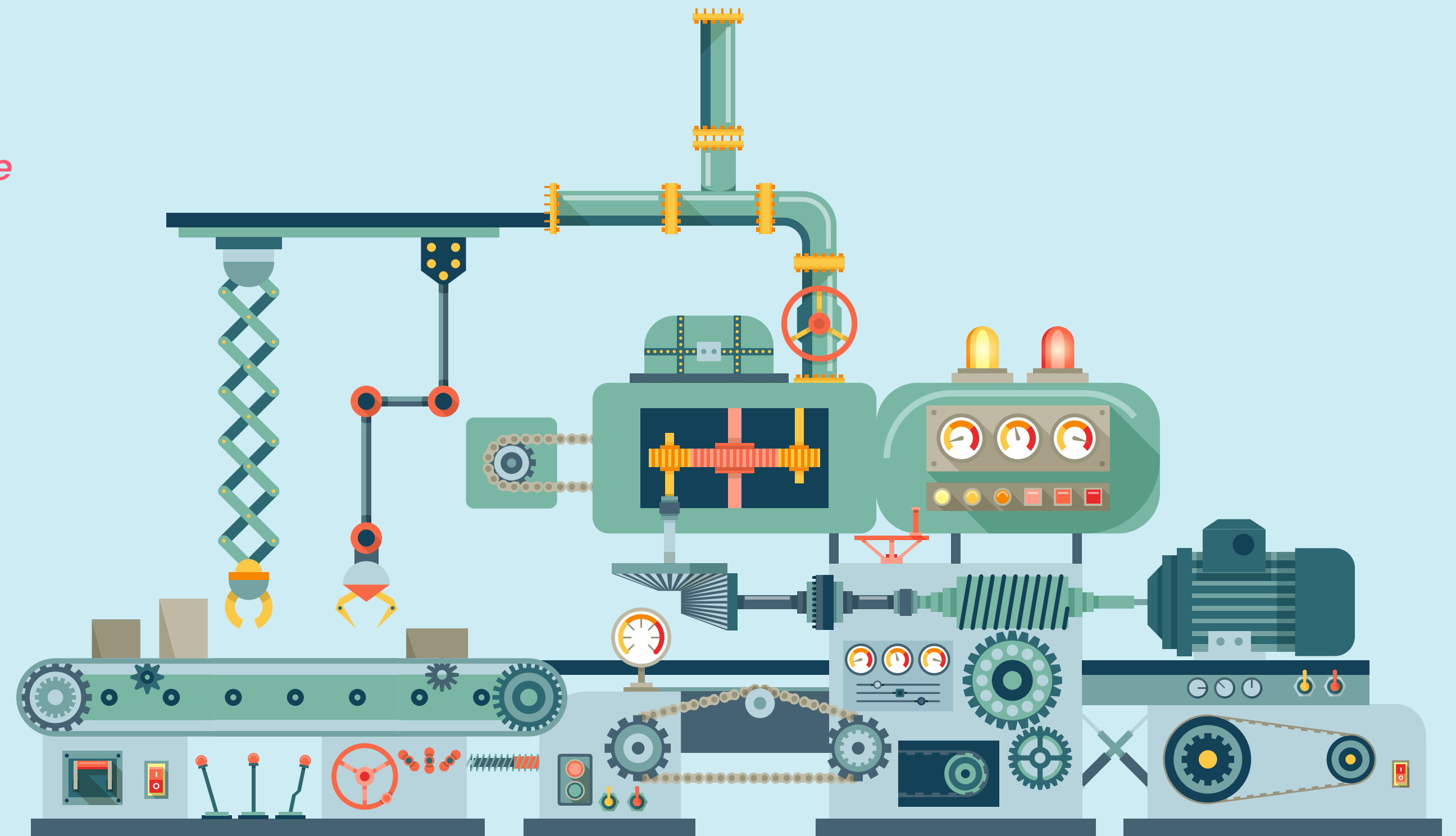


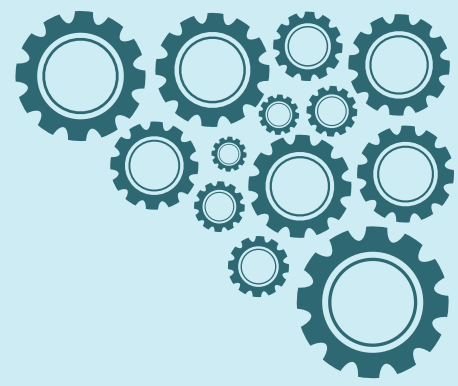
Heavy Equipment Manufacturer Beats Production and Quality Deadlines by Hiring Top Talent

Compunnel's agile talent sourcing enables the client to launch business-critical equipment production on time

While the IT and Engineering industries overall have been booming, the hiring of engineers in the heavy equipment industry has become increasingly difficult. This is mainly due to fresh talent finding comparatively more attractive and comfortable job options outside the manufacturing industry.

Generating talent supply in industries like heavy equipment that are increasingly losing popularity with young people and have an aging workforce is a difficult ask. Enterprises must adopt innovative strategies to attract top talent and keep their development plans on track.



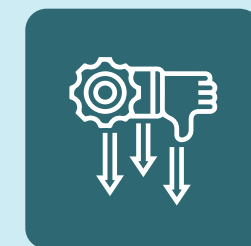


Client Challenges

The company wanted to expedite the production of their latest equipment to meet the demand in the market. It needed to build a new, multidisciplinary team but was unable to find the right talent and faced the below hurdles.

About Client

Our client is one of the global leaders in heavy equipment manufacturing. The company's diverse product portfolio includes engines, turbines, and a variety of construction and mining equipment. Multiple industries like energy, transportation, and construction rely on it for mission-critical heavy machinery.



Inability to source qualified engineering design, and R&D resources



Difficulty in bringing new talent up to speed to complete the project in time



Higher Time to Hire and Cost to Onboard top qualified talent



Risk of delaying key product launch and incurring potential losses

Our Solution

Compunnel customized a project roadmap considering the challenges of the client in hiring the required talent. We executed our omnichannel strategy centered around proprietary technology and human expertise through the below steps.

- Deployed a specialized team under a dedicated account manager with in-depth manufacturing industry experience
- Leveraged built-in predictive analytics of our Staffline ATS to scan our internal STEM talent pool to identify the best matches
- Utilized our talent engagement app StafflinePro for engaging candidates and conducting timely onboarding
- Specialized recruiters mobilized targeted recruitment campaigns to source ready-to-go STEM talent
- Reached passive talent with heavy equipment manufacturing experience through our proprietary talent referral network, iEndorseU
- In-house SMEs tailored training programs to bring the selected candidates up to speed on the client's project
- Tapped our relationships with industry experts helped us to swiftly discover highly skilled manufacturing engineers



The Results

Compunnel's handling of the project was fast, effective, and accurate. The agility of our recruitment team combined with advanced technology ensured quality with speed enabling the client to make the below gains.

55+

Engineers hired and onboarded

75+

Support staff hired and onboarded

18

Days average time to hire

30%

Reduction in Time-to-Hire

98%

Assignment completion rate

Roles Filled

- Manufacturing Engineer
- Mechanical Engineer
- R&D Engineer
- Design Engineer
- Quality Engineer
- Production Supervisor
- Production Technician
- Maintenance Technician
- Machine Operator
- Material Handler

Locations Served

- Pennsylvania
- Georgia
- Wisconsin
- Kansas



About Compunnel

Compunnel Inc., founded in 1994, delivers bespoke staffing, full-time hiring, payrolling, SOW, and IT consulting solutions to diverse set of businesses & enterprises. Ranked by SIA amongst the Largest Staffing Firms in the US, Compunnel is transforming the talent supply chain through its technology-backed solutions. As a preferred choice of industry leaders, our passion is not only to connect our customers with quality talent, but we go an extra mile to provide customized support to our customers and help them meet their diverse talent needs.

Awards and Recognition



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