

HOW OUR DISTRIBUTION CLIENT FILLS 40 TEMPORARY POSITIONS PER DAY



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Professionals receive permanent offers in a quarter of the time

40 pros

Dispatch over 40 temporary professionals per day

24 hours

Ability to fill roles in under 24 hours

ABOUT THE COMPANY

Industry: Medical Equipment

Company Size: 51-200 Employees

Location: Richmond, BC

BACKGROUND

Our client has been distributing rapid *in vitro* medical diagnostics for 20 years. They are headquartered in Richmond, BC and supply COVID-19, HIV, Hepatitis C, and Syphilis tests globally.

Our distribution client hires for three entry-level temporary positions:

1. **Production Assistants:** Twenty or more employees for each morning, afternoon, and graveyard shift.
2. **Material Handlers:** One full-time position six days a week.
3. **Janitors:** One position for each morning, afternoon, and graveyard shift.

PROBLEM

An increased demand for medical tests upped our client's hiring needs so they can fulfill their deliveries. Now, they hire upward of eighty temporary staff members per day. The Human Resources team couldn't keep up with the large staffing need. So, they started sourcing staff from various staffing agencies and apps.

Our client's main goal is to attract quality temporary employees to fill a large volume of positions.

The rapid increase in demand led to hiring challenges



Large daily hiring need

Our client needs over eighty temporary employees per day in three rotations. Since they can't fill the roles themselves, they outsource temporary hiring. But previous agencies and platforms couldn't meet the hiring need either.



Finding reliable, quality temporary employees

The temporary labour market faces many no-shows. Our client has trouble finding reliable, hard-working staff. It was difficult for them to manage and communicate with each temporary employee.



Managing temporary staff

Our client struggles to find time to do the daily administrative tasks. With the rising number of employees, they had little time to schedule professionals and approve their hours.

SOLUTION



After hearing about AmbiMi, the Human Resources department reached out to our team. Once they decided to try AmbiMi, they gave our team a job order for the next day. They needed ten Production Assistants for the Graveyard shift. AmbiMi was able to fill that position within 24 hours.

Now, our client gives us new positions to fill, such as the Material Handler and Janitor roles. In one month, AmbiMi fills more job positions daily than the other agencies and platforms. We currently fill over forty roles every day. This is because AmbiMi doesn't just find staff. If there's a problem, we sit down with them to create a solution.

In one month AmbiMi was able to...



Fill over 40 available roles per day



Pre-vet and dispatch candidates to ensure reliability and quality



Manage scheduling, hour approvals, and payroll



Offer business solutions to improve hiring efficiency

RESULTS

AmbiMi helped our client not only with hiring but also with business solutions. For example, they were having an issue with underperforming staff. Together, we planned to come in to conduct random spot checks, request frequent feedback from our clients, and quickly identify and replace underperformers. Through this strategy, AmbiMi helps them maintain a high caliber of productivity.

Additionally, AmbiMi provided one temp-to-perm offer for a professional after eight shifts. Usually, our client requires professionals to be full-time for two months before making a permanent offer.

Now, the human resources team plans to use AmbiMi for the foreseeable future and increase the positions available to fill.