

# CASE STUDY



## COMPANY OVERVIEW

This company is a leading organization specializing in the sourcing, processing, and production of organic, natural, and non-GMO seeds and beans. Doherty Staffing Solutions (Doherty) partnered with this company's manufacturing facility in Crookston, MN, which is comprised of 110 employees, to successfully implement workforce solutions that attracted talent to the rural area.

## HIRING CHALLENGES

This facility worked exclusively with another staffing agency with a national contract for all their manufacturing locations. However, there wasn't a physical branch office located in Crookston, MN. Because of this, they weren't actively recruiting or recognized in the local market. The agency would only send candidates who were not eligible to work in other nearby markets rather than recruiting new qualified talent. This facility had 12 openings, making up a considerable portion of their manufacturing workforce, forcing them to function under capacity. In addition to non-competitive wages for the local market, this led to increased turnover and slowed production.

### 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

# KEY RESULTS

## WORKFORCE SOLUTIONS

Doherty's solution started six years prior to this company's employment challenges. Since Doherty already had a local branch office in the area, there was a pre-existing robust candidate pool and name recognition within the surrounding community. Our database of qualified candidates from the Crookston community and Doherty's positive local reputation helped leverage marketing initiatives specific to this client. In addition, Doherty proposed a compensation increase backed by data from regional market wage surveys. Using Doherty's employment expertise and strong analysis, the local facility's representatives were able to successfully advocate for and achieve an increased pay rate for all employees.

## RESULTS

By partnering with Doherty, this company began experiencing results immediately. One month after we first spearheaded their employment and hiring initiatives, this company stopped all other staffing agency contracts and partnered exclusively with Doherty. After a year of our employment relationship, this company now consistently has 15+ employees who are on contract-to-hire assignments through our program.

**Doherty coordinated a local referral program which led to 100% of available roles being placed within 1 month**



**15+ employees consistently working a contract-to-hire assignment with this facility**

