

Case Study

# FACILITY SHUTDOWN

*Successful employee transitions while maintaining production.*



## THE CHALLENGE.

Due to the sale of a product line, a tier 1 automotive supplier was facing a shut down affecting over 400 employees. The manufacturer needed to slowly phase out production lines over two years, and had *two critical goals during the shutdown process*:

Maintain uninterrupted production until project completion

Assist all full-time associates in transitioning to a new full-time opportunity



## OUR SOLUTION.

HTI's Career Transition Team set up shop on-site and immediately designed a program to rapidly find new opportunities for outgoing employees while backfilling these positions with temporary employees.

After auditing positions and creating training timelines, a pool of screened candidates was built to quickly backfill open positions while transitioning existing employees. A completion bonus program was implemented to ensure high employee retention within the temporary workforce. HTI was held accountable to metrics that included placement rate (transition rate), training hours, counseling hours, turnover and cost.



## THE RESULTS.

The facility shutdown maintained consistent production thru project completion

92% placement rate

Project completed under budget

The temporary workforce turnover outperformed goal

All shifts were touched twice a week for training and counseling