

Builders FirstSource

Transition off temp labor with one hiring solution across all facilities



STAFFING NEEDS

Over 430 locations nationwide, including 6 facilities in the Portland, Oregon area.

Recruiting focus on candidates with a background in construction & materials

Roles to fill include: Boom/Crane Operators, Material Handlers and Sawyers

THE WORKSTEP IMPACT

4 direct hires placed per month at outset of the partnership

0% attrition of WorkStep placements through first 3 months

100% of non-exempt roles sourced primarily through WorkStep



“Our production managers have really enjoyed reviewing and interviewing the WorkStep candidates. It’s been a hugely positive change from having a temp agency.”

Vonn Lindersmith - General Manager

The Leader in Building Products

Builders FirstSource (BFS) is the nation's largest supplier of building products and prefabricated components for residential construction. BFS employs more than 14,000 associates at over 430 locations, serves 74 of the top 100 metropolitan areas, and did over \$7 billion in sales last year.

In the Portland, Oregon area, the company employs hundreds spread out across 6 locations, which are mostly lumber yards and production facilities. Jobs within the organization include everything from general labor to highly specialized crane operators.

Engaging with WorkStep

In the Portland market, BFS had historically been reliant on temp staffing for entry-level roles, and had challenges using job boards to fill more specialized and driver openings. Over a couple weeks, the team at WorkStep engaged with the area management and general manager teams, growing to understand their unique hiring challenges.

To mitigate risk on both sides, WorkStep and BFS began by focusing on a couple roles (Sawyers, Class A Drivers) at one facility in Clackamas, Oregon. Within a few weeks, a great-fit candidate from the WorkStep network had been placed for each, and the conversation

“This job [Sawyer] is exactly what I was looking for. Through WorkStep, BFS moved really fast, and actually hired me a month before the position was fully ready, just to lock me down.”



Meshach Babcock

Hired Dec 4, 2017

became how best to deepen the partnership.

Over the next few months, the partnership expanded to serve all non-exempt roles at all BFS facilities within WorkStep's active region. General managers and hiring managers at each new location were happy to welcome a technology-based direct hire solution as a replacement for temps and job boards.

Future Plans

With the success of the partnership in Portland, the natural next question is where and how else WorkStep can be helpful to BFS. As a trial, the two companies are piloting a partnership in Central Oregon.