



Consumer Goods
10,000+ Employees
3 Corporate Centers/
13 Manufacturing Locations
Beverages
Founded 1855

BACKGROUND

A leading brewer in the United States that produces craft beers and distributes import beers.

WORKFORCE CHALLENGES

With a constant flow of employees eligible for retirement combined with the standard year-over-year attrition rates the company faced losing critical skills and knowledge with each employee departure. Unmitigated, the company anticipated skill gaps that could threaten productivity and profitability. Addressing this perpetual need for qualified workers required a partner with the resources to find, hire, train and onboard employees with the highly specialized skillsets and expertise to meet the company's ongoing "craft worker" needs. These skilled or "craft worker" positions include:

- Multi-Craft Mechanical Specialists and Electrical Specialists (supporting facility operations)
- Plant Maintenance Mechanics (supporting high-speed manufacturing equipment)
- Instrument Controls Electricians and Plant Maintenance Electricians (supporting high-speed manufacturing equipment, and utilize extensive PLC programming and instrumentation)
- Water/Wastewater Treatment Plant Operators
- Utility Technicians

CASE STUDY

SOLUTION

To create and maintain a strong pipeline of talent from which they can draw readily when needed, the company retained AgileOne to implement a recruitment process outsourcing solution with AllSourceRPO. This approach ensured the company would have long-term sustainability in their craft worker workforce, despite predicted turnover.

By leveraging skill-related LinkedIn groups, connecting with military transition programs, attending outplacement job fairs and engaging directly with various manufacturing corporations who have announced plant closures, the AllSourceRPO program team implemented aggressive recruiting tactics to find the right talent to meet the company's recruiting needs. A rigid pre-screening process required qualified candidates to successfully complete the company's internal assessments, plus verification of experience within a manufacturing and/or a heavy industrial environment. When combined with streamlined processes and standardized on-boarding the company was able to develop the talent pipeline they needed to operate at fully efficiency.

RESULTS

The program has been successful in supplying the managers with a minimum 3:1 ratio of qualified candidates to openings. This track record of success has ensured that each opening either met or exceeded the expectation of our 40 day time-to-fill Service Level Agreement (SLA). Diversity for production workers has also been improved with the AgileOne team consistently meeting the company's diversity goals. Retention among placed employees is high with many being promoted internally.

About AgileOne

AgileOne's consultative approach solves workforce challenges by combining innovative talent procurement technologies and programs, with experienced industry professionals to deliver a suite of total workforce solutions. We maximize the value of our customers' workforce, decreasing liability and overhead associated with human capital management.

