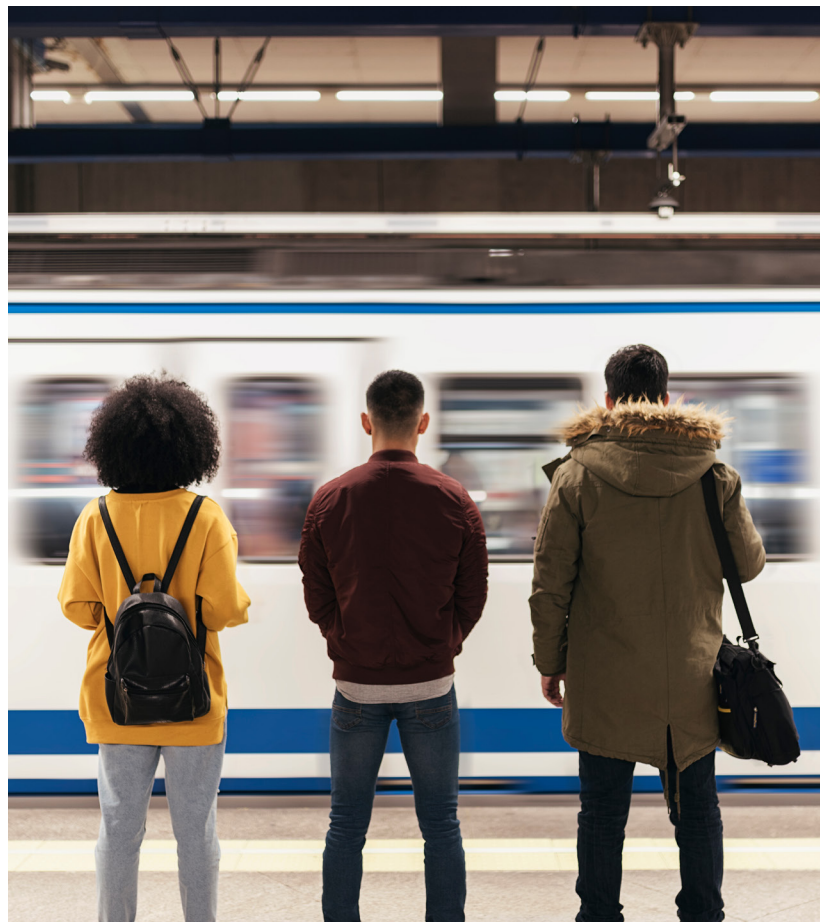


CREATIVE SOLUTIONS TO EMPLOYMENT BARRIERS

In all our work helping companies with hiring, the key is not only creating systems that assist in hiring but actively removing employment barriers as well.

By identifying and coming up with solutions to the most common hiring barriers, we have opened the door to a much wider talent pool for many organizations — including ours.

Whether it be reevaluating work-life balance after COVID-19 or addressing transportation issues in various regions, each year presents new challenges for hiring. As the job market evolves, we have continued to develop dynamic solutions for candidate sourcing, recruiting, and retention. Below is a list of common barriers that inhibited our clients and associates from thriving and what we did to address each.





Lack of Transportation

Since we have regular needs for many temporary hires, a lack of public transportation has stifled our recruiting efforts in certain regions. Applicants might be interested in taking one of our jobs but simply can't because they don't have a way to get to the location.

According to the American Public Transportation Association (APTA), people board public transportation **34 million times each weekday** in the United States. Yet, bus lines and railways don't always get people where they need to be for work.

SOLUTION: Partner With a Transportation Company

At our Delaware office, we noticed that we were unable to fulfill client orders for a specific location and shift. The problem was associates couldn't commute to that location since the bus line didn't run at the time they needed. Integrity Staffing Solutions partnered with **DART**, a transportation company, to create a new bus route that still operates today.



Unable to Find the "Right Fit"

Another way that we have gotten stuck in the recruiting process is by using outdated job descriptions with irrelevant and oftentimes "too specific" qualifications. For example, you might have an extremely talented employee who is an excellent fit for an open position, yet you continue to overlook this person because they lack a specific degree or certificate.

SOLUTION: Reevaluate Qualifications

As the job market evolves and new generations begin moving into the workforce, having a more fluid hiring system in place has greatly benefited our bottom line. Whether we operate in the industrial, financial, or logistics industry, revising job descriptions to meet the demands of the modern workforce has worked wonders. To illustrate, eliminating a college degree for warehouse positions has opened the door to many qualified associates.





Not Enough Workers

A challenge that we and many others encounter is finding talent. With more power in the hands of job searchers, it can take a lot of work to recruit employees. And let's be honest, sometimes you can't outcompete companies with more resources and a higher budget.

SOLUTION: Give Criminal Offenders a Second Chance

A commonly overlooked avenue for employment is hiring criminal offenders through second-chance programs. By working with second-chance offender programs, we have tapped into a vast talent pool while also helping lower recidivism rates.

A study by the [University of North Carolina](#) reports that of the 47,000 inmates covered by the report, 41% were arrested again within two years of being released from prison. In their research, UNC also shows "inmates who participate in work release are rearrested and reincarcerated at a rate lower than inmates as a whole."

A second chance program can be a great option for both our clients and job seekers — especially for high-volume gigs. Working with second-chance offenders has bolstered our workforce while also strengthening our local communities.



Summary: Evaluate the Total Package

At Integrity Staffing Solutions, we employ an [associate-first approach](#) that ensures the people, businesses, and communities we work with have the opportunity to thrive and grow. By finding creative solutions to employment barriers, we help create opportunities for people to exceed their hiring expectations while also bettering the world around them.



We've looked closely at our total value adds for current and potential employees to overcome employment barriers. By understanding critical factors such as employee wellness, transportation issues, and second-chance programs, we have developed innovative solutions that not only provided greater access to employment for job seekers, but led to increased fill rates and stronger retention for our clients.

**Hitting a roadblock? [We love a good challenge.](#)
Together, we'll find a creative solution to your most complex staffing barriers.**

Integrity Staffing Solutions is a full-service staffing agency and ranks in the top 2% of agencies across the country for quality service based on ClearlyRated's "Best of Staffing" client survey. To learn more about Integrity or for help with your hiring needs, visit [integritystaffing.com](https://www.integritystaffing.com) or call **833-446-1300**.



ONBOARDING FOR YEARS OF PRODUCTIVITY AND SATISFACTION

Most employees don't stay with the same company for as long as they used to. That's no reason to assume that you can't hold onto your strongest performers for many years. An appealing, flexible, ever-evolving onboarding program can be your key to unlocking the secret behind lower turnover and higher participation.



Want help creating a six-month onboarding journey with enough stickiness to keep your new hires from saying goodbye? Reach out to [Integrity Staffing Solutions](#) today!

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