

# Employing Contract Labor for Specialized Modifications

**Has your maintenance facility ever chosen not to bid on work because it would require adding highly specialized technicians you don't currently have on staff?**

Consider the following case study that demonstrates how one MRO used contractors to successfully perform on a project when they would not otherwise have had access to people with the unique skills necessary to complete the work.

In early 2011, a major U.S. MRO facility wanted to bid on a large project helping a military client complete a C-130 rainbow fitting modification on the center wing box. Their Concern: ensuring they'd have enough technicians with the specific skills and experience to do the work. Without them, winning the job and performing the work was in jeopardy.

The MRO team began thinking about partnering with a contract aviation workforce provider to assist them and reached out to PlaneTechs, who they had used on other projects. As an employer of technicians nationwide, PlaneTechs has extensive resources for recruiting large numbers of specialized technicians who can be mobilized for contract work.

The MRO partnered with PlaneTechs and succeeded in performing the C-130 modification work. But that's not the end of the story.

A few months later, PlaneTechs learned of another company that was going to be working on large C-130 maintenance programs in the future, projects that also required rainbow fitting experts. PlaneTechs referred that company to that same MRO partner it had worked with on the previous project. Together, the MRO and PlaneTechs helped this prime contractor complete their C-130 modifications, using that same team of experienced, specialized technicians.

As this MRO and prime contractor demonstrate, contract labor can be an excellent solution when highly specialized mechanics or technicians are required for relatively short-term work. Working with a specialty aviation staffing expert offers access to recruiting resources far beyond what an individual MRO might have in its own human resources department. In addition, it allows companies to complete specific tasks with high-value specialists, without the cost and administrative burdens of bringing them into their direct staffing plan.

The result is an ability to bid, win and perform on lucrative, specialized projects.

