



case study: creating and retaining a safe, documented workforce

the challenge

Rexam Personal Care was experiencing unacceptably high turnover, a poor safety record from its contingent workforce, and difficulty hiring contractors to permanent positions because of ineligibility to work in the United States. Rexam required an employment partner that would help it address these concerns and turned to Parallel Employment Group.

the solution

Parallel had experience implementing the Homeland Securities E-Verify program at other locations, so this procedure was also put in place for contractors at Rexam. The result was a workforce that met all US hiring guidelines, and was eligible for permanent hire.

Because of the volume of contractors required by this customer, Parallel assigned an on-premise manager to assist Rexam supervisors with shift start-up and other daily concerns. This person was also tasked with implementing a safety program in conjunction with Rexam management. Furthermore, the orientation processes were expanded with a safety focus. Additionally, “near-miss” incidents were tracked to prevent future occurrences.

To address turnover, Parallel focused on the recruiting and orientation processes. Parallel ensured that all candidates were made aware of safety procedures and trained before arriving for their first day of work.

the result

Rexam’s contingent workforce turnover is less than 10%. Rexam has been able to hire many of the Parallel’s employees as full time regulars, there are no more language barriers, and they have an onsite that helps with safety walk throughs, check-ins and supervising the contingent work force.

testimonial

“We were very impressed with Parallel Employment Group’s proposal and service offerings so we awarded them our business. We have been working with them since 2000 and we have never had such a stable, successful contingent work force. Our contingent work force is a big part of our production success and we owe that to our partnership with Parallel. We plan to be working with them for years to come.”

-Brad Thompson, Plant Manager