

A man wearing an orange hard hat, safety glasses, a dark grey jacket, and green safety overalls is smiling and pointing towards the camera. He is holding a clipboard in his left hand. The background is a blurred warehouse setting.

Scalability for **Distribution Center Hiring**

**Fueling Growth with an Agile Recruiting
Program to Meet the Needs of the Business**



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. These swings in hiring needs can be extreme and can go from at or near zero to several thousand hires.

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 nine locations across the country. We are responsible for all full-time hires at each of those locations.

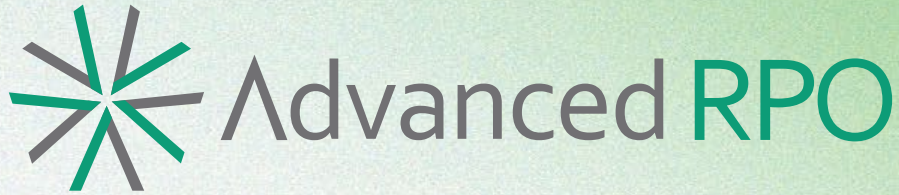
The transition from hourly, temp-to-hire staffing of distribution center roles to full-time hire talent acquisition has been transformative for the entire client organization in several ways:



- ✓ 18,400+ production roles hired and counting (12,500 hires in 2021)
- ✓ Unparalleled scalability with an average of 140 hires per week since program inception – with swings as high as 800 hires and as low as 0
- ✓ Increased fill rate of roles by 34% in a one-year time frame
- ✓ Improved day one start rates by 29%
- ✓ Staffed a new distribution center over the holidays in just 8 weeks, which required hiring over 2,000 full time employees
- ✓ Developed a very predictable talent acquisition function that enables them to meet highly variable weekly production goals

“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.”

– Talent Acquisition, Director



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.

RPO Highlights

- Kicked off in 2019
- 18,400 production roles hired to date (and counting)
- Unparalleled scalability with swings as high as 800 hires and as low as 0
- Hiring manager satisfaction rate: 96%
- Tenure in the distribution centers has improved by 27%
- Day 1 start rates have improved by 29%

Sample Positions Filled

- ✓ Production Associates
- ✓ Food Prep and Pack Lines
- ✓ Production Managers
- ✓ Associate Managers
- ✓ Facilities and Maintenance Managers
- ✓ Warehouse Associate
- ✓ Selector
- ✓ Loader
- ✓ Unloader

CASE STUDY

93.8%

Industry-leading Net Promoter Score (NPS)

95%+

Hiring manager satisfaction

98.5%

Candidate satisfaction

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