

# Strategize to thrive

How strategic workforce management and collaboration with the right partner can lead to success, expansion, and a thriving workforce.

A global supply chain solutions provider was experiencing workforce shortages and poor onboarding, hindering growth and employee morale. Its primary need was for temporary warehouse associates and forklift drivers. BelFlex initiated a collaborative approach to address staffing issues and enhance its workforce strategy.

## 1] Efficient Onboarding

BelFlex and client designed an onboarding process for all agency employees. This modernized process allows new hires to hit the ground running and increases employee morale through a positive onboarding experience.

## 2] Enhanced Tools

The client adopted a Vendor Management System (VMS) introduced by BelFlex, optimizing labor management across multiple agencies. The streamlined process improved efficiency, reduced costs, and ensured compliance, ultimately leading to a more effective and successful staffing strategy.

## 3] Engagement Initiatives

BelFlex demonstrates commitment to the client's success and fosters a positive work environment by taking part in various employee engagement initiatives, such as job fairs and charitable drives, all year long.

## 4] Added Benefits

BelFlex introduced an early wage access program through a partnership with Rain. Rain allows teammates the ability to access their wages prior to their regularly scheduled payday, enhancing recruitment and retention, and adding value for employees.

## 5] Direct Employee Pipeline

BelFlex supplies many qualified employees who begin as temporary employees and later transition to direct roles, displaying the quality of candidates provided.

## 6] Exceptional Performance

BelFlex provides a consistent employee base of 60-95 individuals, with peaks of up to 300, supported by three local BelFlex offices and an onsite manager at the client site. BelFlex also regularly achieves 100% scores on Quarterly Business Reports, highlighting its commitment to excellence by meeting the client's performance goals.

OPPORTUNITY

APPROACH

## Succeeding Together

This partnership is a testament to the power of collaboration and strategic workforce management. This client's site has grown from two buildings to four, with plans for a fifth building soon. Addressing staffing challenges with innovative solutions, streamlined processes, and fostering an environment of mutual growth has positioned both organizations for sustained growth and operational excellence in the ever-evolving business landscape.

*"My experience with BelFlex staff has been positive. I always receive a timely response to any inquiries, employees from BelFlex are made aware of the expectations of our facility, so no one starts their first day blindsided, and any issues with employees' punches are called out in a timely manner."*

— Outbound Manager

*"The first thing I ask new starts is, 'What did your agency tell you about us?' You would be surprised how many new starts come to our facility and do not even know what kind of product we work with or what we do. I can ask a BelFlex new start, and they know what we do and some of the clients we service."*

— Returns Supervisor