

5 TIPS TO FIND THE BEST STAFFING PARTNER



INTRODUCTION

A successful partnership isn't always easy to find. Whether in business, sports, the arts, or even your personal life, you want to join forces with someone who makes you better. The other person has strengths where you have weaknesses and vice versa. The best collaborators are more successful together than apart.

That's also true in the staffing world. You already have a successful food manufacturing business, but you don't want to stop there. You want to grow. You want to reach new heights. You want to surprise yourself by exceeding your own expectations. The right staffing partner can help your business get there—you just have to know what to look for.

Here are 5 tips to help you find the best staffing partner for your business.




#1

FIND A PARTNER WHO UNDERSTANDS YOUR BUSINESS

You need a staffing partner who understands your industry and how your business operates. In the case of food manufacturing, a good staffing partner has experience with a wide breadth of facilities, ranging from baking and meat processing to milling and confectionary—and anything in between. They need relevant experience to bring great ideas and understanding to the partnership.

However, experience is only part of the equation. They need the wisdom that comes with it. When talking to a staffing company, ask if they can create customer-specific recruiting plans, handle pre-employment screening, conduct an orientation unique to your company's requirements, or respond to staffing needs outside of the 9-5 workday. Do they have subject matter experts who understand Good Manufacturing Practices and Food Safety requirements?



PeopleReady has partnered with companies that are SQF qualified. And if you need to request workers or approve hours at any time, you have JobStack, PeopleReady's mobile app, available to you 24/7.



FOCUS ON COMPLIANCE

You need your staffing partner committed to compliance. With regulations constantly changing, companies have more information to monitor and track than ever before. Failing to keep up with these changes—and an overall lack of corporate compliance—can create litigation and enforcement risks for you and your business.

Find out if the staffing organizations you're considering are DHS IMAGE partners and how often their compliance team (if they even have one) routinely audits their branch network to reinforce their commitment to compliance.



Every PeopleReady applicant must pass a behavioral evaluation testing during our pre-screening process. This proactive evaluation ensures you are starting with a qualified employee pool. The evaluation questions get to the heart of counterproductive behaviors that can adversely impact your bottom line, and are designed to reduce turnover, workers compensation loss, employee theft, and increase productivity.

#3

ASK ABOUT TURNOVER AND WORKER RETENTION

You already know that turnover has a significant impact on productivity—and your staffing partner should understand that, too. Choose a staffing partner who is finding the right workers for your business. How much do they know about you? Did they listen to your pain points or do they bring one-size fits all solutions? How do they ensure a successful match has been made?

If they just send workers to a jobsite and don't perform quality checks, you're not saving any time or effort in the long run. You want a staffing partner who cares about your needs from your first conversation all the way to the last day of the job.



PeopleReady develops a customized workforce solution that addresses your needs and requirements. We are committed to providing the best candidate the first time—on time—and reducing turnover. You can even use JobStack to rate workers after they've completed a shift and invite your top workers back for future shifts.

EMPHASIZE PRE-SCREENING

#4

Contingent workers allow you to stay agile and maximize performance. With the wrong staffing partner, that can be a problem. Every new worker requires time-consuming onboarding, and if the staffing partner isn't familiar with the ins and outs of food manufacturing and doesn't provide trained, knowledgeable workers, you're starting from scratch with every new hire. You don't always have that time.

For example, you want workers who comply with essential food safety manufacturing guidelines: No facial piercings, no buttons on their shirts, they know to sneeze in their elbow, they understand the requirements to meet your food quality controls.

The constant need to train a revolving door of workers adds stress to the customer's team and reduces productivity. Our goal is to increase employee retention by better preparing workers, which reduces the number of people you have to train.



PeopleReady approaches staffing from several angles. We have 600+ branches and can leverage national resources, but we always recruit and service our customers on a local level, whether it's at the branch or through our mobile app. Each of our branch teams strive to build personal relationships with our customers to better understand your business.

#5

SAFETY FIRST

Safety should be the no. 1 priority for you, for your workers, and for your staffing partner. Without safety, you can't stay in business and you can't hire great talent. When you consider any staffing partner, find out if safety is part of their culture and how they foster it within their workforce. You want everyone from the C-suite down to the most junior worker committed to safety so that every worker goes home safely each night.



PeopleReady has regional Field Safety Specialists that work with our local branches and customers to create a safe work environment. These Field Safety Specialists are available to visit PeopleReady customers and work with your safety team to develop strong safety management practices. Plus, our mobile app, JobStack, sends safety-focused push notifications to customers and workers.

ABOUT US

PeopleReady has over 30 years of experience partnering with food manufacturing companies across the country and has been a DHS IMAGE partner for more than 10 years. We have specialty offerings designed to address the specific challenges unique to the food industry. Our customizable workforce solution will focus on specific points of challenge to provide contingent labor, embrace diverse work groups, maintain a safety focus, and enhance client productivity.

JobStack allows companies to place orders for on-demand or temporary talent from a smartphone or desktop 24/7. With JobStack, you can find workers at anytime, confirm their hours, rate their performance, and even invite your favorite workers back. JobStack has filled approximately 6 million shifts since its inception and serves over 20,000 customers.