

Global: Manpower – Diesel Engine Company



Challenge

Skilled workers drive the assembly line for one diesel engine Company but finding employees with the right skills for the engine block assembly work was an ongoing challenge. The company's fluctuating workload compounded its difficulty in maintaining a skilled workforce.

Solution

For more than ten years, Manpower has powered the company's skilled workforce strategy through targeted recruiting of temporary associates and on-site management of the company's contingent workforce.

Manpower handles recruiting and screening for precision parts assemblers, engine test technicians, and quality inspectors. The screening process involves Manpower's skilled trade assessments on math and mechanical comprehension as well as the company's customized test on assembly skills, which Manpower administers. The company relies on Manpower for administrative and light industrial support as well.

Manpower's onsite team at the plant manages the entire flexible workforce to meet the company's changing workforce needs. On average, 300 Manpower associates work side by side with the company's permanent staff, though the number fluctuates as assembly goals change. The onsite team handles human resources responsibilities and works closely with the company to keep turnover low. The team also supervises a staff of four that administers the company's customized assembly test for permanent job candidates.

Results

With a staffing partner that understands its culture and priorities, the company can maintain a blended workforce of up to twenty percent Manpower associates who have the skills to contribute to assembly goals. The company also has a reliable recruiter for right-fit candidates: It has hired nearly 200 Manpower associates for its permanent positions.

Manufacturers across the country rely on Manpower to recruit and place temporary workers with the skills they need to meet production and assembly line goals. Our industrial and skilled trade assessments ensure that candidates are a good fit for the positions and our clients' culture. With a nationwide network of more than 800 offices, we can deliver one associate or one hundred, and provide ongoing workforce support as your goals change.