



SUCCESS STORY

Challenge

A major manufacturer of plastic automotive components, specialising in producing high-end products in a highly pressurised OTIF (On Time, In Full) delivery environment had an ongoing need for skilled production operatives who can work to their exacting standards, but did not have the internal resource to recruit directly themselves.

Solution

For over 10 years Drake has been an integral business partner, providing dedicated on-site consultants who are responsible for the recruitment, assessment, training and management of their temporary staff - recruiting over 700 operatives across two sites in the past year alone.

Drake delivers a proven workforce when the business requires further permanent headcount, whilst maintaining the accepted need for a degree of flexibility in the number of workers required.

Drake has also performed an HR On Demand consulting service at critical times - providing expertise to manage disciplinary and grievance procedures, as well as advising, developing and managing their Apprenticeship Scheme.

Outcome

By outsourcing the selection, training and performance management of their temporary workforce to Drake, our client ensures they have a continual funnel of highly skilled workers feeding in to their permanent workforce.

By utilising Drake's expertise in Talent Management, our client can achieve maximum levels of productivity – allowing them to focus on their own key business activities.

KEY SUCCESSES



Reduced Time to Hire

Drake's recruitment expertise reduced the time to hire from weeks to a matter of days - finding better people, faster.



Workforce Training

Drake provides essential training and performance management, ensuring a highly productive workforce.



HR Consulting

Providing additional HR expertise when needed - allowing the client to keep their own HR department lean.