



HR for Hire, to Hire HR at I. Auman Machine Company, Inc.

Real Results:

- Increase employee count by 62%
- Increase sales by 25%

Company Profile: I. Auman Machine Company, Inc. (Auman) in Lebanon, PA is a second generation, family owned business established in 1949. Auman provides the finest in CNC and general machining, drilling, boring, cutting, mill and lathe work, CMM inspection, arc welding, and gas welding. The company services industries from Compressor Housings, to Pump casings to Alternative Energy Microturbines, and has extensive experience in machining castings of material or alloy.

Situation: Auman experienced deep cuts during the recession which included losing their HR Management position. As the market began to rebound the company entered a period of growth which required expanding the workforce. Auman needed an experienced HR professional to fill the void for general counseling and recruitment during the transition time.

Desired Results and Deliverables: MANTEC's Society of Human Resource Management (SHRM) Certified professional provided on-call Human Resources services to Auman, through HR for Hire. Through the efforts of this initiative, Auman received specialized guidance and management of the company's recruitment efforts. Auman wanted to hire two new CNC machine operators. Additionally, MANTEC enhanced the relationship with local adult based machining education programs. By connecting the company with colleges, technical and trade schools, Auman can proactively address talent pipeline gaps and shortages. Through introducing Auman technology and techniques into the schools, the company is assured a constant and well-educated workforce will be at the ready.

End Results: The HR for Hire program met and exceeded Auman's needs. MANTEC assumed the role of an Auman representative by devising advertising and job postings which accurately portrayed the job requirements, job duties, work conditions and benefits. MANTEC assumed the contact role for all electronic and printed media job postings. Additionally, MANTEC reviewed resumes and assisted with pre-screening and the selection of candidates. MANTEC provided only viable candidates meeting Auman's hiring criteria thereby allowing Auman to focus resources elsewhere in the business.

The recruitment effort was a big success! Throughout 2010, MANTEC reviewed almost 175 resumes on behalf of Auman and submitted just over 40 qualified candidates to continue in the interview process. Sales went up by 25% which required more employees than originally projected. Approximately two months later, Auman hired 11 employees for positions in CNC Operation, CNC Technician, Shift Supervisor, and a Maintenance Supervisor.

As the company continued to grow, the HR Management position was required again. Auman immediately turned to MANTEC to handle the recruitment efforts for this position. The HR Manager was hired in mid-2011. The new HR Manager is now able to handle all HR concerns and continue the talent management processes and protocols set up by MANTEC. The local schools now depend on Auman to stay current on industry technology and assist in many job opportunities. When MANTEC first started assisting Auman in recruitment, employee count was 40. By the end of 2011, Auman grew to 65 employees!

"MANTEC's HR for Hire program was integral to Auman's growth over the past few years. The recruitment efforts were executed flawlessly. Auman is pleased with the level of detail in selecting the right candidates for our manufacturing needs as well as filling the HR Management position."

~Tom Dixon, President, I. Auman Machine Company

To set up your HR for Hire contact your Professional Business Advisor directly or MANTEC at 717-843-5054

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