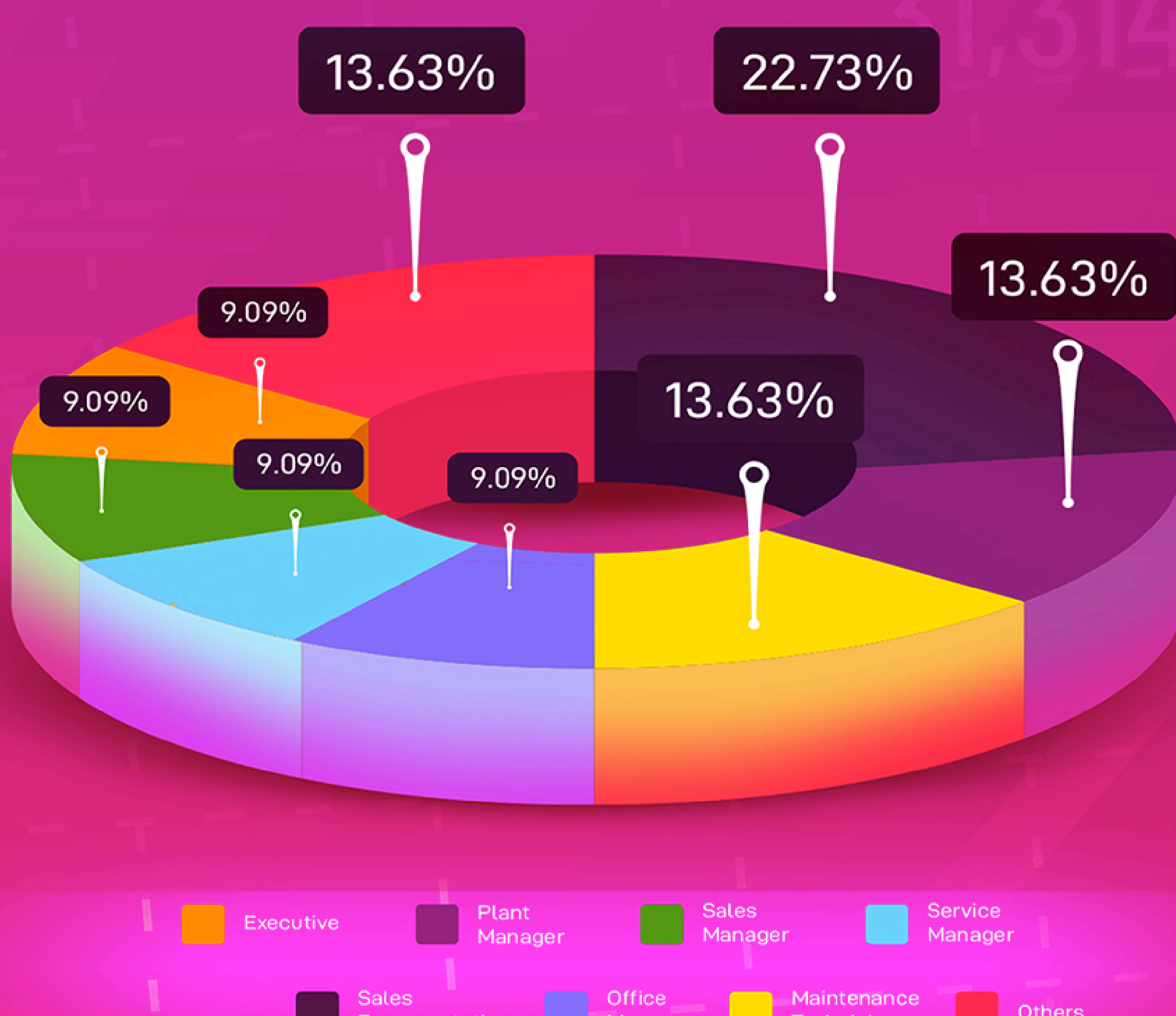




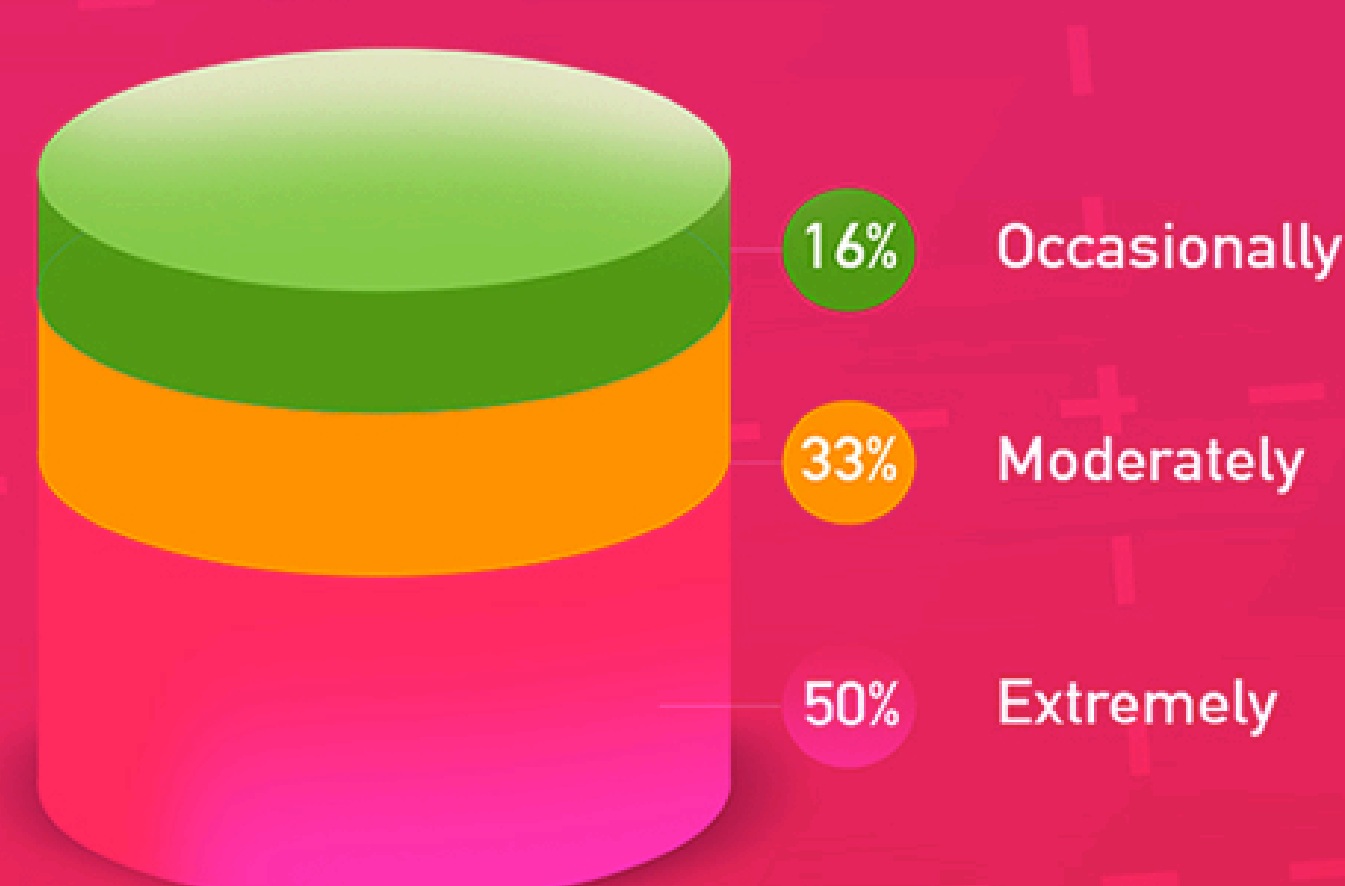
Most Needed In-Office Positions In The Linen & Uniform Service Industry

We asked decision-makers across the linen and uniform industry a series of questions to determine the state of staffing for their company. The results show we still have a long way to go as an industry to be operating at full staffing capacity.

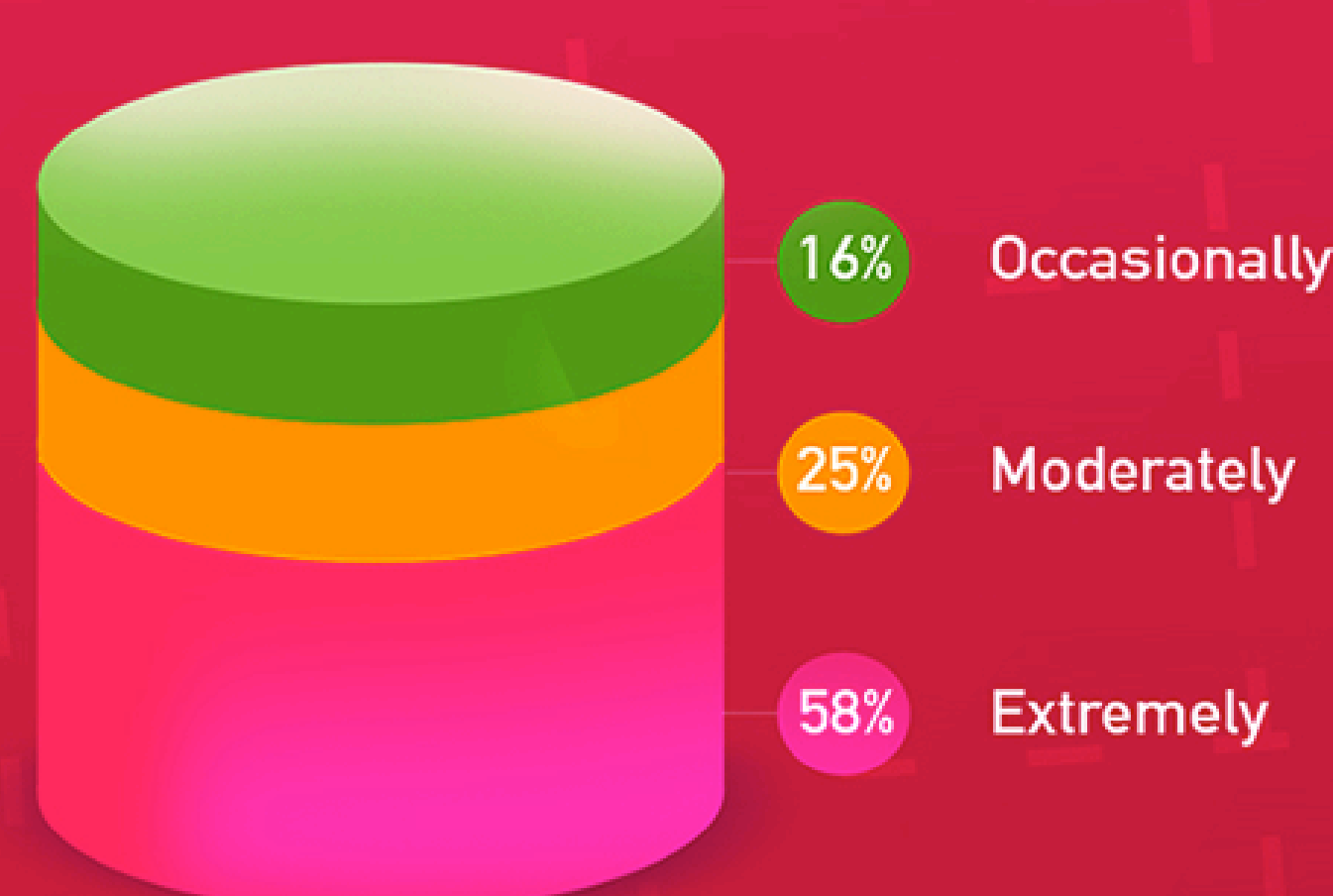


Regarding Plant Production and RSR transportation positions

How difficult is it to find a well-prepared candidate for plant or production level positions?



How difficult is it to find a well-prepared candidate for RSR or Driver level positions?



The most in-demand position that is difficult to fill with a well prepared candidate is RSR.

Tips to Attract Entry Level (Plant/RSR) Type

Hiring this type of labor is an extremely competitive market. This type of employee is in high demand and short supply. You're competing against employers that are paying more and offering better benefits, as well as the 'gig economy' which offers people the option to make their own schedule. Some offerings that help attract this type of labor pool include:

- Flexible scheduling including time off (even if it's not paid)
- Part time, per diem, and full time options
- A four day work week
- Friendly, supportive leaders (plant management, service managers, HR, etc). Consider an anonymous team survey to take a pulse.
- Professional development opportunities (training and career paths to management for those that want it)
- Employee assistance programs
- Employee recognition program

Of course compensation and monetary benefits are extremely important too. But its time to think about compensation through the lens of employees' cost-benefit analysis. Paying more is great. But that's like evaluating a P&L by only looking at the top line.

What really determines a person's ability to survive and thrive is the bottom line: net discretionary income (NDI). NDI is the money your employees have left after paying for essentials like rent, utilities, and childcare. Here are some things to consider:

- The top line (pay) always needs to be fair. Research the position specific to your market on a regular basis.
- Commit to a guaranteed number of hours per week to reduce volatility.
- Consider benefits that contribute to the bottom line: meals provided (free lunch), tuition reimbursement, matching credit card or student loan debt repayments, transportation and childcare subsidies, or negotiated discounts for your employees.
- Consider incentive pay like efficiency rate bonus (not piece rate), attendance bonus, automatic seniority increases.

Finding the right person for these positions can be tough.
We can help.

The talent you need is out there. We go out and get it for you.

[Schedule an appointment now](#)