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THREE ADVANCED CDL DRIVER STAFFING STRATEGIES

A QUICK PRIMER
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ADVANCED STAFFING STRATEGIES FOR CDL DRIVERS

DID YOU KNOW THAT STAFFING IS NOT JUST FOR EMERGENCIES OR BUSY PERIODS?

There are several business cases for using staffing year-round. Because we staff CDL drivers to both major logistics entities with thousands of drivers and small Mom and pop operations with as few as one truck, we see these strategies used effectively over and over again.

Here are three of the many strategies we see used successfully by firms of all sizes. You can use them for driver staffing or any other aspect of your hiring needs. (Busy? Skip to last page for the Conclusion.)



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STAFFING AS A BUSINESS HEDGE FOR UPSIZING OR DOWNSIZING

One of our larger trucking entities (900 trucks) keeps about 10% of its work force, including CDL drivers who are staffed by outside agencies. The management then uses their prerogative under the staffing contracts to either lay off or hire within that 10% buffer. If business turns up, they take over the staffed employees, and push the burden of recruiting and hiring out to the staffing companies. If business volume turns down, they layoff the staffed employees, without incurring the downsides of a direct downsizing.

Any organization can benefit. While the staffing mark-up is marginally more expensive than internal hires, the ability to leverage the staffing firm both for growth phases and as hedges in layoffs, saves time, money, and importantly staff morale. Permanent employees know they are safe, and the company only takes people over when they are growing or the worker has shown some exceptional abilities.



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STAFFING TEMP TO PERM TO FIND THE BEST TALENT FIT

Many employees put their best foot forward when they start a job. But over a few weeks or months bad habits can emerge, or skill deficiencies become apparent. Termination of this employee makes business sense but doesn't come without a cost. Clever managers often use the Temp to Perm staffing model of hiring with an outside agency to evaluate recruits, and keep them on or release them as warranted.

In our case, CDL drivers, who if they have proven themselves can be taken over at the end of a 90 or 180 period. Otherwise, you can pass on them without laying them off, nor incurring the costs of vetting and onboarding. The Temp to Perm model is a clean gateway for an employee to "earn" their spot in your organization.



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STAFFING AS A RECRUITING ADJUNCT STAFFING FIRMS HAVE A DIFFERENT TOOLBOX

Some of our customers put every job requisition to a staffing firm, while attempting to fill it internally with their own recruiters. This might seem counterintuitive but when hiring is difficult, and CDL drivers are scarce, business fulfillment needs make the driver's total seating costs less relevant. These adjunct staffing firm hires can be done on a Temp to Perm basis, or on a direct buy model as the organization chooses.

The distinct advantage is that staffing firms find passive candidates, while most companies find only people actively looking for a job through advertising. You know those old resumes you have on file? The ones you might call through to see if someone is still interested, if the numbers are still good? As a staffing firm we have over a hundred thousand of those in the drawer, with current contact information. We often find drivers a new job before they knew they were even looking for one.

Staffing firms pull from an applicant pool you don't have, and are actively working with applicants to find best fit jobs, so a new job order from you will fit drivers already talking with the staffing firm. This increased hiring power comes without the cost or overhead of an inhouse recruiter.



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- CONCLUSION -

Staffing isn't just for surge work. It's how you buffer your work force to grow or shrink quickly. It's how you find best fit employees before you hire them permanently, and it's the solution to expanding your recruiting department without hiring new recruiters.

Successful businesses utilize staffing for many reasons, what's yours?

Why CDL Labor Logistics?

Our President and Founder Paul Timmons worked in LTL trucking management for years before founding his own freight company with over 50 power units. After exiting that company he formed CDL Labor Logistics to staff drivers to other companies. So we don't just know staffing, we know trucking too. Feel free to email Paul anytime at paul.timmons@gocdl.com



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