



CASE STUDY

Supporting Client through Worksite Transition and Unexpected Ramp-up

A Los Angeles-based maker of high-end denim selected Volt as the staffing supplier for its distribution warehouse in Vernon, CA. In addition to requalifying and transitioning the incumbent supplier's employees to Volt—50% of whom were deemed ineligible for U.S. employment—our program featured: on-site representation, time clocks for more streamlined timekeeping, safety and forklift training, and employee appreciation initiatives.

The Challenge

Seven months into the program, our client was acquired by an international manufacturer and marketer of private-label apparel. The buyer retained Volt as a staffing supplier but had plans for two major changes: a relocation to Fontana, CA and a substantial reduction in headcount during the process. Until the relocation was complete, both the Vernon and Fontana facilities would remain operational—essentially doubling the Volt team's on-site responsibilities.

The relocation moved forward as planned. However, instead of the expected reduction in headcount, the client identified a sudden need for 180 additional employees. This unanticipated ramp-up meant that an aggressive recruiting campaign was required to quickly meet the required headcount.

The Solution

 In order to coordinate an effective recruiting effort while maintaining both worksites during the relocation, a tenured on-site manager was deployed to Fontana. While the on-site in Vernon managed the exit of the program, the on-site in Fontana managed the recruiting campaign. Coordinating together via weekly calls and maintaining frequent contact, they were able to manage the transition seamlessly.

 Knowing that the most effective way to recruit a reliable pool of labor for our client would be through local efforts, we unrolled an intensive street marketing campaign targeting individuals looking for employment in the area. This effectively drew in candidates from Fontana and other neighboring cities in the Inland Empire, resulting in more in-person applications. On-site recruiting also expedited applicant processing for successful walk-ins, ensuring that individuals with the required skills did not go on to seek employment elsewhere.

The Result

As a result of our targeted recruiting efforts, we succeeded in securing the client's required labor. However, our most notable success was the ability of our experienced on-site managers to seamlessly maintain both worksites during the relocation, ensuring there was minimal disruption to the client's business operations.

Maintaining a dependable headcount for this client has at times been challenging. Big-name companies, such as Amazon and Walmart, also operate nearby and offer local workers competitive pay. We have been forthcoming with our client about the challenge this poses, and they in turn have been receptive to our wage recommendations. As a result, our client remains competitive in the area, attracting workers they need in a tight labor market.

 Today, this client's program has an average headcount of 125 employees, a turnover rate below 20%, and 100% on-site recruiting.