

Streamlining Food Service: Staffing Solutions for Educational Institutions

Situation

EG's educational institution client faced a significant staffing challenge within its food service department. This challenge manifested itself in two critical ways:

- **High Turnover:** The school district struggled to retain food service staff, and the constant turnover strained their HR resources.
- **Staffing Gaps:** Vacant positions remain unfilled for extended periods, hindering the institution's ability to provide consistent and high-quality meals to its students.

Solution

In response to the pressing turnover and staffing issues, our team of Talent Strategists implemented a comprehensive staffing solution:

- **Strategic Partnership:** EG forged a close and mutually beneficial partnership with the school district the institution was a part of. This partnership allowed us to gain an in-depth understanding of their unique staffing needs and challenges.
- **Candidate Screening:** With the insights from our strategic partnership, we sourced and screened candidates with our job board partners and internal network. Through in-person and remote qualitative interviews, we identified skilled and adaptable food service staff members who seamlessly integrated into their company culture.



Results

The implementation of these workforce solutions yielded tangible and positive outcomes.

The education institution praised our partnership and staffing solutions as we continued our partnership into the next academic year.



Reduced Turnover

By deploying highly qualified talent to fill open food service positions, EG significantly reduced turnover—leading to a more stable foodservice workforce.



29 Staffing Gaps Filled

EG adopted a responsive approach, ensuring that we provide immediate assistance to the ebb-and-flow of demand during the academic year. In September, we placed 13 out of the 29 employees.