

# CASE STUDY: RAPID STAFFING SUCCESS FOR A MULTI-NATIONAL FOOD COMPANY

## SITUATION

A multi-national food company operating over 100 plants faced persistent challenges in maintaining a fully staffed plant in North Carolina, which required 900 associates for full operational capacity. High turnover rates hindered their ability to meet production quotas, prompting the need for a solution.



## SOLUTION

Nesco Resource devised a comprehensive staffing strategy, collaborating closely with the food company's management team to identify areas of focus including:

- **Onsite Team Development:** Nesco assembled an onsite team comprising of an Account Manager, Key Account Recruiters, and Shift Leads to ensure efficient staffing operations.
- **Rapid Staffing:** Nesco implemented a rapid staffing approach, consistently onboarding a minimum of 20 new hires per week, sometimes reaching up to 40.
- **Full Orientation and Safety Training:** Nesco conducted thorough orientations and safety training sessions, aligning with the company's policies and procedures to ensure compliance and preparedness.
- **Plant Tours and First-day Training:** Nesco organized plant tours and provided comprehensive first-day training to acclimate new hires to their roles and environment.



## RESULT

Nesco's proactive approach yielded significant results for the food company:

- **Expedited Staffing Process:** Nesco successfully staffed bakery and assembly positions at a pace unprecedented for the client company, earning praise for their efficiency and effectiveness.
- **Reduced Turnover:** Nesco's efforts led to a **reduction in turnover to less than 13%**, significantly lower than the client company's previous experience.
- **Consistent Peak Headcount:** Nesco maintained a **headcount of 80 to 120 associates** during peak production periods, ensuring uninterrupted operations.
- **Conversion to Full-Time Employment:** **Over 150 temporary associates were converted to full-time** employment, demonstrating the success and sustainability of Nesco's staffing solutions.

**Nesco's tailored staffing approach addressed the food company's immediate staffing challenges and also helped improve operational efficiency, reduced turnover, and enhanced workforce stability, ultimately supporting the company's success and growth.**

## ABOUT NESCO

Nesco Resource, a nationally-ranked workforce solutions organization, was founded in 1956 in Cleveland, Ohio. Nesco focuses on personalizing your success and connecting top talent with great employers and opportunities.

