

EclipseADVANTAGE

SUCCESS STORY

SCALING SUCCESS: Solving Staffing Challenges for a National Food Manufacturer

THE CHALLENGE

Cold food manufacturing is physically demanding, making it difficult to attract and retain enough workers to meet daily production needs. For a nationally recognized food manufacturer, this challenge intensified as operations expanded. The company first partnered with Eclipse Advantage in 2012 at its New Jersey plant. Since then, the workforce has grown to over 900 employees, flexing up to 1,200 during peak periods. Impressed by consistent performance, the client again enlisted Eclipse Advantage to support three additional facilities, including one in a new geographic market and two where local staffing agencies had underperformed.

THE SOLUTION

In 2019, the client prepared to open a new facility in New England, right as the pandemic began to disrupt the labor market. Despite the challenges, Eclipse Advantage successfully staffed the site with 200 workers, thanks to strong coordination between onsite and centralized recruiting teams.

Building on that success, the client turned to Eclipse Advantage again to streamline staffing at its West Coast and Southeast facilities. By consolidating multiple regional agencies into a single partner, the client gained consistency, efficiency, and the ability to stay focused on business growth.



THE IMPACT

Eclipse Advantage was asked to replicate its successful staffing model at facilities nationwide, and the results speak for themselves. Today, the company supports more than 2,000 workers across multiple plants, helping the food manufacturer meet demanding production goals in cold, wet environments.

Eclipse Advantage used a three-part strategy to deliver consistent results:

1. **BOOST RETENTION WITH CUSTOMIZED ENGAGEMENT**

Tailored onboarding, regular check-ins, employee surveys, and support programs like buddy systems and job counseling helped improve workforce stability and reduce turnover.

2. **MINIMIZE ABSENTEEISM WITH REAL-TIME RESPONSE**

On-site teams monitor attendance daily and quickly fill gaps caused by no-shows. Attendance bonus programs were also introduced to help keep shifts fully staffed, especially during peak seasons.

3. **MEET WORKFORCE DEMANDS WITH STRATEGIC FORECASTING**

Weekly planning with senior leadership keeps staffing aligned with production needs. Local recruiters, digital outreach, and a strong referral culture ensure a steady pipeline of qualified candidates, supporting seasonal flex-ups of more than 30%.

“Consolidating to a single staffing partner has allowed the client to stay focused on growing their business,” said Paul Allen, Senior Vice President of Operations at Eclipse Advantage. “We’ve been embedded in their operations since 2012, and our success comes from truly understanding their needs. That’s what a strong partnership is all about, and we’re proud to play a role in their continued growth.”

— **Paul Allen**
*Vice President of Operations,
Eclipse Advantage Company*

Let’s discuss how we can provide valuable support to your team.

Sales@EclipseAdvantage.com | www.EclipseAdvantage.com