

CASE STUDY: Streamlining High Volume Hiring for Improved Efficiency and Quality For A Medical Equipment Manufacturing Client.

Large medical device client needed to meet increased workforce needs due to a recent acquisition, specifically in production, distribution, and warehouse roles.

Skill Sets Supported:

Production Planners, Assemblers, Data Specialists, Clinical Affairs Specialists, Warehouse Associates, Data Entry Clerks, Compliance Managers, Manufacturing Engineering Technicians And Associates, Logistics Specialists, Technical Documentation Specialists, QA And QC Supervisors And Inspectors, Machine Operators, IT Support Technicians, Software Developers, Laboratory Technicians And Supervisors.

Problem

- They were experiencing a workforce shortage in production, distribution, and warehouse departments, leading to order delays.
- Human resources department focused on executive placements, lacking the capacity to support the hiring surge.
- Slow onboarding process for new employees due to inefficiencies and delays in background checks and drug tests.
- Disorganized invoice and billing process with multiple vendors caused more work for internal team.
- Needed for an agile partner to enhance talent identification and onboarding during hiring spikes.

Astrix's Solution:

- Rapidly identified local talent, enabling swift expansion of the client's workforce.
- Collaborated closely with department managers and the HR team to develop a streamlined interview process.
- Implemented an efficient onboarding system, reducing turnaround time for background checks and drug tests.
- Introduced a simplified timekeeping system for convenient time entry and review using mobile devices.
- Streamlined payment processes by providing bi-weekly consolidated billing to accounts payable.
- Established a seamless process for transitioning contract employees to full-time positions.

Results:

- Successfully filled over **85%** of openings and made **250+ placements within two years**, including roles in quality, production, and warehouse.
- **91% success rate** from offers to starts enabling the client to meet their workforce needs.
- Provided qualified candidates within 4 days reducing their time to hire.
- Instrumental in building new laboratory teams in NY & MA.
- Due to the exceptional quality of delivery, the client asked Astrix to support multiple locations including Arizona, California, Connecticut, New Jersey, New York, and Washington.
- Supported client in expanding their operations to Toronto, Canada.
- Placed **80%** of the client's HR team within two years.

