

CASE STUDY



COMPANY OVERVIEW

With over 20 years of expertise in rail construction and manufacturing, this Texas-based company recently expanded to a new facility in Grand Forks, North Dakota, specializing in local railcar refurbishment. By providing essential maintenance services close to home, they save clients the substantial costs of out-of-state transport. To make their North Dakota operations successful from the start, they partnered with Doherty Staffing Solutions to implement flexible manufacturing staffing and payrolling solutions tailored for their new workforce.

HIRING CHALLENGES

As a newcomer to North Dakota, the railcar manufacturing company faced a steep challenge: building a skilled workforce from the ground up for complex railcar assembly. The manufacturing roles required a rare blend of skills in maintenance, welding, troubleshooting, and assembly, alongside the confidence to handle massive railcar units. With no local recruitment experience, they needed an expert staffing partner with a strong understanding of the regional talent market to meet these highly specific hiring needs.

Featured Solutions

Payrolling/EOR

We become the Employer of Record (EOR), transferring administrative responsibilities and employment-related liabilities of your contingent workforce to us



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



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 Staffing Solutions quickly rose to the challenge, meeting with the company's founder to dive deep into their unique requirements. Armed with insights into North Dakota's labor market, Doherty's approach impressed the founder, who selected them as the primary manufacturing staffing partner for this crucial launch.

Within three short weeks, Doherty placed five skilled contract employees and maintained a pipeline of five more manufacturing candidates, fulfilling the company's immediate staffing needs. To ease the onboarding process, Doherty also provided comprehensive regional payrolling services, ensuring a seamless transition for new hires until the company's benefits program was up and running. This streamlined process not only brought the railcar manufacturing facility up to speed but also laid a strong foundation for operational success.

RESULTS

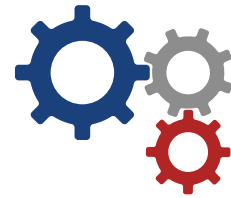
Doherty's local payrolling services expertise and adaptable workforce solutions powered a successful launch for the new facility, establishing the company as a reliable local resource that was ready to meet the rigorous demands of railcar refurbishment. Within weeks, Doherty helped them build a team of skilled, adaptable workers who met the technical demands of the operation. This success has positioned Doherty as a valued manufacturing staffing partner, setting the stage for the company's continued growth in North Dakota and the Upper Midwest.

"We are so thankful for Doherty Staffing Solutions. We truly appreciate all that the Doherty team has done for us to build and continue growing our workforce at a new facility."

- Company Founder

KEY POINTS

Rapidly Recruited and Onboarded Skilled Assemblers for a New Railcar Manufacturing Facility



Built a Skilled Railcar Assembly Team in 3 Weeks

