



CASE STUDY

Support High Volume Client Ramp-Ups

A leading international computing, communications, and consumer electronics manufacturing company sought a partnership with a staffing firm that could set up an on-site location, the client's first facility to do so. The client had an immediate need for production, manufacturing, and engineering positions, and they selected Volt as their master vendor to supply candidates with clerical, administrative, light industrial, engineering, and IT skill sets.

The Challenge

Our client requested a ramp-up of 600 pre-qualified contingent employees within a three-week period. The on-site team faced the following challenges in sourcing and hiring enough workers by go live:

- Tight labor market made more difficult due to the opening of a new Amazon facility which had just hired 5,000 workers.
- Lack of active, position-seeking candidates due to the holiday season.
- Timely onboarding while meeting the client's orientation requirements including reviewing security, safety, clean-room, and strict dress (no metal) policy requisites plus job preview training.
- Lower pay rate than many of the client's competitors in the market.
- Program team needed to mitigate attrition of both tenured and newly onboarded staff due to the competitive labor market.

The Solution

The on-site program team **quickly launched an aggressive recruiting plan** to source the initial 600 workers within three weeks, plus an additional 30% to account for potential attrition. We focused on both active and passive job-seekers. Some of our most successful recruiting activities included community events in strategic high foot traffic locations, social media campaigns, dedicated client URL landing page, referral outreach program, and sign-on bonus.

Additionally, the program team collaborated with Volt's Project Management Office (PMO) team as well as our Shared Services teams that included payroll and AP, to monitor the plan and adjust under-performing tenets to yield better results. With the involvement of the back-office teams, any potential issues with setting up new employees' profiles in our accounting system were resolved, resulting in a smooth onboarding process that minimized errors.

The Result

Within the first four weeks, we established an on-site program at the client's production facility. The program's efforts resulted in:

- ✔ Exceeding initial go live with 850 qualified candidates
- ⚙️ Conducting 35-40 orientations in a 60-day period
- ★ Onboarding 1,300 candidates in 90 days

HIGHLIGHTS

The client typically requires three to four ramp-ups each year, and Volt has successfully met their needs that range from 100 to 1,500 contingent employees. We continue to effectively support new requisitions and collaborate with the client to hone the onboarding procedures by reviewing and integrating best practices into the new hire orientation process.