

CASE STUDY



COMPANY OVERVIEW

This manufacturing facility is located in Willmar, Minnesota. They are a sister company of a larger innovative materials organization, specializing in abrasive backings and industrial applications. With strong values at its core, the company is deeply committed to providing second-chance opportunities for individuals overcoming employment barriers. Doherty Staffing Solutions (Doherty) partnered with this manufacturing facility to implement a strategic contingent workforce solution.

HIRING CHALLENGES

This facility faced ongoing challenges in finding a manufacturing staffing partner capable of addressing its unique workforce needs. Their previous provider frequently submitted candidates too late and failed to maintain regular communication, which disrupted the hiring process and created operational inefficiencies. As a result, the company struggled to fill critical roles (including Machine Operators and Production Operators) with candidates that met the requirements. They needed a Minnesota manufacturing staffing partner who could combine strong customer service, adaptability, and consistent communication to meet their high standards.

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



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 became a trusted partner for this Minnesota manufacturing company by tailoring its approach to addressing their specific workforce challenges. Doherty placed a strong emphasis on regular check-ins and open communication with the company's owner, fostering trust and ensuring transparency throughout the process. Additionally, Doherty's focus on temp-to-hire recruitment provided the flexibility needed to evaluate candidates on-site before transitioning them to permanent roles, ensuring a long-term fit.

RESULTS

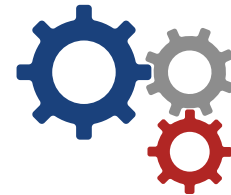
The collaboration between Doherty and this manufacturing facility delivered measurable improvements in both hiring efficiency and workforce stability. Over the past year, nearly 10 candidates were placed to help this small manufacturing workforce operate smoothly. Candidates were submitted promptly, streamlining the recruitment process, and reducing delays that had previously impacted production. The temp-to-hire recruitment model strengthened employee retention by allowing the company to assess and secure long-term team members who aligned with their operational and cultural goals. Doherty's proactive communication and relationship-driven approach set them apart from previous industrial staffing providers, establishing a lasting partnership based on trust and exceptional service.

"The customer service is exceptional using Doherty. Nobody checks in with me the way that Doherty does – they always have candidates on deck and are connecting every few weeks."

- Owner/HR Representative

KEY POINTS

Provided a Customized Hiring Solution for an Innovative Materials Manufacturer



Delivered Measurable Improvements in Both Hiring Efficiency and Workforce Stability

