SOURCE2 | Adaptive Recruiting Solutions™

TRANSFORMING WORKFORCE STRATEGY AT A MISSION-BASED BAKERY

From Temporary Dependency to Strategic Recruitment Success

Client Case Study - Project Solution

Client

- A mission-driven bakery in Florida targeting the dessert market
- Experiencing rapid growth, heavily reliant on temporary staff for recruitment
- Faced with seasonal hiring needs across multiple shifts
- Known for high employee turnover

Improvement Opportunities

- Escalating hiring costs with temporary workforce comprising 25% of headcount
- Temp model impacting employer brand with a reputation as a high turnover company
- Inefficient hiring model with outdated technology and processes

Solution

- Adopted Source2's Adaptable Recruiting Solution model for full-time production worker staffing
- Streamlined the hiring process with an onsite team for end-to-end recruitment and retention efforts
- Organized weekly hiring events to fulfill ongoing production demands
- Implemented exit interviews for insights on improving employee experience

Results & Outcomes

- 553 hires within 6 months, having facilitated 2,163 interviews
- 40% reduction in cost-per-hire

When recruiting becomes reactive, initiatives like retention, training, and development suffer. Source2 moves quickly while aligning closely with your goals and processes. This approach delivers better-fit hires who perform stronger and stay longer – freeing internal teams to focus on broader business priorities.

Key Takeaways

- **50% decrease in employee turnover**
- **Cut temporary staffing dependency by 75%**

Let's Talk about Solving Your Toughest Hiring Challenges.

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