly.

Complementing the on-site team, Doherty leveraged its regional offices for high-volume recruiting, streamlined onboarding, and full compliance support, ensuring a consistent pipeline of qualified workers ready for deployment. Together, these integrated solutions enabled the plant to launch two new production lines and maintain efficient 24/7 coverage throughout the project.

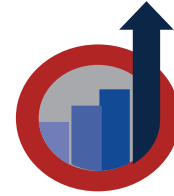
## RESULTS

Doherty's workforce program delivered strong operational outcomes for this brewing and packaging plant, enabling the client to meet all repackaging targets on time while maintaining high quality standards across both new production lines. The flexible staffing model allowed the plant to scale headcount during seasonal demand shifts without affecting full-time employees, preserving stability while supporting continuous 24/7 operations.

Additionally, the adoption of Doherty's contract-to-hire program provided lasting value by allowing the client to assess talent before making permanent hires, reducing risk and strengthening overall workforce quality. Together, these results ensured the plant could operate at full capacity, remain agile during peak periods, and build a more reliable long-term talent pipeline.

## KEY IMPACTS

**Rapid Workforce Expansion  
(100 Employees in 6 months)**



**24/7 Operational Coverage**



**Cost Control Through Wage  
Analysis and Shift Optimization**



**Long-term Workforce Flexibility  
and Talent Pipeline Development**

