

Scaling Skilled Talent for Manufacturing Operations

SITUATION

A rapidly growing manufacturing site aimed to increase headcount by 250 employees but struggled to attract highly skilled talent. While the team successfully filled lower-skilled, high-volume roles, they faced ongoing challenges sourcing more experienced candidates for critical positions. Experienced CNC roles—including operators, machinists, and programmers—were the biggest gap, with over 25 open positions impacting production and growth goals.

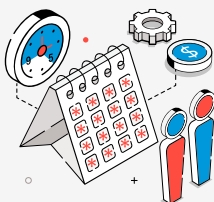
SOLUTIONS

After assessing workforce needs and ongoing hiring challenges, a strategic recruiting approach was developed to support technical talent needs, strengthen CNC hiring efforts, and support continued operational growth.

- * Leveraged local recruiting team and national resources
- * Focused on direct-hire strategy for skilled roles
- * Developed tiered fee structure based on skill level
- * Targeted sourcing for CNC and technical talent
- * Utilized local connections to expand reach
- * Aligned with leadership on hiring goals

RESULTS

Successful placements across CNC, supervisory, distribution, and forklift roles helped strengthen workforce support while continuing to drive hiring momentum for production demands and operational growth.



19

DIRECT HIRE CNC
PLACEMENTS

6

DIRECT HIRE
NON-CNC



1

DIRECT HIRE
SUPERVISORY LEVEL



15+

TEMP FORKLIFT
OPERATORS