

On-site Solution for a Global Manufacturer

EG partnered with a global manufacturing client to keep their temporary team engaged and thriving with meaningful and dedicated on-site support.



Manufacturing is a cornerstone of the US economy. With innovation and growth being paramount within this prevalent industry, its leaders are often required to overcome significant hurdles in order to propel their workforce forward.

One such manufacturer, a global leader in precision components with 3 Michigan locations spanning Kentwood, Marshall, and Dowagiac, needed to maximize its effectiveness in growing its contingent staff population. The company's temporary associates had no opportunity for formal career pathing, meaning there was little incentive to stay with the company for an extended period of time.

The company's staffing process also lacked consistency across each facility. As a temporary staffing provider for the organization, it was difficult for the EG Workforce Solutions team to track the delivery of the contract's Service Level Agreements (SLAs) and ensure that the client was receiving an appropriate return on investment.

EG Workforce Solutions designed an on-site solution for the organization that addressed these concerns—ultimately leading to a more meaningful, reliable staffing strategy across its locations.

Solution

The EG Workforce Solutions team launched a discovery process that was targeted to improving the client's return on investment. In doing so, EG Workforce Solutions determined that there was a need for more robust support on the account.

The first step of the solution was to identify an On-site Account Manager to oversee the client's 3 locations and provide day-to-day support to the organization's 200+ temporary associates. Additional support was provided by a Strategic Account Recruiter in the southwest region, creating a presence in an area that had prior oversight.

In strategic partnership, EG Workforce Solutions and the client teamed up to maximize the effectiveness of its staffing requisition process. The two implemented the use of a vendor management program that streamlined the co-employment process.

Results

Automatic reporting was executed, meaning there was no delay in providing the client with real-time data regarding the state of their contingent staff. With a fully functional vendor management system in place, both EG Workforce Solutions and the industrial leader were mutually assured that the staffing process for temporary associates was being carried out with 100% accuracy and all SLAs were being met.

EG Workforce Solutions' Strategic Account Manager worked closely with the client to identify temporary employees that were ready to move to the next stage of their career. Demonstrating clear levels of advancement for the client's temporary staff resulted in a positive co-employment environment in which quality workers were able to thrive.

Making investment in its temporary staff a top priority resulted in a more engaged workforce for the client. According to Deloitte Insights, driving mission and purpose is essential in establishing a more engaged workforce, leading to benefits like higher retention rates. With today's talent scarcity, the client found that fostering growth through a strategic relationship with EG Workforce Solutions was key to improving their competitive edge.

With dedicated, on-site resources in place, EG Workforce Solutions was able to improve the synergy of the company's contingent workforce -keeping the client on the path of continual improvement within its challenging industry.