

Delivering Effective Workforce Solutions in 3PL

CASE STUDY: WORKFORCE IN 3PL



IMPROVED TURNOVER BY

30%



CLEARLYRATED SCORE

9/10



CLEARLYRATED CLIENT RATING

4.7/5

Summary:

A leading, national 3PL provider needed a full review of their workforce to grow their product distribution line. The company offers warehousing, transportation, packaging, and e-commerce solutions to very recognizable brands across multiple industries. Allegiance Staffing performed a review, provided labor solutions, and became an integrated partner in their operations and strategic planning. Additionally, we are now their only choice for a workforce solutions partner.

The Challenge:

The company's 3PL facility was experiencing high employee turnover, low throughput, and regular challenges meeting shipment expectations. The General Manager of the facility contacted Allegiance in a quest to solve the problems they were experiencing.

The Solution:

Allegiance conducted discovery of their operating reality to gain a better understanding of workforce-related factors such as pay, morale, scheduling, and staffing processes. With insight and understanding of the challenges facing the 3PL, the Allegiance team was able to develop and deliver effective workforce solutions. The solutions included:

- Market competitive pay.
- Associate retention and engagement programs.
- On-premise staffing solutions to streamline processes for associate staffing and scheduling.

The Results:

- Increased throughput via greater levels of engagement.
- Turnover dramatically reduced from 60% to only 30% quarter over quarter.
- Improved employee retention through morale-boosting initiatives.
- Management was empowered to introduce new product distribution lines.
- Improved peak distribution periods from seasonal to year-round.
- Smoothed out long valleys of low distribution requirements between peaks.

"I appreciate the transparency and the honest feedback from the Allegiance team. They take our concerns seriously and work to provide solutions to any issues we may be experiencing. The Quarterly Business Reviews are very informative and tell the story of our progress."