



TRC Improves Time-to-Fill, Employee Engagement and Creative Problem Solving for Multinational Tech Company

The Challenges

THE CLIENT: The Light Industrial Division of a Multinational Technology Company

TRC's client was working with an agency that had an extended time to fill openings, weak employee engagement, limited performance management, and a more reactive than problem-solving approach. Once TRC won the business, our experienced team substantially improved fill time, implemented an extensive employee engagement and retention strategy, and placed a team with industry experience on the floor.

TRC'S Solution

TRC builds solutions unique to the customer's success.



Placed an on-site implementation team to manage the staff effectively.



Proactively solved problems to mitigate challenges.



Seamlessly streamlined the payroll process and converted to TRC's payroll system.

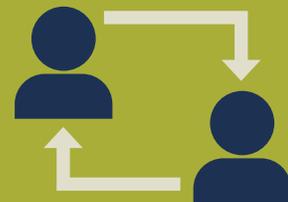


Implemented an impactful employee engagement and retention strategy.



Significantly reduced turnover

The Results



\$200K Savings

with a 10% reduction in turnover (Going from 20% to 10%)



\$400K Savings

on using a 95% contract workforce

The Full Story

The Challenge

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The Solution

- 1. Placing an On-Site Implementation Team.** The first step was to replicate our proven on-site model by hiring a site manager with TRC experience. The manager provides ground-up information and strategic thinking to serve the client best while saving time and money.
- 2. Proactively Solving Problems.** The TRC site manager and the full team took a proactive approach to identify and mitigate the client team's challenges. This included streamlining the hiring process resulting in a reduced time to fill jobs, implementing a performance management system with clear benchmarks, and providing expertise and guidance from the experienced industrial and on-site support teams.
- 3. Streamlining the Payroll Process.** Prior to TRC, there was a disjointed payroll process that culminated in extensive human error. TRC recognized the lack of efficiency and scheduled meetings with site leaders, the IT group, and the previous vendor in order to identify the specific inefficiencies. From there, we came up with a solution that streamlined the payroll process and eliminated some of the steps in the process, which significantly reduced errors.
- 4. Implementing an Employee Engagement and Retention Strategy.** TRC identified a need for an employee recognition and engagement program that would boost employee morale. This solution included events, activities, the celebration of birthdays and anniversaries, celebrating "catching people doing things correctly," small monthly appreciation goodies, and bonus gifts. This approach showed the employees it is a true partnership, and that everyone's hard work is valued.
- 5. Significantly Reducing Turnover.** TRC created a coaching and counseling program that included surveys, soliciting feedback from the employees and their managers, a standardized employee review process, and a genuine partnership approach that proved we recognized their contributions and listened to their feedback. This led to a satisfied, loyal, and engaged workforce proud to be a part of the team and a decrease in turnover.

WHY TRC

We partner with businesses to design and develop strategies through various Talent Acquisition Audits. With over 50 years of combined experience championing our unique recruitment process, we ensure companies are only sent the absolute best candidates in the market.

Working with TRC has been an absolute pleasure with everything from the recruiting to the onsite staff. They are always very attentive and quick to provide excellent support with every need. I would absolutely recommend TRC to a friend or colleague.

- Manager, Financial Operations

