

"I have to say that I was skeptical, but [Cornerstone] stepped up and exceeded my expectations. [The team] went above and beyond providing needed workers...often times with very limited notice. Cornerstone rose to the occasion. I can't say 'thank you' enough for all the support..."

- Director of Human Resources

IMPROVING RECRUITING PROCESSES FOR A NORTH AMERICAN MANUFACTURER

CHALLENGE ACCEPTED

The Company required temporary employees to work three shifts. Thinking more was better, the HR team worked with three staffing agencies to present candidates. Not only were these agencies falling short in filling job orders, but the turnaround time was slow and the orientation classes were inadequate. Ultimately, production suffered. When the Company was awarded two major government contracts with high expectations, they pursued other options.

Our team assured the client that we were equipped with the market data and knowledge to ensure successful placements, even for hard-to-fill positions. We presented a strategic plan that provided top-level support including structured employee preparation processes, ways to meet the volume fluctuations, and a comprehensive communication plan that allowed for adjustments as progress was made.

CORNERSTONE SOLUTIONS

- **Analysis of Processes and Job Descriptions:** Besides job requirements, discussions centered around pay, competition for candidates, orientation and safety, and matching candidates with the company culture.
- **Developed Stronger Recruiting Approach:** Our findings suggested a stronger job description to recruit more skilled candidates that would improve production volume. We also advocated for a "pandemic pay" increase to recruit better candidates.
- **Addressed Urgent Need:** Our initial test was to staff for an urgent request involving 15 line assembly trainers over two shifts. These positions were in another state over a weekend. The job orders quickly ramped up to more workers for a variety of positions over all three shifts.
- **Reduced Workforce Management Costs:** We stressed the pitfall of loose spend and challenges that come with managing multiple vendors. We proposed ways which allowed our client to reduce costs even while increasing pay through consolidated program management.

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QUANTIFIABLE RESULTS

Ramped up to 200 temporary workers.

Quality recruitment practices that match the client's values and hiring goals equates to reduced time-to-fill and increased production.

Collaboratively solve new initiatives and proactively address challenges.

The differentiator was our speed, outstanding service, ongoing communication, and quality recruiting approach.

**WE DELIVER ON OUR BRAND PROMISE:
TO EARN THE DISTINCTION AS
THE FOREMOST LEADER IN
SERVICE EXCELLENCE THROUGH
ENTHUSIASM, PERFORMANCE,
INTEGRITY, AND VALUE.**



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