



## CASE STUDY

# Support of Seasonal Ramp-Up Leads to Expansion Opportunity

A Fortune 100 distributor of global information technology products and supply chain services and logistics was seeking a supplier for their Eastvale, CA 500,000 sq. ft. distribution center. Volt was hired to transition the client's contingent workforce of 100 light industrial employees and ramp-up to 300 contingent workers.

## The Challenge

The client had been using the services of a local staffing agency for filling their light industrial positions. However, Volt found that 80% of the employees were not qualified to work in California, so not only did Volt have to backfill 80 employees, but we also had to quickly develop a pipeline of candidates that could deliver 200 qualified workers within a 60-day window.

## HIGHLIGHTS



As a result of Volt's success with client, when the client expanded to a new 150,000 sq. ft. facility, Volt's services were retained to include this additional location.

## The Solution

Volt hired three experienced staffing recruiters – one on-site at the client's facility and two sitting in our local branch – who could deliver results in a highly competitive market vying for workers to fill seasonal positions through the holidays, October through December. Our team addressed the backfill needs, the client's 40 – 50% turnover rate, and the ramp-up requirements by developing a scalable client-specific recruitment plan that included:

- Instituting a retention bonus
- A drawing for electronics and a television
- Opportunities for permanent placement after the holidays

## The Result

Volt's team to support this client was fully functioning within 30 days, backfilling the vacated positions, and by October provided best-fit candidates to support the client's ramp-up needs. As we scaled back to match the client's decreased needs after the holidays, the client hired 11 workers to their payroll, which was a marked increase from the two or three contingent workers that they were accustomed to hiring. The client soon expanded to a new 150,000 sq. ft. facility five miles away and Volt's services were retained to include this additional location.