

Dramatic Improvement to Fill Rates Through Our Labor Solution

CASE STUDY: FILL RATES IMPROVEMENT



IMPROVED TURNOVER BY

12%



INCREASED FILL RATES BY

44%



CLEARLYRATED SCORE

9/10

Summary:

A leading manufacturer and distributor of confections required a staffing solution to increase productivity and improve fill rates at their facilities. The company is a major ingredient supplier for the foodservice industry and an award-winning contract manufacturer and supplier of packaged goods.

The Challenge:

The company was using a primary staffing supplier and secondary suppliers to run their three-shift manufacturing and warehouse operations. The company paid below-market wages to temporary associates, resulting in a recruiting challenge for their staffing partners. This resulted in:

- Excessive turnover (particularly with third shift), resulting in production losses
- Slow response time from staffing suppliers
- Unacceptable time-to-fill rates from suppliers

The Solution:

Allegiance Staffing reviewed the labor challenge and proposed to partner with the company to implement changes to support productivity. Working together, the following improvements were made:

- Implemented 12–15% increase in wages for temporary associates.
- Focused on staffing key positions with slow fill rates (e.g. forklift operators and clerical).
- Installed reliable timeclock to facilitate accurate timekeeping and daily reports.
- Optimized critical production scheduling through twice-daily “On Premise” report to HR and production supervisors.
- Conducted weekly meetings with HR to review metrics (e.g. turnover, response time, open orders, and production goals).
- Supported regular presentation of metrics to Production team.

The Results:

Allegiance grew to the secondary staffing partner in just nine months by out-servicing the other secondary suppliers.

- Increased fill rates by 44% for all key positions as secondary supplier
- Reduced monthly turnover for production workers by 12%.

“Allegiance Staffing has excellent communication with our company. They quickly respond to requests for orders and analytics. They are a solid Staffing Partner and they have made a significant impact on our fill rates.”