

Strengthening Toolroom Operations with Skilled Talent

SITUATION

A manufacturer of food-grade plastic containers faced delays and quality issues from outsourced machining, impacting production timelines. To gain greater operational control and improve turnaround times, the company established an in-house toolroom operating across both first and second shifts. As demand increased, the organization faced a growing need for skilled machinists and mold setup technicians, while continuing to encounter challenges recruiting qualified talent for second-shift positions.

SOLUTIONS

A targeted recruiting strategy was implemented to secure the skilled machinists and mold setup technicians needed to support the company's expanding in-house toolroom operations.

- * Utilized temporary and direct-hire placement strategies
- * Recommended second shift hiring incentives
- * Expanded sourcing beyond traditional job boards
- * Engaged passive skilled manufacturing candidate
- * Tailored outreach for second shift roles
- * Conducted weekly hiring strategy meetings

RESULTS

Through a targeted direct-hire and pipeline-building approach, we supported the production ramp-up by securing skilled CNC and setup talent while increasing second-shift engagement. These efforts enabled the in-house toolroom to reach full operational capacity across both shifts and positioned the team for continued hiring success.



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DIRECT-HIRE
PLACEMENTS



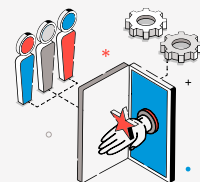
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FULLY OPERATIONAL
SHIFTS



1

QUALIFIED TALENT
PIPELINE BUILT



30%

INCREASE IN
ENGAGEMENT