



SUPPLEMENTAL STAFFING
THE EMPLOYMENT SOLUTIONS PROVIDER

419.866.8367

supplemental.com

Empowering Local Success Through Effective Staffing Solutions

We successfully facilitated the expansion of a packaging and kitting company into a new state by effectively managing the onboarding and transition of existing and new employees.



Our Company

Supplemental Staffing is an employment solutions provider headquartered in Toledo, Ohio, with additional locations in Bowling Green, Ohio, and Brownstown Charter, Michigan. For nearly five decades, we have been dedicated to delivering employee management services to our clients, whether they need Temp-to-Hire, Direct Hire, or Contract Services.

Our expertise spans many different disciplines involving general labor, skilled labor, and general or professional office sectors.

Our mission is to be a part of your future by providing quality employment solutions and to be part of our employee's future by providing a place to learn, grow, and prosper.

Who Needed Our Staffing Solutions?

Our client this time was a company that provides packaging material procurement services, inventory control, and delivery management for a wide variety of industries. They also offer their clients kitting fulfillment services, beginning on the warehouse floor, combining their products into new kits ready for shipping. This packaging and kitting company spans two states and has been a thriving family business for 46 years.

Problem Identified

The client company had been awarded a new contract that would expand their operations to a new state. However, at the time, they were working with a local staffing provider in their area, who did not have any branches in the state the client was expanding into. Their staffing partner was given the authority to partner with a local staffing company to assist with this client's newly awarded opportunity.

The Challenge & Objective

In order to make good on this opportunity, they needed a local staffing provider that could support the company's current staffing vendor as they transferred some of their long-term employees into the new location. They also needed a local supplier who could work with their long-standing staffing provider to understand and execute the historical partnership success they had achieved in their prior location and could meet their future employment needs.

- 01 Client awarded a contract to expand operations into a new state.
- 02 Recognizes need for a local staffing partner due to existing provider's limitations.
- 03 Authorizes collaboration with a local staffing firm to support expansion.
- 04 Provider to assist in employee transfer, replicate success, and address future needs.

Solution Proposal

Supplemental Staffing immediately got to work communicating with their team to understand their expectations and find the best ways to meet them. Our first goal was to welcome current employees to this new location and make the transition as easy as possible. We wanted to allow the long-term employees the ability to focus on getting comfortable with their new surroundings. In order to help with this, we took the onboarding process to them.

Implementation

Once the current employees were addressed, we created new expanded job descriptions and established onboarding goals for new employees. The first of the onboarding goals was the formal establishment and documentation of all screening requirements that will be requested before new employees can begin reporting to work. Next, we developed smooth first-day workflow instructions to help ensure first-day success. Lastly, we transferred this information to our in-house team, who implemented this process and documentation into their recruitment plan.



- 01 Communicated with the team to understand and meet their expectations.
- 02 Facilitated current employees' transition to the new location with on-site onboarding.
- 03 Updated job descriptions and established onboarding protocols for new hires.
- 04 Implemented these processes into the recruitment strategy for seamless integration.

Results Benefits






Our commitment to our client's success has been recognized by them. After completing our first year of service working through this company's original staffing provided, it was agreed that Supplemental Staffing had earned the right to take over the new location's recruiting responsibilities. Through effective communication and successful execution of our plan, we proved we were more than capable of supporting them every step of the way.

We have been awarded the designation of "first call" with this company as they need employees going on 14 years. We have continued to show our commitment to their success as Supplemental Staffing has supported them through three local plant relocations. Additionally, we managed both expanding and contracting staffing levels through growth, slowdowns, and pandemics. Our long-term tenure with this company speaks for itself. They have a choice when it comes to their staffing provider, and they have chosen Supplemental Staffing.

Conclusion

We understand the enormous responsibility given to our team when a company chooses to partner with us. And Supplemental Staffing is always grateful for your business. We welcome opportunities to collaborate with clients, whether they require only one employee or a whole workforce. No matter the number of employees needed, we will handle your needs with the highest dedication and expectations for success.

Connect with us!

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