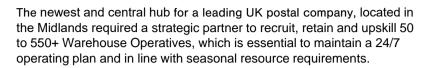


OnSite service delivery, seasonal resource plan



Our OnSite team is intrinsic to the successful delivery of the operational output; ensuring we resource in line with their ongoing needs, and we establish a pool of successful candidates. Each candidate is assessed and compliant to the appropriate standards. Every successful candidate is contacted on a weekly basis to confirm their interest in the role and ongoing availability. This size of candidate pool allows us to successfully deliver 500+ staff daily across the 24/7 shift patterns.

Our OnSite team complements the operating hours of the client and shifts supplied.

Manpower has worked with this organisation for more than 20 years

The Midlands Super Hub is a flagship logistic centre: Opened in 2023, it is the largest logistic asset in UK and has the capability to process up to 235 million parcels a year.



Requirements

24/7 Shift management

essential to meet resource plan

Average weekly volume

350 skilled associates During peak season this reaches

+550 skilled associates Maintain a relevant Candidate Pool of screened and validated candidates

An end-to-end digital process designed to fit our client's needs



Pre-Screening



OnSite Assessment and interview



Digital DFT criteria (background check, 5 years of work history, and criminal reference check)



Induction / Onboarding



Digital Shift Management 24/7 –Publishing and monitoring

Our Client: Royal Mail



The UK Postal Company

+15,000 temporary workers at peaks

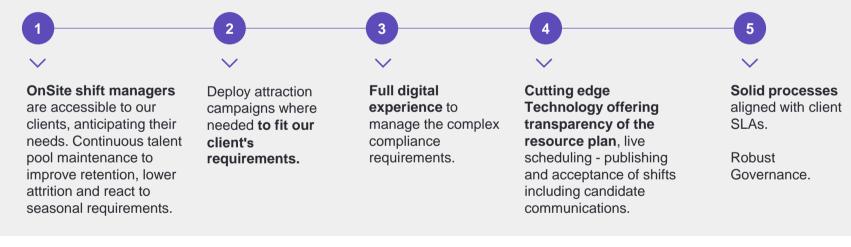
+15,000

locations



+15k employees

How we provide service



And Attract the right Talent



Top tech tools backing the process

- » High performing ATS.
- » Own database.» Lead generation tools
 - ols aggregators. » Display campaigns.

 $\langle \bigcirc \rangle$

Digital

campaigns

Social Media.

Job boards and



Attraction campaigns

 Off-line marketing in branches and OnSites.
External campaigns to reach low-tech and passive

candidates.

 \mathcal{A}

Referrals

» Referral campaigns and incentives to increase our pool of valid candidates.



Support from CORE

 Our Centre of Recruitment Excellence team provides additional support to reach more candidates.

» Flexible team to meet our clients' needs during the year.



Predicting performance with our assessment tools

> Digital assessments for personality traits and skills.

 10%
 0
 30%
 -3%
 -30%
 -40%
 -62%

 Fill rate
 0
 0
 0
 -0
 0
 0
 -60%
 0
 0
 -60%
 0
 0
 -60%
 0
 0
 -60%
 0
 0
 -60%
 0
 0
 0
 0
 -60%
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 0
 <td