



## CASE STUDY

# On Time Staffing Established A Fully Staffed Workforce, Launching An Effective Approach To Aer-Flo's Employee Relations



## THE CHALLENGE

**AER-FLO SPORTS**, located in Lincoln, Alabama, had to hire over 50 associates to launch a greatly needed second shift. The nature of their business required workers with a variety of skillsets. Finding and retaining appropriate hires was a challenge and the staff shortage had become paralyzing.

The company was inundated with orders, without the workers to fill them. Demands were especially high for sewing machine operators and material cutters. Ironically, struggling to perform the work was one of the top reasons for leaving as shared at exit interviews. There was a diverse amount of job titles to fill, including skilled-labor positions. Existing workers had to complete jobs in piecemeal to maintain momentum. This caused a lack of consistency and delays in job completion time.

*By taking time to learn our business model and using their expertise in the industry, OTS succeeded at quickly finding the dedicated, skilled recruits we needed.*

*Additionally, their onsite staffing manager remains an extension of our team whom we rely on every day for staffing support.*

*— Deidra Cromer  
Plant Manager, AER-FLO Sports*

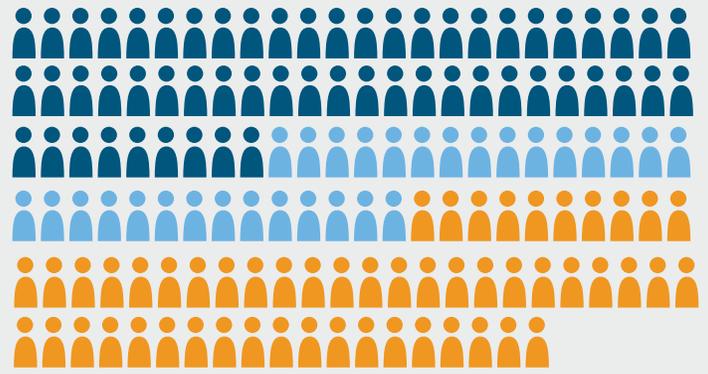
*We're so pleased at all we've accomplished with AER-FLO. Our fresh approach to recruiting and employee relationships has led to a dedicated team of qualified workers who are committed to being present and giving their best at every shift.*

*— Miranda Martin, OTS Onsite Manager*

# THE WINNING SOLUTION

**ON TIME STAFFING (OTS)** was brought in to aid the recruitment process. They hired 50 employees to the existing workforce of 86 (29 of whom were temporary). AER-FLO did not have a human resources manager. The OTS approach of an onsite staffing manager was a much-needed solution, a resource that allowed a true partnership with plenty of guidance.

- **RECRUITING** was tackled using OTS's proven repeatable processes, which included onsite, online, and grass roots efforts in the community; and they added a referral program.
- **INTERVIEWING** procedures were developed, which incorporated standardized assessments and job-specific fact-finding.
- **WORKER REPLACEMENT** issues were alleviated. With the OTS onsite manager, problem associates (e.g., due to absenteeism) were quickly identified and replaced with reliable performers.
- **ENGAGEMENT** was increased by implementing an OTS-proven employee attendance incentive program.



## THE IMPACT

### Achieved Needed Head Count | Established Staffing Partnership through OTS Onsite Management

AER-FLO was able to launch their second shift with a fully staffed and qualified workforce. **OTS fills weekly 97% - 100% of orders.** These positive outcomes established strong confidence in OTS's expertise.

The OTS onsite staffing team quickly became a reliable partner through their effective onsite recruitment approach. OTS took time to learn the ins and outs of the jobs AER-FLO needed to be successful, including the responsibilities and requirements of each. Recruiting became streamlined. The OTS onsite team anticipates needs and responds immediately to prevent downtime, fulfillment delays, and lost income.

**Aer-Flo now relies on the On Time Staffing team** to fill not just the original second shift, but all three shifts. A true onsite staffing partner!

LET'S DISCUSS HOW WE CAN PROVIDE  
VALUABLE SUPPORT TO YOUR TEAM.

**855-333-3007**

