

On-Site Case Study

The Situation:



Customer was using 5-6 vendors and unable to get their jobs filled. The program was managed by HR on a day to day basis; HR Team of 2 managing business operations as well as Temp Staffing program



Continued open orders- one department had not achieved fill rate for a couple of months; Temp to hire but no one converting



Averaging 11 turnovers per week; 48% Monthly; 1 out of 10 walked off the job

What We Did:



Completed a site assessment to learn about the operation, challenges, and solutions needed

- Proposed an on-site recruiting model with a focus on engage
- On-site recruiting model with focus on engagement AND recruitment
- Implemented solutions in assessment –
 - Customized hiring and realistic job preview
 - Orientation
- Successfully transitioned 32 associates to streamline the program

The Results:

■ Orders Received ■ Orders Filled On Time



795

Applicants in the 1st quarter



104

Hires



96%

Fill Rate



Filled extremely hard to fill positions in an aggressive and rural labor market



-40%

Reduced Weekly Turnover



60%

Employee Net Promoter Score

Special Project Case Study



Pre-Staffmark Group: The Challenges



Client won a new defense contract



Client needed 40 assembly resources in 30 days, in Tallahassee, FL



Needed 30 various engineering resources in South Field, MI in 45 days



All resources needed to complete additional client background investigations

The Staffmark Group Solution



Engaged all East Region recruiting resources to assist with recruiting efforts



Utilized offshore sourcing recruiters to identify candidates



Worked with the Staffmark National Recruiting Center to identify additional candidates



Performed all contractor onboarding through the East Region Central Operations Team – allowing more time for the recruiting to team to identify candidates



Results of Staffmark Group's Solution

100%



Assembly Technicians Filled

60%



Engineering Positions Filled

100%



Onboarding requirements for resources to start



Staffmark Group filled all 40 assembly positions and 18 of the 30 engineering positions in the allotted time



Completed all onboarding requirements for all positions; streamlining resources ready to start



Placed and continue to work with Client as a Tier 1 vendor for future projects

