

EclipseADVANTAGE

SUCCESS STORY

How Eclipse Advantage Reduced Turnover 77% and Strengthened Safety for a National Food Processor

Multi-site workforce program delivers retention, safety improvements, and operational stability across four facilities.

THE CHALLENGE

High turnover and inconsistent labor disrupted productivity for a national food processor, forcing supervisors to constantly restart onboarding and training cycles. Seasonal demand swings made staffing even more challenging.

THE SOLUTION

Eclipse Advantage addressed the client's staffing challenges through a comprehensive workforce solution. On-site leadership provided immediate support to supervisors, while multi-channel recruiting and rapid-hire flexibility filled positions quickly with the right-fit talent. Early engagement touchpoints strengthened new hire commitment, and the Bench Program ensured consistent daily coverage even during peak demand.

Together, these coordinated efforts stabilized the workforce, reduced turnover, and created the foundation for sustained operational improvement.



SUCCESS STORY



THE IMPACT

DRAMATIC TURNOVER REDUCTION

Workforce stability improved significantly over the course of the engagement. During peak production periods, weekly turnover consistently remained below 1%, a best-in-class performance for food processing operations.

Key workforce improvements included:

- **67% of associates stayed** beyond 6 months, a significant improvement in a high-turnover environment
- Rapid hiring: less than one day to fill roles, averaging **33 new associates** per week across all locations
- By tracking reasons for separation, Eclipse Advantage identified improvement opportunities: **57.1% of 2025** turnover was voluntary, prompting new engagement touchpoints

OPERATIONAL STABILITY REDUCTION

With a more consistent workforce in place, operational performance also strengthened. In a single quarter, the operation completed 353,573 total labor hours, averaging 40 hours per associate. Proactive attendance and performance tracking gave the client early visibility into labor risks, allowing supervisors to address issues before they impacted production.

A CULTURE OF SAFETY: MULTI-YEAR IMPROVEMENTS

Workforce stability also translated into measurable safety gains across the operation. Through consistent on-site leadership, structured safety engagement, and transparent reporting, Eclipse Advantage helped strengthen a culture of safety across all four locations.



BETWEEN 2022 AND 2025, KEY SAFETY METRICS IMPROVED SIGNIFICANTLY:

**Incident
Count**

Reduced from
300 to 146

OSHA

Recordables

Reduced from
70 to 22, a
68.6% decrease

OSHA

**Recordable
Rate (ORR)**

Down from
3.77 to 1.78

These improvements were driven by a structured safety engagement model that included:

- Daily operational walkthroughs
- Monthly safety meetings
- A proactive observation program engaging approximately 20% of the workforce daily
- Weekly reporting and review of injuries and safety observations
- Open communication between leadership and associates
- Monthly safety reporting shared across the organization

By embedding safety into daily operations and empowering both supervisors and associates to participate in the process, Eclipse Advantage helped the client build a workplace where safety awareness became part of the culture.

SUSTAINED SUCCESS THROUGH VISIBILITY AND COMMUNITY IMPROVEMENTS

Eclipse Advantage's commitment to workforce visibility and accountability through daily, weekly, and monthly check-ins provided real-time insights that kept operations on track and improvements measurable. By leveraging employee referrals and community partnerships, the team strengthened cultural alignment and long-term retention.

This engagement-first approach transformed a historically high-turnover operation into a stable, high-performing workforce—improving retention, strengthening safety outcomes, and delivering lasting operational results for the client.

If you're facing similar challenges, connect with Eclipse Advantage.

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