

Streamlined Compliance Process and Recruitment Strategy for a Textile Sector Giant

Background

- The client is a global leader in Textile Industry with a presence for more than 20 years
- The client is involved in the production of worsted fabrics, cotton & wool blends and linen
- The client's product portfolio includes jackets, suits, and trousers
- Worldwide exporter of textile goods and foray into the global apparel outsourcing market

Challenges

- Rigorous business compliance expected by client's customers which is over and above from HR compliance
- Facing challenges in extensive customer audit
- Sourcing and mobilization of right talent was challenging
- No robust selection mechanism to ensure the deployment of job ready associates in textile
- Observing high attrition rate for the associates
- Facing challenges in Associate productivity and quality of work

Solutions

- Created SOP to streamline client processes and training the stakeholders
- Developed CAPA (Corrective And Preventive Action) for client
- Ensured all the compliances are taken care of related to contractual manpower
- Standardized the strategy process for recruitment of skilled labour and setting up the assessment criteria
- Tie-up with skill institutes, ITIs, and other authorities to source candidate pool
- Closely worked with client TA spoc and extended logistics and administrative support to ensure smooth onboarding of associate

Outcome

100% complaint to regulations and met expectations of client

Tie-up with pan India skill authorities to ensure constant supply of manpower

Smooth transition and induction conducted for associates

Quick ramp up of associate base with high conversion rate