

# From Transition to Triumph: The BelFlex Impact on a Global Industry Leader



## How a strategic approach can lead to a decade of workforce success.

Let's flashback to 2010. The first iPad was brought to market, the New Orleans Saints won the Big Game and social networking was forever changed by the inception of Instagram. But 2010 had more in store for a Global Fortune 500 industry leader: a formidable staffing challenge. The management of over 200 outsourced temporary employees in manufacturing, warehouse and technical positions across two locations necessitated a strategic partner. Enter BelFlex.

The task went beyond logistics; it demanded a smooth shift to a staffing supplier capable of maintaining processes, addressing a shortage of candidates, and resolving persistent back-of-house issues. This client isn't in a heavily populated area, so finding new, qualified candidates wasn't easy. And the employees currently working weren't merely a workforce; they were individuals with questions, fears, and uncertainties. They were employees who needed to know that if they transitioned to a new employer, they would be taken care of.

The solution called for a comprehensive approach that would lay the foundation for a lasting partnership, for both the client and the employees. BelFlex deployed its transition implementation team of experts in recruitment, operations, start-ups, compliance, payroll and training and took swift action. BelFlex revamped the recruiting strategy, redesigned the onboarding process (to include an in-person job preview session & custom designed BelFlex/Client employee handbook), and developed employee engagement programs aimed at improving retention. The team also secured space for two new offices, selected Onsite Managers, installed timeclocks and hosted an event for transitioning employees and their families, serving as an introduction to BelFlex, and meant to dispel any fears or concerns about the switching to a new employer.

**Upholding the American Staffing Association's Code of Ethics, BelFlex successfully completed the transition within two weeks, retaining a substantial portion of the staff, effectively backfilling other positions, and providing uninterrupted billing and reporting services.**



CLIENT

CHALLENGE

SOLUTION



In the weeks, months, and years following, BelFlex has held quarterly reviews with the client, continually refining and monitoring attrition, safety, and employee engagement. New partnerships were developed with local sources for recruiting. Dedication to connecting with job seekers quickly has become a priority, ensuring we capitalize on that crucial timing. Referral programs are continually evaluated to meet business demands. And employees are surveyed throughout assignment, helping us keep a pulse on potential issues and uncover areas for improvement. These efforts and more have nurtured robust relationships with the workforce, local partners, and the client, all helping contribute to a better prepared & qualified workforce.

**13+**  
**YEARS**  
as primary partner

**~300**  
**EMPLOYEES**  
managed at one time

**3**  
**LOCATION**  
expansion

This partnership expanded to a third location, upwards of 300 employees at one time and has thrived for over a decade, with BelFlex remaining the primary staffing partner since 2010. The partnership between BelFlex and this global industry leader stands as a testament to navigating complex staffing challenges with expertise. From a delicate transition to a decade of dedicated partnership, BelFlex remains committed to being the trusted staffing partner for the long haul.

**If your organization seeks a partner with a proven track record, unique approaches, and the flexibility to adapt to your needs, BelFlex is ready to embark on the next chapter of success with you.**