

9,000+ Distribution Center Hourly Full-Time Hires and Counting

How the Change from Temp-to-Hire to Full-Time Hiring Can Change Everything



Our Client

A global meal-kit corporation with operations worldwide, including distribution centers across the United States.

How It All Started

This growing meal kit delivery company was struggling to staff its U.S.-based distribution centers where hiring demand can fluctuate greatly from month to month. Some locations, for example, see their average of 300 hires per month jump to 600+ during peak seasons.

The temp-to-hire workforce development model was failing to create a steady flow of reliable workers and turnover was beginning to hurt production times and quality. Having leveraged Advanced RPO's direct hire capabilities in 2019 to staff its nationwide sales team, the client turned to us for a best-in-class approach to distribution center talent acquisition.

How We're Helping

Advanced RPO began by establishing a comprehensive full-time hire recruitment process to replace the hourly, temp-to-hire model and improve the candidate experience. Inconsistent communication and onboarding processes had been causing confusion for new distribution center hires and contributing to the high ghosting and turnover rates. By building consistency into every stage of talent engagement, from first contact all the way through onboarding, Advanced RPO has created a highly effective process for identifying strong hires and reducing turnover and no-show rates. The onboarding solution alone has accelerated time-to-productivity while giving new distribution center employees an important and warm welcome into the company culture.

In addition to optimizing the recruitment process for all distribution center hires, Advanced RPO has also optimized the recruitment team. Our scalable team of expert high volume recruiters knows the industry and the local marketplaces, which means faster talent engagement and results. When hiring demands surge (and it can by the hundreds in certain months), Advanced RPO can immediately activate additional team members to meet the need.

The client also relies on recruitment marketing and advertising expertise of Advanced RPO. Having a team on hand to guide and execute recruitment marketing programs with speed and precision has helped the company compete for and win distribution center talent in local markets.





The Difference We're Making

Our full-time hire RPO solution began with four distribution sites in 2019 and has now doubled to eight locations across the country. We are responsible for all full-time hires at each of those locations.

The transition from hourly, temp-to-hire staffing of distribution center roles to full-time hire talent acquisition has been transformative for the entire client organization in several ways:

- 9,000+ distribution center employees hired in 12 months
- 96% hiring manager satisfaction rate
- Tenure in the distribution centers has improved by 27%
- Day 1 start rates have improved by 43%

“Adaptability is Advanced RPO’s most important attribute to us. During COVID, we went from 4 to 7 distribution centers to keep up with the unexpected growth. I knew they could - and would - jump in to help us scale. I’ve worked with and for other RPOs - and if it’s not in the contract, they won’t do it. Advanced is different.”

- Recruiting Manager

About Advanced RPO

Advanced RPO powers the recruiting function of high-growth organizations. To learn more or see more case studies visit www.advancedrpo.com.



Clients report 95%+ hiring manager and candidate satisfaction



ClearlyRated Best of RPO® Award winner



Net Promoter Score that's 15x higher than the industry average

RPO Highlights

Kicked off in 2019

9,000+ full-time hires to date

Support hiring surges reaching up to 1,500 per month

Hiring manager satisfaction rate: 96%

Tenure in the distribution centers has improved by 27%

Day 1 start rates have improved by 43%

Sample Positions Filled

Production Associates

Food Prep and Pack Lines

Production Managers

Associate Managers

Facilities and Maintenance Managers

Warehouse Associate

Selector

Loader

Unloader



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