

CASE STUDY

Welding Workforce Solutions: Hiring for a Fast-Moving Transportation Company

The Client

Operating in more than 60 countries with over 50 years of industry experience, The Client is a global provider of rail transportation-related manufacturing and service operations.

The Situation

The Client required a team of over 100 welders at their Sacramento, CA location during an initial ramp-up phase, which included 50 welders that were needed to start immediately. The Client also tasked Acara's team with onboarding between 18-22 additional welders per week.

The Challenge

Due to the weak market for skilled welders in Sacramento, Acara was challenged in discovering talented workers to meet The Client's workforce expectations. Additionally, The Client mandated that Acara keep pay rates low relative to labor market standards, which made it more difficult to attract highly qualified workers.

The Solution

To meet these tight deadlines, Acara leveraged its preexisting relationships with local community colleges to create customized welding courses that were required by The Client. An Acara talent acquisition representative traveled to these institutions to inform students of job opportunities with The Client. Through connections with course instructors, Acara's team easily identified top performers and recruited directly from this qualified talent pool.

Acara also partnered with the Sacramento Employment Training Agency (SETA) to perform outreach and training for veterans looking to return to the workforce. The Acara team worked in conjunction with SETA to administer introductory welding courses at other local community colleges to provide foundational welding skills to these veterans. Upon completion of these required courses, these veterans were added to Acara's candidate pool.

Client overview

+50
years of
industry
experience

+100
welders needed
during ramp-up

18-22
additional welders
onboarded per week

Welding Workforce Solutions

Our Acara team helped to deliver exceptional cost savings, competitive advantages, and process efficiencies to The Client.

To further our commitment to the successful implementation of The Client's program, Acara's Quality and Risk Manager performed multiple onsite visits to The Client's worksite in Sacramento. In working with The Client's management team, our Quality and Risk Manager worked to imbed Acara into all workflows and processes to create a customized risk mitigation plan. Through weekly meetings and continued communication with The Client, the Acara team advised The Client on best practices and opportunities for improvement.

The Result

From the start of the initiative, Acara integrated itself into The Client's culture, workforce planning, and talent acquisition efforts. Our team helped to deliver exceptional cost savings, competitive advantages, and process efficiencies to The Client.

The Conclusion

Through Acara's successful sourcing and recruiting program, we have consistently provided high-quality placements to meet The Client's workforce needs. The Acara team has provided in-depth data analytics and forecasting, which enables us to deliver ongoing best-practice recommendations. We created a wage matrix that illustrates standard pay rates relative to years of experience, allowing us to show The Client where competitive rates reside and how our Acara team can make small adjustments to more effectively recruit the highest quality talent.

Acara now travels nationally with The Client's leadership to colleges that possess strong welding programs and helps in presenting to prospective candidates. Our team has also worked with The Client to offer comprehensive relocation bonus packages and direct placement opportunities that attract qualified welders to Sacramento, which has helped appeal to candidates from across the United States. Moreover, our Acara Quality and Risk department significantly improved workplace safety of the Client's onsite location with continued visitations and conversations.

Since program inception

\$68M
total spend

+2,200
work orders
fulfilled

+\$769K
contract and direct
labor cost savings