

## CASE STUDY

# HIRE DYNAMICS MAKES CHANGES RESULTING IN TALENT INTERESTED IN CLIENT ASSIGNMENTS

### Summary

A manufacturing company was opening a new facility. The jobs were challenging and “dirty” (but not dangerous), and it was difficult to attract talent and keep them once they started on the assignment. The company also was in an area that didn’t have a lot of food establishments, making it hard for workers to find food to eat at lunch.

### Challenge

The company was on a tight deadline due to opening a new plant. In addition, due to the complex and “dirty” work, all of its current four staffing agencies told the HR manager it was “not possible” to fill the open positions.

### Hire Dynamics’ Solution

- We created a bonus referral program for temporary/contract talent as well as internal employees.

- We contacted food truck companies to see about implementing a “Food Truck Friday” to help increase internal and contract team member morale.
- Most importantly, we started conducting “walk-through” interviews of prospective candidates so that they could “see it, touch it and feel” the type of work they would do, as well as experience the environment in which they would work.

### The Results

- More than 50 potential team members have walked through the facility. Some decided that they wouldn’t pursue the opportunity further, which meant that our client would not waste any time and funds training someone who ends up leaving after a short time.
- The manufacturer has asked us to set up internal employee training programs (sexual harassment, management training, etc.). This will help it improve its internal culture and retain employees.
- Food Truck Friday has helped internal and contract team members find inexpensive food for lunch, boosting morale.

***INTERVIEWS WITH QUALITY  
CANDIDATES TRIPLD IN JUST  
TWO WEEKS!***

**Hire Dynamics** 

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