

Food manufacturer ensures compliance and stability with expert onsite staffing model

Client

A leading food processing and manufacturing company was seeking a new staffing partner to manage its complex, multi-lingual workforce. They needed a solution that prioritized compliance, clear communication, and operational continuity.

Challenge

The client's facility presented a significant challenge with a culturally and linguistically diverse workforce, where 9-12 different languages were spoken daily. They had serious concerns about compliance tracking and the previous partner's ability to manage an undocumented workforce effectively. The primary goal was to transition from the incumbent vendor without disrupting their critical operations, all while establishing a new, rigorous standard for hiring, onboarding and compliance.

Strategy

The onsite team moved quickly to address the client's immediate needs, holding multiple meetings to review processes and ensure a smooth transition of 131 existing associates. Understanding the sensitivity of the situation, the team prioritized clear communication and stability.

Pre-arrival recruiting activities were launched immediately and our team built a candidate funnel of 166 and initiated remote interviews within days. The team successfully went live within the first two weeks and exceeded initial transition goals by having 75 active associates ready before the official vendor switch.

To tackle the multi-lingual environment, the team worked diligently to overcome translation barriers, implementing tailored communication strategies for hiring, onboarding and daily management. This focus on clarity and inclusion was key to building trust and maintaining a stable workforce.

Results

Within 17 weeks our team:

- **Hired 303 associates**
- **Started 155 associates**

Overall:

Average fill rate:

98%

Average attendance rate:

92%

Average turnover rate:

7%

I'm impressed with your program, professionalism, patience and transition process, from top to bottom. I've never worked with a staffing company at this level.

Client Operations Director