

CASE STUDY



COMPANY OVERVIEW

This mid-sized coatings manufacturer, based in Osseo, Minnesota, produces top-tier paints, lacquers, and coatings. With a dedicated team of 60 skilled manufacturing workers, the company is committed to quality and operational efficiency. To support this mission, Doherty Staffing Solutions collaborated closely with the company's Human Resources and Plant Managers, implementing a specialized mix of direct-hire and contingent staffing solutions tailored precisely to their needs.

HIRING CHALLENGES

Before partnering with Doherty, this company faced persistent workforce challenges: high turnover, unpredictable candidate quality, and manufacturing staffing providers who didn't truly prioritize their needs. Despite working with multiple national agencies, finding the right talent, particularly for skilled Batch Mixers and entry-level Packagers and Labelers, was a struggle. With these critical manufacturing roles unfilled, operational efficiency was at risk, and the need for a consistent, reliable workforce required an urgent hiring solution.

Featured Solutions



Temporary or Temp-to-hire Staffing

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



Direct Hire Recruiting

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

Additional Solutions

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 stepped in with a clear vision and a strategic approach, starting by presenting a high-caliber candidate for a direct hire Batch Mixer role. This initial step underscored Doherty's deep understanding of the coatings company's unique needs and quickly built trust, leading the company to select Doherty as its sole manufacturing staffing partner. With a local Minnesota staffing office nearby, Doherty provided hands-on support and streamlined hiring processes, creating a fast, efficient talent pipeline that met the company's diverse workforce needs.

One standout feature of Doherty's contingent workforce solution was a customized, 30-day temp-to-hire program, which was significantly shorter and more flexible than the 4-month conversion periods offered by previous staffing providers. This innovative workforce solution not only reduced onboarding times but also provided employees with quicker access to benefits and stability, transforming the company's ability to attract and retain quality manufacturing talent.

RESULTS

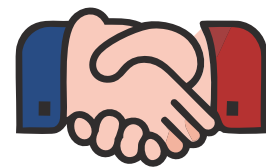
The results have been transformative. Within a year, Doherty successfully placed 14 high-quality employees in a mix of direct-hire and temp-to-hire roles, filling 23% of the company's manufacturing workforce and supporting sustainable growth. This tailored partnership brought stability, consistency, and a marked improvement in talent quality, positioning the company for continued success. Doherty's hands-on approach and adaptive workforce solutions have made them an invaluable partner in driving operational efficiency.

"We were impressed from day one by Doherty's hands-on approach. Their local office here in Minnesota made it easy to work together and ensure a smooth hiring process. This partnership has been a real asset to our team."

- Plant Manager

KEY POINTS

**Delivered a Tailored
Direct Hire &
Temp-to-hire Program
that Transformed the
Coatings Manufacturer's
Workforce**



**Filled 14 Skilled Roles in
Just 12 Months**

