



## CASE STUDY

## Dedicated Support of Remote Flagship Distribution Center

Volt has been working with a Southern California-based iconic lifestyle brand footwear designer and manufacturer since 2016 when we were selected as a staffing supplier for one of their largest distribution centers in Southern California. Based on this success, Volt was awarded the contingent workforce staffing of light industrial positions at their new flagship distribution center located in the East Coast of the U.S.

### The Challenge

The East Coast distribution center was conceptualized with the goal to process and ship product within a one-day turnaround. Located in a more remote part of the state, the flagship facility would require a fully dedicated on-site team to manage the entire recruitment process for contingent workers with light industrial skills. Additionally, the client was relying upon Volt's expertise to help quickly build a pipeline of qualified candidates who could be hired by the time the facility's doors opened.

### The Solution



Volt quickly set up an on-site presence with two mid-level support recruiters with industry expertise and multiple years' staffing experience. Our on-site team had to quickly determine the best recruitment methods for finding and qualifying 60 – 100 qualified candidates.



In addition to meeting the client's immediate needs, our on-site team gained an in-depth understanding of the client's business requirements and their company culture at the flagship facility.



Our team has continued to leverage this knowledge when reviewing and updating their recruitment plan for maintaining a healthy pipeline of candidates.

### The Result

Because Volt had a strategic partnership with our client prior to the opening of their flagship facility, our on-site team built a precise customized program with flexibility, and responsiveness to the client's changing needs. Daily interaction with our client's hiring managers has allowed us to provide our client with:



Instant action to address program changes and/or employee challenges



Enhanced forecasting and recruiting for peak work times and ramp-ups for upcoming projects



Immediate documentation of all personnel issues



On-site training and orientation customized to our client's requirements



Daily interaction with contingent employees that enhances employee satisfaction to reduce turnover and improve retention