



## Dedicated Onsite Support Creates a More Efficient Workforce Strategy

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A global industrial equipment manufacturer was struggling to manage a growing contingent workforce while coordinating multiple staffing vendors. Instead of adding another recruiter to the mix, TRC Talent Solutions introduced an onsite workforce management program that simplified hiring, improved communication, and gave the client's managers more time to focus on production.

Today, TRC oversees nearly 50 contract employees at the facility and serves as a trusted advisor for workforce strategy and planning.

### **The Challenge**

Hiring wasn't necessarily the problem. Managing the hiring process was.

With several staffing agencies supporting the same facility, candidate quality varied, vendors competed for the same talent, and managers spent too much time coordinating interviews, tracking contractors, and handling workforce issues that pulled them away from daily operations.

The client needed more than additional recruiting support. They needed a better system.

### **TRC's Approach**

Rather than simply supplying candidates, TRC established an onsite presence to manage the workforce from inside the facility.

Our onsite representative became the day-to-day connection between the client, employees, and recruiting team by conducting interviews, supporting onboarding, performing quality checks, leading orientations, assisting with HR-related responsibilities, and providing consistent communication across the workforce.

One of the biggest improvements came from rethinking how new employees entered the organization. Instead of onboarding individuals multiple times each week, TRC introduced scheduled hiring classes of approximately 10 employees. This gave the client dedicated time to train new hires together, created a more organized onboarding experience, and allowed managers to focus on developing employees instead of constantly repeating the same training process.

Behind the scenes, recruiters from multiple TRC branches worked together to build specialized talent pipelines capable of supporting the client's ongoing workforce needs.

## The Results

The onsite program quickly evolved into far more than a staffing solution. It became an extension of the client's operation.

With one dedicated workforce partner managing recruiting, onboarding, and contractor support, the client eliminated much of the complexity that came from working with multiple staffing vendors. Managers regained valuable time, communication improved, and turnover declined as candidates received a more consistent experience from day one.

Today, TRC oversees nearly 50 contract production employees while continuing to support upcoming workforce initiatives and hiring decisions.

The partnership has delivered:

- Lower turnover after consolidating multiple staffing vendors into one workforce partner
- Nearly 50 contract production employees managed through the onsite program
- A structured onboarding process that improves training and workforce readiness
- More time for managers and HR to focus on production and strategic priorities
- Greater confidence in hiring decisions through dedicated onsite oversight

## Key Takeaways

An onsite program isn't simply another staffing model. It's a workforce strategy.

By embedding experienced talent professionals within the client's operation, TRC created a hiring process that was more organized, more efficient, and easier for managers to navigate. While implementing an onsite program required collaboration and time, the long-term benefits have strengthened the client's workforce while allowing internal leaders to focus on what they do best.

When recruiting becomes part of your operation instead of another task to manage, hiring becomes more efficient, employees have a better experience, and your business is positioned to grow with confidence.

**How can TRC help simplify your workforce strategy?**

