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Clients.
Talent.
Experience.

gratifying
integration

An International Industrial
Equipment Company

Case Study

Single Source Vendor



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, and quite often, the contingency workforce would consist of over 100 employees. These employees consisted of welders, fabricators, panel builders, and machine assemblers. For several years, our Client was dissatisfied with the quality and service their industrial staffing vendors provided.

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 Integrated Talent Strategies but knew ITS did not have an industrial staffing division. Their current industrial staffing providers were interested in the technical and professional staffing opportunities. However, 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 has 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 and handle 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 long-lasting 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 aid current and future clients.

The Conclusion.

ITS finds and attracts the best for employers. With access to a wide range of services, employers using ITS always have the flexibility to keep up with project demands and stay ahead of the competition. ITS has been a leader in the engineering, technical and professional recruiting field since 1984. After many decades, we remain successful because we know our business and work to understand yours. No matter what position or location, ITS is capable and committed to identifying and recruiting the best talent for our clients. Reach out today to get in touch with us!

Contact Us:



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ABOUT ITS - BACKGROUND

We began as a spinoff of an engineering firm in 1984, with a focus on supplying contract Engineering and Design Talent to Engineering, Architectural, and Manufacturing firms.

Since this beginning, we have evolved into much more. Fueled initially by our client's request for talent in other disciplines, ITS has become a full-service Recruiting and Staffing firm, supplying qualified individuals in most disciplines. We work to understand our client's short- and long-term staffing strategies, as opposed to just reacting to a current need. Recruiting before a need becomes critical allows time for a thorough vetting process, leading to greater success. Integrating a client's current and future staffing strategies with our varied approaches to recruiting top talent is what we have successfully done for decades.

WHY ITS?



Time Tested

Beginning with our first client in 1984, ITS has experienced consistent growth through often challenging times. With three recessions since 1991, the staffing industry has seen a large number of firms disappear. By maintaining controlled, strategic growth, ITS not only survived the tough times but emerged stronger.



Proven Track Record

Much of our success has been the result of loyal clients. Seventy-one percent of our clients have been our clients in excess of 15 years, many of them more than 20 years. With a seemingly endless list of staffing companies with whom to work, our clients have stuck with what works.



Knowledge of Candidate Pool

ITS has maintained a simple philosophy - "We cannot be all things to all people." Our focus on select industries allows our recruiters to gain in-depth knowledge of companies and candidates, resulting in better candidates for our clients.



Ability to Recruit Passive Candidates

The internet and job boards can have negative influences on the staffing industry. Recruiters are sometimes taught to be "keyword matches" and "database searchers," as opposed to true recruiters. We train our recruiters on how to recruit hard-to-find passive candidates, which is who our clients want. Our expertise and success in this area have kept us in front of the competition since 1984.



Experienced Recruiting Staff

Many of our clients have commented they "can call ITS year-after-year, and the same people are around." Clients don't want to have to reeducate their staffing firm each time they have a need. With many of our staff having in excess of 10 years with ITS, our turnover is far below the industry average.

STAFFING DIVISIONS

To maximize recruiting efficiencies and have a concentrated knowledge base, our recruiting teams are divided into four divisions. The divisions allow our recruiters to gain in-depth knowledge of companies, candidates, and technologies within a given field, resulting in better candidates and faster turnaround for our clients. This structure is not visible from our client's perspective, as their Account Manager remains their one point-of-contact, regardless of the positions being filled.



Technical Staffing

Our Technical Staffing division is responsible for all Engineering, Scientific, and IT-related positions. Ranging from Technicians and CAD Designers to Project Managers and Senior Engineers, we have the capabilities to staff any level of technical position.



Professional Staffing

ITS has long been the source of quality candidates for our clients' professional staffing needs. The primary disciplines staffed through this division include Accounting and Finance, Human Resources, Purchasing, Logistics, Administrative, and Management level positions.



Executive Search

A hallmark of a well-rounded, effective recruiting organization is the ability to recruit passive candidates for management, executive, and C-level positions. Since our inception, ITS has employed the now-lost art of Headhunting. Before computers, job boards, and social media, our Executive Search team seeks out the passive candidates most recruiters will never find.



Skilled Labor Staffing

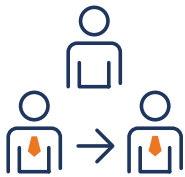
Our Skilled Labor Staffing division was established to handle our clients' shop and manufacturing positions. These positions include Machine and Equipment Assemblers, Fabricators, Welders, and Production.

SERVICE OFFERINGS



Contract/Temporary Staffing

Contract or Temporary Staffing gives you experienced talent on an as-needed basis, allowing you to effectively staff during peak periods and control excessive overhead during slow periods.



Contract-to-Direct Staffing

In today's competitive environment, it is too expensive and risky to make a bad hiring decision, yet it is difficult to determine what contributions a person will bring to your organization after one or two interviews. Our Contract-to-Direct Staffing option allows you to evaluate an individual's skills before making a hiring decision. This approach provides the support you need today, as well as the time necessary to ensure the best hiring decision is made for your company.



Direct Hire Staffing

When you need to add a new employee or fill a long-term strategic position within your company, our Direct Hire Staffing division will assist you in locating and recruiting the best talent in your field – locally, nationally, or internationally.



Recruitment Process Outsourcing (RPO)

For smaller firms without an HR department or a larger organization with an overburdened HR department, a custom RPO can be the right solution. ITS can implement a complete recruiting process, from Sourcing and Recruiting to Hiring and On-Boarding. ITS can also manage one piece of your current recruiting process. The result is a cost-effective solution to your evolving staffing needs.



Payroll Services

Unpredictable tax burdens, changes in government regulations, employee-related overhead burdens, and a less than- consistent business environment all combine to make hiring a sometimes risky proposition. Having ITS payroll current employees or new hires you have identified can help reduce these risks.