



Manpower®

Attracting a high volume of candidates for an e-commerce leader with OnSite

Discover how we reach more than 2,500 candidates a week



Working with Manpower OnSite allows you to fill your talent needs with complete confidence. Our dedicated team integrates seamlessly into your organisation to develop an in-depth understanding of your unique requirements, processes and company culture. Together with our knowledge of the evolving talent landscape, Manpower OnSite is able to deliver the high-quality skilled talent you need exactly when and how you need it.

Discover how a major e-commerce company overcame their logistical challenges with Manpower OnSite:

Manpower OnSite is present in +20 centres

12

delivery stations

8

fulfilment centres

4

transport centres

With a total of +60 people

Our client



A leading e-commerce company



+20 countries



+500k employees



+20 work centres per country



Talent needed

99% of

associates are warehouse workers / 1% are forklift drivers

Average weekly volume

500

associates

In high season this reaches

+3,500

associates

In peak months we process

+20,000

candidates

With a formal process



Evaluation test



Manual screening



Group work



Documentation



Pool

How we provide services

1

Before establishing an OnSite team or a new centre we study all the details: market, profiles, demand, seasonality, attrition and absenteeism.

2

Constant monitoring of forecast and accomplishment.

3

Team trained & understanding client needs.

4

Solid processes aligned with clients' SLAs. KPI follow up.

5

Definition of attraction and evaluation process based on clients' requirements.

And attract the right talent



Top tech tools backing the process

- » High performer ATS
- » Own database
- » Lead generation tools
- » Chatbot for high volumes.



Digital campaigns

- » Mailing and SMS
- » Social media
- » Job boards and aggregators
- » Display campaigns
- » Specific sites for diverse talent.



Attraction campaigns

- » Offline marketing in branches and OnSites
- » External campaigns to reach low-tech and passive candidates.



Referral

- » MGM actions and incentives to increase our pool of valid candidates.



Support from CORE

- » A sourcing team provides additional support to reach more candidates
- » Flexible team to meet our clients' needs during the year.



Predicting performance with our assessment tools

- » Expert interviews based on competences
- » Digital assessments for personal traits and skills.

Our Q4 2023 attraction in figures

2,000

candidate pool at the beginning of the period

15,000

candidates attracted by job boards

14,000

candidates in Digital MKT

1,000

candidates in offline campaigns

500

referred candidates

30,500

applicants

14,000

candidates assessed

6,000

candidates approved

4,000

candidates placed

Want to know more?