

Staffing and Managing Workers Across 9 Worksites



Greater Toronto Area, Canada

Business Issue

Canada's leading manufacturer of baked goods required a range of temporary staff – from general labourers, forklift drivers, machine operators to office administration workers. The company had previously dealt with numerous suppliers across their many sites, which resulted in inconsistent delivery and the inability to leverage any efficiencies.

They were also concerned with their inability to track spend, all of which led them to seek a new model. The company needed an experienced and reputable staffing partner with local market knowledge and a strategy that would improve the quality and retention of temporary workers.

Solution

Manpower Canada stepped in and through a thorough discovery phase, learned about the company's needs and opportunities. To gain the efficiencies and leverage top business practices, Manpower, as the Master Service Provider, was able to offer different delivery models to obtain talent while maintaining consistent operating procedures and pricing models.

The team worked hard in promoting the open positions through local and national recruiting channels to reach the high volume of employees required.

In addition, a dedicated infrastructure was setup – a Program Manager and on sites to service 9 different work sites in the Greater Toronto area and a team of dedicated recruiters who worked tirelessly to source, screen and onboard candidates with the right skills within the 30-day implementation timeframe.

Results

Thanks to our true partnership in understanding the client's goals and requirements, as well as an efficient sourcing and screening effort, we implemented metrics and the results exceeded the client's expectations. The client's goals of hiring candidates quickly while maintaining production levels steady was met. Here's a snapshot of the difference we made:

Client's Pain Points	Manpower Advantage
Working with multiple suppliers	Master vendor
Unable to track spend	Single invoice for consolidated reporting
A lot of time spent on hiring	Dedicated recruitment team and onsite staff
Difficulty attracting the right talent	Custom recruitment and retention program

