

# RAMPING UP

## During a Slow Down

Learn how HTI saved ZF \$1.5 million annually

Recruiting | Hiring | Logistics | Manufacturing | Outsourcing



## THE CHALLENGE.

ZF Axles is a well-regarded manufacturer who assembles the front and rear axle for the BMW X3. However, when their Tier 1 supplier status and automotive sector competition drove up cost constraints, ZF was in trouble. They wanted to keep gaining business in a tough economic time, which would mean ramping up their work quickly.

- HTI was to help through recruiting, selecting and training a large hourly work force, the kind of human-driven solution that could prepare them for the employee growth they would need to compete. Ultimately, they would need to outsource some of their roles in order to succeed.



## OUR SOLUTION.

- HTI began the project by taking on the entire manufacturing and logistics operation at ZF Axles.
- HTI started recruiting, selecting and managing all of the floor personnel, and analyzed the need for new employees. Right away, we added six supervisors, a project manager, an HR manager, and 165 hourly employees.
- We were able to even minimized overtime by incorporating a unique “over-staff” plan that could cover absenteeism and other unplanned shortages. Our Full Flex workforce combined full time regular HTI employees with contract temporaries to keep the overall labor rate low.



## THE RESULTS.

- Successfully hit all expected project milestones.
- Gained a particular expertise in axle manufacturing.
- Saved ZF more than \$1.5 million per year.