



Caterpillar Case Study

Recruitment of Manufacturing Support Staff

Due to increased business volumes Caterpillar were looking to strengthen their permanent workforce at their Skinningrove operation where they manufacture track shoes for plant machinery. The main aim of this project was to attract applicants of a higher skill base and therefore provide a workforce with the potential to develop into management or technical specialists. The facility in Skinningrove is a remote and rural location, which was a significant factor in the available labour market as was the desire to employ the successful candidates on a temporary to permanent basis.

NRG designed and delivered a multi-staged assessment process including, telephone interview, ability testing and competency-based interview and attracted candidates via a targeted advertisement campaign.

NRG have successfully completed this project, recruiting a high volume of Manufacturing Support Staff for Caterpillar, even providing reserve candidates for future recruitment requirements. Most importantly Caterpillar's management staff agree that the calibre of candidates are higher than their current workforce. Approximately 40% of candidates were equipped with management experience and over 50% of candidates were able to offer technical expertise such as CNC operations and mechanical fitting, allowing them to have the potential to drive the business forward into the future.



**JOIN TEAM
CATERPILLAR**

Caterpillar is a technology leader and the world's largest maker of construction and mining equipment. With 2006 revenues of 41.5 billion, Caterpillar is a truly global company employing over 10,000 people in the UK alone. There are currently opportunities to join the Caterpillar team at our Teesside-based Skinningrove Facility where we manufacture track shoes. This plant is well established with a worldwide reputation for providing quality products.

Manufacturing Support Operatives

£8.00 to £8.69 p/h plus shift allowance and excellent benefits (Mid-Week 3-Shift Pattern or Weekend Working available). You will operate as part of a manufacturing team that utilise lean manufacturing tools and techniques, operating to defined targets whilst working to continuously improve. In return we expect candidates to be able to demonstrate recent manufacturing experience where safety and quality are paramount.

These positions are permanent and will be offered on a temporary to permanent basis. If you would like to build your career with a leading Blue Chip manufacturing company, please contact our appointed recruitment partner NRG on 01642 232504.

WWW.CAT.COM

CATERPILLAR®

 **NRGWORKS**
www.nrgplc.com