

Supplying Skilled Automotive Techs to Meet Production Deadlines

CLIENT

A leading automotive manufacturer operates a major production facility in Alabama. This plant plays a critical role in the company's global supply chain, producing high-quality vehicles for a demanding market.

CHALLENGE

The client faced a significant challenge with vehicles that had been built but did not meet their high standards for excellence and needed to be repaired before they could be shipped. The repairs required specialized skills, including computer diagnostics, in a labor market with a scarcity of qualified automotive technicians. The urgency of the situation was heightened by the need to meet shipment deadlines for new vehicle models.

SOLUTION

BelFlex, an Elwood Staffing company, quickly recognized the complexity and urgency of the client's challenge. The first step was to identify the specific types of repairs required. This involved:

- **Facility Tour and Team Meetings:** Conducting a detailed tour of the facility and engaging with the plant team responsible for the repairs.
- **Local Technician Interviews:** Interviewing local technicians already performing similar repairs to understand the skill set required.

With this information, BelFlex embarked on a national recruitment campaign, akin to the travel nursing model, to bring in automotive technicians from across the country. Key components of the approach included:

- **Recruitment:** Targeted recruitment efforts to find skilled technicians capable of performing the necessary repairs.
- **Logistics Support:** Facilitating travel and accommodation arrangements for out-of-town technicians, including per diem allowances.
- **On-site Program Implementation:** Establishing a robust on-site program that provided continuous support and coordination, quickly surpassing the client's original primary provider.

BelFlex's strategic approach yielded impressive results. Within the first year, the team expanded from a single technician to 170 highly skilled automotive technicians, enabling the client to meet its production deadlines and ship new models on time. This successful collaboration has maintained a steady workforce of over 100 technicians regularly, with a peak of over 300 technicians at one time. The partnership continues to ensure that the client's production line operates smoothly, meeting the high standards of quality and efficiency required in the automotive industry.

