

## CASE STUDY

# HIRE DYNAMICS CREATED NEW SAFETY TRAINING PROGRAM FOR TALENT AND CUT ONBOARDING PROCESS BY MORE THAN HALF

### Problem

A sizeable automotive supply chain retailer had difficulty finding qualified/experienced equipment operators for its distribution/supply chain operations. It also had an excessively long talent onboarding process and lacked a consistent, written safety program.

### Result

Hire Dynamics' safety and risk management personnel created a new, custom onboarding/safety training program for this company. We also helped the company cut its talent onboarding process by half.

### Summary

A sizeable automotive supply chain retailer recently opened a new warehouse. While happy with its current staffing provider, it was looking for a partnership to help it create a more efficient hiring process.

### Challenge

The company also had an extremely long talent onboarding process (over three hours), lacked a written, consistent training program, and had trouble attracting top, experienced equipment operators.

### Hire Dynamics' Solution

- Our branch division manager shadowed the company's entire onboarding process and watched the company's current training procedures and the testing of potential equipment operators to have first-hand insight into the company's onboarding and training processes.
- Hire Dynamics' safety and risk management experts created a custom new onboarding and safety/training program for the company.
- Our managers and recruiters worked with the company to create a new recruitment program to identify and test potential equipment operators.

### The Results

- We were able to cut the company's talent onboarding process time by at least half.
- Our risk and safety team members created a safety checklist for the company.
- We also generated capability tests for equipment operator candidates to ensure they had the skills and experience to meet – if not exceed – the requirements necessary to succeed in the position.

***WE'RE PROUD THAT OUR EXCEPTIONALLY TALENTED SAFETY AND RISK MANAGEMENT DEPARTMENT TEAM MEMBERS WERE ABLE TO HELP THIS COMPANY CREATE ONBOARDING, TRAINING, AND SAFETY PROCESSES THAT KEEP THE COMPANY'S SUPPLY CHAIN FULFILLMENT EFFORTS MOVING, AND TEAM MEMBERS SAFE ON THE JOB.***

**Hire Dynamics** 

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