

## Tier 1 Automotive Parts Manufacturer



150-200 temporary associates are managed by Manpower's on-site manager during our peak periods. The staff and associates have been nothing short of exceptional.

Senior Manager,  
Corporate Affairs

Tier 1 Automotive Parts  
Manufacturer  
Location: Tottenham, ON  
Industry: Manufacturing

### Challenge

As a leading Tier 1 automotive parts manufacturer, there is significant pressure to drive productivity in order to keep up with demand. Part of a growing international organization, rapidly expanding its manufacturing footprint across two locations in Canada, there was a particular demand for top talent. The workforce needed to be extremely flexible, with an ability to scale up within a short period of time during peak season.

### Solution

Over the three year relationship, some of the proven solutions that Manpower implemented include:

- Establishment of an on-site manager to oversee the temporary workforce
- Installing a card swipe system creating payroll efficiencies
- Recruiting in a rural area
- Managing, coaching, motivating and counseling temporary associates to attain maximum productivity
- Building relationships with supervisors to understand the organizational culture, goals and objectives
- Immediate resolution of any sensitive situation involving temporary associates
- Effectively working with the organization in cooperating with the Ministry of Labour regarding re-certifications, and ISO audits

In order to overcome seasonal challenges experienced in late August and early September, Manpower has also taken additional action to mitigate operational disruption, such as:

- Hiring of an additional recruiter
- Holding off-site associate registrations
- Additional advertisement campaigns

### Results

At peak, 200 Manpower associates contributed to the manufacturer's team in delivering on its production commitments. Today, as the manufacturer's largest staffing provider, the company can match its resources to fluctuating work demands with between 150 and 200 associates on the job every day.

Across the nation, Manpower is helping manufacturing companies maintain their productivity. Our targeted recruiting approach, customized on-boarding and client site management translate into highly qualified associates and less turnover for our clients. We partner to provide both workforce flexibility and workforce expansion, whenever it's needed.

Solve your recruiting and retention challenges, with Manpower.

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