

DAHL CASE STUDY

COMPANY

This company is leading provider of multimodal transportation services and third-party logistics. They partner with organizations of all sizes to solve logistical supply chain challenges to “go further, faster.”

CHALLENGE

The primary challenge for this company was filling all the seats for their high volume entry-level positions. Finding and retaining the right people for these roles became a struggle due to the nature of the role, where candidates would need to work hard to learn the business from the ground up in order to move up in the company. The hassle of trying to keep these roles filled with quality candidates became a very expensive and time-consuming process. To try to fix their problem, the HR department first tried to hire permanent candidates. Unfortunately, there was still a high turnover rate. The second solution they attempted involved creating an internal HR team to help source talent for these roles at a flat fee per permanent placement. Sadly, it garnered the same results.

“The peace of mind that DAHL will deliver qualified candidates is immeasurable.”

SOLUTION

Dahl Consulting (DAHL) presented the opportunity to bring in candidates under a temp-to-hire employment arrangement instead of placing permanent employees. This way, both the company and the candidates would have a 3-4 month “trial period.” This solution would help to keep roles filled, while also finding candidates that were the right fit for the role.

OUTCOME

DAHL helped the HR department to come up with a solution that resulted in a much higher retention rate and overall better filling of roles. In fact, in the past seven years, DAHL has filled over 250 roles for this client. Additionally, DAHL was able to help with other aspects of HR, effectively streamlining the entire interview, onboarding, and payroll process.

KEY RESULTS



250+ Roles filled



% Increase in Retention Rate