

# Integrated Talent Strategies

Case Study—Flexible Single Source Vendor

## An International Architectural / Engineering Firm

### The Challenge.

Our client, a large U.S.-based A/E firm, was using a Top 10 International Staffing Firm for contract labor in Mexico. The staffing firm was unable / unwilling to tailor a process to meet the needs of our client. As a result, their contract employees were taking the brunt of the inconveniences, which resulted in low morale and ongoing complaints. After unsuccessful attempts to get the vendor to address their concerns, ITS was approached with the opportunity to provide staffing services for their Mexico locations.

### The Solution.

Integrated Talent Strategies had worked with this Client for 30 year, staffing and recruiting for technical and professional positions. Knowing the company so well, ITS welcomed the opportunity to assist our client, and in doing so, open our first international office.

Over a six month period, ITS worked to establish an office in Mexico. ITS recruited and hired an experienced recruiting professional in Mexico to lead our office in Leon. Soon thereafter, all contract employees were successfully transitioned to ITS. In addition to maintaining the initial employees, ITS is now recruiting and hiring new staff members for their client's expanding needs in Mexico.

### The Result.

Six months after the transition, internal complaints from the contract employees are non-existent. The client has stated this transition went as promised and could not be more satisfied with both the result and the outlook for the international process model developed by ITS. *ITS has further leveraged this opportunity and is now supplying staffing services to other US-based clients with operations in Mexico.*

To learn more about how we can support your staffing needs in Mexico, contact:

Tim Kalucki, President  
800-432-6607 x217  
tkalucki@WeHirePeople.com

Caro Oliva, Leon Branch Manager  
011 52 477 9620237  
coliva@WeHirePeople.com