

CASE STUDY: LOGISTICS

Innovative solution allows client to right size labor for every shift

Our client: **An American contract logistics company**

with more than 900 facilities and 130,000 team members working in 30 countries.

The results



\$2M+
in client savings

This was achieved year-to-year at one site.

The fill rate is for all of the client's locations that use EmployGig.

98%
fill rate



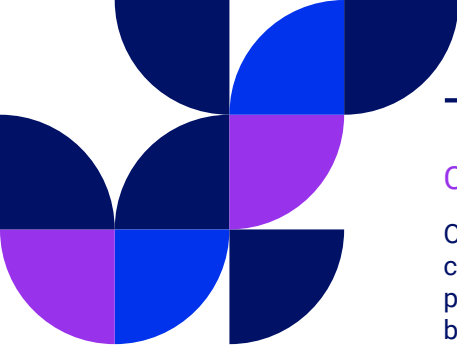
94%
attendance rate

The rates for EmployGig workers surpassed client expectations.

This number is for a single day at one location.

300+
gigs





The challenge

Create forward-thinking solutions and address talent gaps

Our long-time logistics client needed to reduce their overtime and stranded labor costs. At the same time, they wanted to find new ways to attract talent as labor force participation rates decline. In 2022, they came to us with a request: to provide a tech-based solution that would help them flex quickly with changes in demand and connect with workers who want part-time work.

The solution

EmployGig, an innovative way of scheduling talent

We partnered to pilot EmployGig, a solution that our client uses to right size its labor for every shift. With EmployGig, we qualify a pool of workers who are available when demand spikes at a client location; perform volume forecasting in real-time; and create four-hour gigs from eight-hour shifts to attract quality talent. Benefits of EmployGig include:

- **Larger Talent Pool.** Our client has found that shorter shifts are a draw for non-traditional workers, including stay-at-home parents, retirees, college students, and people who want flexible second jobs. All EmployGig workers are classified as W-2 talent.
- **Greater Workforce Diversity.** About 70% of EmployGig workers are female, compared to 22% for the warehousing and storage industry.
- **Optimal Flexibility.** Our client typically develops a gig schedule two to five days in advance so it can adjust quickly to changes in demand.
- **Trained Labor.** Gig workers receive task-based training and meet or exceed full time productivity by the third gig when trained to task. Roles they are trained for typically include picking, packing, kitting, sorting, and assembling.
- **Intuitive App.** Workers are notified almost immediately when shifts are posted and can pick up gigs that fit their schedules.
- **On-Site Success Manager.** With talent coming and going more frequently throughout the day, the success manager plays a key role by answering questions, helping with time tracking, and communicating client expectations and goals.
- **Increased Engagement.** Our client reports that EmployGig workers are motivated and have positive attitudes because they have chosen to work gigs and like the client's culture. The client has found that EmployGig talent pushes their own employees to work harder.

The outcome

A partnership that's continuing to expand and meet client needs

Our client projects that EmployGig will be used at more than 20 of its facilities by 2024. On some days, there may be 10 gig requests placed for one site, and on other days there may be closer to 300 requests – flexibility our client needs to support its customers.

To learn more about Employbridge, contact:

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