

GLOBAL LOCOMOTIVE MANUFACTURER REQUIRES STREAMLINED RECRUITING PROCESS

SITUATION:

The client is a manufacturer of locomotives. They required a streamlined process for recruiting contingent staff.

- The client was having issues with vendors presenting duplicate resumes, receiving low quality candidates, experiencing high turnover and competitive commodity pricing.

STERLING SOLUTION:

Sterling worked with Supply Chain executives to find a solution to make their hiring and onboarding process more effective and efficient.

- By designing a managed service solution for the client, Sterling was able to quickly eliminate the key areas of concern.
- Sterling's ability to build a close-knit relationship with the client allowed us to gain expertise in recruiting the type and quality of talent the client needed.
- Being the sole provider also meant the client quickly gained the benefit of a highly organized and streamlined contingent labor program.
- Sterling has been working with the client since 1975 and became the sole staffing source provider in 2005.

RESULTS:

By becoming the sole provider, Sterling was able to solve the issues the client was experiencing.

- Sterling Engineering has placed over 1,000 contractors nationally and internationally.
- Since 2011, 70 of those contract employees were converted into a permanent role.

PROJECT SNAPSHOT

- ❖ *The client was in need of a streamlined recruiting process to receive the quality of talent they desired.*
- ❖ *Sterling designed a bundled service for their recruiting process and became their sole staffing provider.*
- ❖ *Over the course of the engagement, Sterling has placed over 1,000 contractors nationally and internationally.*