

Integrated Talent Strategies

Case Study—Single Source Vendor

An International Industrial Equipment Company

The Challenge.

Our Client had a long-standing practice of maintaining a large staff of contingency employees in their manufacturing shops. The contingency employees consisted of welders, fabricators, panel builders, and machine assemblers. Quite often, the contingency workforce would consist of over 100 employees. For several years, our Client was dissatisfied with the quality and service provided by their current industrial staffing vendors. Additionally, our Client had separate agencies focusing on different job classifications. Our Client wanted one vendor to service all disciplines to simplify and streamline the process.

Our Client was comfortable with the quality and professionalism of the service they received from ITS, but knew ITS did not have an industrial staffing division. Their current industrial staffing providers were interested in the technical and professional staffing opportunities, but due to the subpar performance with industrial labor, our Client was not interested in these vendors working in the technical and professional areas.

The Solution.

ITS had worked with this Client since the early 1990s, staffing and recruiting for technical and professional positions. The company approached Integrated Talent Strategies, proposing ITS absorb their 90+ associates, in addition to handling all future recruiting for manufacturing and shop positions.

Given the unique approach to sourcing and recruiting manufacturing employees, ITS formed a separate company under the ITS umbrella to serve the industrial staffing needs of the Client. This guaranteed continuity in service for the Client, and allowed the newly formed company to be structured as an industrial staffing firm.

The Result.

Our Client now has a 30-year vendor providing all staffing solutions at their Bowling Green location. Operating efficiencies have resulted from the “single source” approach. Partnering with an efficient, dependable, and reliable staffing vendor has allowed optimal resource utilization and helped create a competitive advantage. Additionally, ITS now has an industrial staffing division to market to current and future clients.