



# An Engineering Company Discovers Convenience and HR Expertise Needed to Optimize its Workforce

10% in healthcare savings

OVER 60% of employees improved their health

Enhanced conflict resolution and communication skills

+ **Industry**  
Engineering

+ **Location**  
Utah

+ **Number of employees**  
30+

+ **Challenge**  
Finding an HR partner to assist with employee relations training, benefits administration, and HR compliance.

+ **G&A solution**  
G&A Partners provided convenience through strategic recruitment consulting, savings on employee benefits, and customizable wellness services.

## Their challenge

The wide mix of workers engineering firms employ—engineers, office staff, field tech workers, etc.—combined with the technical and specialized nature of the work these firms do means that they often face complex operational and human resources challenges.

When one environmental engineering firm found itself looking for a more efficient solution to its HR challenges, specifically when it came to building and retaining the highly qualified team it needed to meet its clients' needs and expectations, it turned to G&A Partners.

## Our solution

As one of the nation's leading professional employer organizations (PEOs), G&A Partners was able to provide the firm with the strategic human resources consulting services and solutions it needed to build a strong team—like employee relations expertise, wellness coaching, affordable employee health benefits and recruitment assistance.

## Business impact

- G&A conducted employee relations training that taught employees how to communicate differently based on alternative perspectives and varying personality types in order to achieve positive results and work more effectively as a team.
- The firm often needs to hire seasonal workers to help it keep pace with increased business during its busy seasons. Its G&A account team helps it maintain a competitive edge by drafting attractive job descriptions and placing them where the right talent will see them.
- G&A offers the firm's team peace of mind by providing guidance and expertise when it comes to HR compliance questions or particularly complex or complicated employee relations concerns.
- In addition to the initial 10% savings in employee health insurance costs the firm enjoyed when it first became a G&A client, it has also found value in the health coaching, personal and company-wide wellness challenges, and onsite biometric screenings it has access to through G&A Partners' EVOLVE wellness program.