



FLEXIBLE STAFFING SOLUTION BROADENS RECRUITMENT REACH

CLIENT

This Wisconsin-based food manufacturer is one of the largest sausage producers in the U.S.-selling its product in over 30 countries. Significant recruiting demands strained the company's HR department. Previous contracts with other staffing agencies failed to deliver the quality or quantity of workers needed. Finally, the manufacturer decided to evaluate its overall workforce strategy and seek a true workforce solutions partner.

CHALLENGE

Hiring a large number of associates was difficult for this manufacturer due to labor shortages in their rural location. As the company continued its rapid growth, they experienced staffing shortfalls-leaving permanent employees to work more than 60 hours a week during peak seasons. Excessive overtime led to a 70% turnover rate within the first year, and had a negative impact on production.

HIGHLIGHT

In our first year, Staff Management | SMX hired 245 full-time team members and achieved an attendance rate of 96%. Additionally, we reduced turnover from 70% to 1.9%.



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STRATEGY

To support this manufacturer's continued growth, Staff Management | SMX created a dedicated recruitment plan, and implemented an onsite staffing solution featuring a flexible scheduling program designed to reduce overtime and turnover across three manufacturing sites.

The dedicated recruiting team developed a tailored plan for each position. To broaden their reach, the team used targeted messaging to attract passive job seekers who were looking for flexible scheduling options. In addition to these targeted campaigns, the site-specific selection process included phone screening, behavioral interviews, orientations and job assimilation classes.

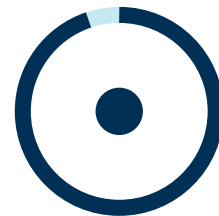
To provide comprehensive service, the onsite management team was accessible during all hours of operations. This allowed them to perform associate check-ins, provide ongoing performance management and track program results for real-time reporting.

Within the first year, the partnership showed positive results-reduced turnover, decreased overtime and significantly higher attendance rates. Years later, Staff Management | SMX remains this manufacturers exclusive workforce management partner.

RESULTS

"As our company continued to experience rapid growth, we resulted in employees working more than 60 hours a week during our busiest seasons. When Staff Management | SMX stepped in, our overtime decreased from 11% to 1%."

DEAN F.
Floor Supervisor



96%
ATTENDANCE RATE
IN THE FIRST YEAR