



How Impact Improved Employee Tenure and Enabled Expansion for a Technology Manufacturer



CLIENT INDUSTRY

Technology Manufacturing

OUR EXPERTISE

Contingent Workforce Management

When we connected with the client, their facility faced high turnover, high recruitment costs, drained expertise, and disrupted production. Continuous operations added to the strain, leading to fatigued workers, decreased productivity, and compromised product quality that threatened the client's brand reputation.

CONTEXT

In 2014, a manufacturing facility in Georgia faced a critical challenge with a monthly turnover rate exceeding 65%, severely impeding productivity. Impact Workforce Solutions stepped in with our Core2 model to slash turnover rates by 58%, allowing this client to ramp up productivity and forge a new foundation for business growth.

CHALLENGES



Workforce Composition Issues

The client employed predominantly temporary staff alongside a small core management team, which struggled to meet the demands of 24/7 operations.



High Turnover Rates

The facility grappled with a 65% monthly turnover rate, which drained resources and disrupted production.



Operational Strains

Continuous shifts exacerbated staffing issues, undermining quality, productivity, and morale.





CASE STUDY: IMPACT WORKFORCE SOLUTIONS

SOLUTIONS

Seeing the critical state of this client's operations, our task was twofold. First, we needed to stabilize their workforce to keep essential production on track. And second, we needed to transform their workforce model into a robust foundation for growth and innovation. We worked with executives and established a comprehensive strategy to turn their crisis into a success story



Core2: New Workforce Structure

We implemented our Core2 program, which marries our staff augmentation services and retention solutions. This transitioned the client's heavy reliance on temporary labor to a balanced, manageable framework.

Enhanced Recruitment & Operations Management

We deployed nine site managers, two corporate recruiters, and three Core2 recruiters to strengthen the client's recruitment process and operations management.



Workforce Strategy

We tailored our Core2 model to the facility's specific operational needs, enhancing employee benefits — which improved employee satisfaction and talent attraction — while lowering labor costs overall.



CASE STUDY: IMPACT WORKFORCE SOLUTIONS

RESULTS

RETENTION	Turnover plummeted from 65% to 7%.
FULL SHIFT COVERAGE	24/7 shift coverage (three shifts)
WORKFORCE EXPANSION	<p>The client's workforce grew from 65 employees in 2014 to approximately 1,500 employees by 2023.</p> <p>Workforce composition as of 2023:</p> <ul style="list-style-type: none">• 5% direct employees• 75% Core2 employees• 20% temporary staff
OVERALL	<ul style="list-style-type: none">• Lower overall labor costs• Improved retention• Lift and shift of liability and risk• Lower administrative burden for selection, onboarding, and management of first-year talent

7%

Turnover

24/7

Shift Coverage

1,500

Employees

SUCCESS

The partnership between Impact Workforce Solutions and this Georgia manufacturing facility exemplifies the transformative power of our Core2 model. By aligning workforce design with operational strategy, the facility not only overcame its turnover crisis but also set a new standard for manufacturing efficiency and growth. This case study highlights the pivotal role of innovative workforce management strategies in achieving sustainable business success.



Redefine your manufacturing operation's potential with Core2. Discover more at ImpactWS.com.