



Case Study:

Cory Group

Challenge...

ALS were appointed following a successful tender award, Cory was looking for a Managed service provider with a more workplace engagement, regular involvement in the facility operation and having a partner agency that complimented their own high standards of workers welfare, training, progression, and retention of staff.

ALS provides Cory, our system provides two-way flexibility, ensuring fulfilment of suitably competent, trained, and experienced personnel whilst also giving flexibility to the workforce often desired in a temporary role.

Cory operates with several skilled and unskilled workers, some examples of the skilled roles are listed here, but not limited to, Team Leaders, Crane Operatives, Baler Operators, Fork Truck Drivers, specialist cleaning assignments, quality control and Account Management.

continued overleaf...

Solution...

Referral schemes provide a more successful route to employment, **with over 74% of workers lasting at least a month, compared to 42% from traditional recruitment methods.** At Cory, referrals are the primary recruitment tool as average length of assignment is 72 weeks with over 80% of the workforce over 3 years.

At Cory Environmental, 47 Corrective Action Notices have been issued for minor performance issues since March 2019, with productivity **improving by 3.9% in the same period.**

Rewarding Performance ALS have our own scheme to encourage longevity and brand loyalty through rewards, Bonuses, based on monthly attainable targets, safety, and even an employee of the month scheme.

Peer to Peer is a part of our development plan includes buddying up new recruits with experienced personnel.

External learning, ALS work with several Training Providers. Suitable candidates are identified and agreed with Cory's senior management and a structured training plan created to develop a new generation of talent.

Complementing this offering, **the ALS Senior Management team also regularly interact with Cory and drive the overall strategy.** ALS' on-site team complete regular floor walks and our directors will visit site regularly to engage with the workforce, identifying and nurturing talent.

Outcome...

Over the last 3 years ALS have successfully supplied Cory with dependable, trained, and trustworthy candidates, with **98.7% shift fulfilment**, utilising our business continuity plan during Covid-19 and Brexit to ensure candidate availability.

"ALS People clearly demonstrated that it took a proactive approach to understand and tackle modern slavery, they had in place strong preventative actions. These included the training it provided to its Account Managers, controls implemented within its recruitment processes, intelligence capabilities, and its worker welfare interviews."

Continuous improvement projects at site have also made **cost savings for Cory (£97k over the last 3 years).**

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