

 **VERTICAL** +  
STAFFING RESOURCES



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# SWOT ANALYSIS

# S.W.O.T ANALYSIS



## Strengths

- 1. Skilled Workforce:** Vertical Staffing Resources has a pool of experienced forklift operators and picker packers with specialized skills and knowledge in warehouse operations. Internally we incorporate advanced reporting tools with an integrated tech stack with our cloud based ATS system.
- 2. Training Programs:** The company invests in continuous training and development programs to enhance the skills of forklift operators and picker packers, ensuring compliance with industry standards.
- 3. Safety Protocols:** Robust safety measures and protocols are in place to guarantee the well-being of employees, promoting a safe work environment for forklift and picker packer staff.
- 4. Efficiency, Reporting and Productivity:** The workforce's efficiency in operating forklifts and managing pick and pack processes contributes to the company's ability to meet deadlines and enhance overall productivity. We are supporting multiple MSCG sites and provide very competitive markups, in addition to being a national provider, our team has provided ramp plans for all MSCG sites to ensure all staffing requirements are addressed.
- 5. Support -** In addition to our regular office hours, we offer afterhours and weekend support.

# S.W.O.T ANALYSIS



## Weaknesses

- 1. Staffing Shortages:** In a very competitive marketplace we are working to ensure that we secure the most suitable candidates for you to review and add to your active roster. With that being said, from time to time the length of securing such candidates may carry past the normal 12-24 hours mark, including presentation, testing and approval from the customer for tested staff to start. For this we are working to bolster our presence on every platform and reach out to as many suitable candidates as possible.

# S.W.O.T ANALYSIS



## Opportunities

- 1. Recruitment and Training:** Implement focused recruitment drives to attract skilled MHE operators and picker general labourers, coupled with tailored training programs to address skill gaps and enhance workforce competence.
- 2. Proactive communication:** Provide advance forecasting on staffing needs to increase the fulfillment ratios for new projects. Quarterly/Monthly Business Reviews will be common practice. Monthly Business Reviews with key stakeholders at specific facilities are recommended. Ramp plans will be part of MBRs and QBRs.
- 3. Partnerships and Collaborations:** Continue to work with MSCG to strengthen communication to ensure fill ratios are met in a timely manner.

# S.W.O.T ANALYSIS



## Threats

- 1. Economic Fluctuations:** Economic downturns or fluctuations could lead to reduced demand for staffing services, affecting revenue and potentially leading to layoffs or downsizing.



Calgary Financials





# VERTICAL

Calgary 4100-  
106th Ave. SE.

Total Hours

(Q1 2024)

- Q1 hours = 18,913.01 hours
- Billed = \$471,624.48
- 97% fulfillment rate (Q1)

ANALYTICS

# VERTICAL

## Fulfillment January 2024

- We had 104 shifts ordered in January (Days).
- 0 shifts ran in January (Afternoons).
- 92.75% fulfillment ratio overall as we struggled in the 1st week but bounced back as January progressed

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
1/8/2024	3	1	33%	1/8/2024	0	0	NA
1/9/2024	3	3	100%	1/9/2024	0	0	NA
1/10/2024	3	3	100%	1/10/2024	0	0	NA
1/11/2024	4	3	75%	1/11/2024	0	0	NA
1/12/2024	5	4	80%	1/12/2024	0	0	NA
<b>TOTAL</b>	<b>18</b>	<b>14</b>	<b>77%</b>		<b>0</b>	<b>0</b>	<b>0%</b>

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
1/15/2024	8	8	100%	1/15/2024	0	0	NA
1/16/2024	9	9	100%	1/16/2024	0	0	NA
1/17/2024	9	9	100%	1/17/2024	0	0	NA
1/18/2024	9	9	100%	1/18/2024	0	0	NA
1/19/2024	9	9	100%	1/19/2024	0	0	NA
<b>TOTAL</b>	<b>44</b>	<b>44</b>	<b>100%</b>		<b>0</b>	<b>0</b>	<b>0%</b>

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
1/22/2024	2	2	100%	1/22/2024	0	0	NA
1/23/2024	0	0	NA	1/23/2024	0	0	NA
1/24/2024	4	4	100%	1/24/2024	0	0	NA
1/25/2024	4	4	100%	1/25/2024	0	0	NA
1/26/2024	3	3	100%	1/26/2024	0	0	NA
<b>TOTAL</b>	<b>13</b>	<b>13</b>	<b>100%</b>		<b>0</b>	<b>0</b>	<b>0%</b>

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
1/29/2024	2	2	100%	1/29/2024	0	0	NA
1/30/2024	0	0	NA	1/30/2024	0	0	NA
1/31/2024	9	9	100%	1/31/2024	0	0	NA
2/1/2024	9	8	89%	2/1/2024	0	0	NA
2/2/2024	9	8	89%	2/2/2024	0	0	NA
<b>TOTAL</b>	<b>29</b>	<b>27</b>	<b>94%</b>		<b>0</b>	<b>0</b>	<b>0%</b>

# VERTICAL

## Fulfillment

### February 2024

- 180 total shifts ordered in February (Days).
- 71 shifts ordered in February (Afternoons).
- 105% fulfillment ratio overall.

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
2/5/2024	5	4	80%	2/5/2024	0	0	NA
2/6/2024	13	12	92%	2/6/2024	0	0	NA
2/7/2024	13	14	108%	2/7/2024	0	0	NA
2/8/2024	14	13	93%	2/8/2024	0	0	NA
2/9/2024	13	14	108%	2/9/2024	0	0	NA
<b>TOTAL</b>	<b>58</b>	<b>57</b>	<b>96%</b>		<b>0</b>	<b>0</b>	<b>0%</b>
	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
2/12/2024	10	11	110%	2/5/2024	0	0	NA
2/13/2024	9	8	89%	2/6/2024	0	0	NA
2/14/2024	9	10	111%	2/7/2024	0	0	NA
2/15/2024	4	4	100%	2/8/2024	0	0	NA
2/16/2024	4	4	100%	2/9/2024	0	0	NA
<b>TOTAL</b>	<b>36</b>	<b>37</b>	<b>102%</b>		<b>0</b>	<b>0</b>	<b>0%</b>
	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
2/19/2024	0	0	NA	2/19/2024	0	0	NA
2/20/2024	4	4	100%	2/20/2024	0	0	NA
2/21/2024	4	4	100%	2/21/2024	9	10	111%
2/22/2024	5	5	100%	2/22/2024	9	12	133%
2/23/2024	8	8	100%	2/23/2024	0	0	NA
<b>TOTAL</b>	<b>21</b>	<b>21</b>	<b>100%</b>		<b>18</b>	<b>22</b>	<b>122%</b>
	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
2/26/2024	4	4	100%	2/26/2024	5	5	100%
2/27/2024	16	18	113%	2/27/2024	12	13	108%
2/28/2024	15	15	100%	2/28/2024	12	14	117%
2/29/2024	15	15	100%	2/29/2024	12	12	100%
3/1/2024	15	14	93%	3/1/2024	12	13	108%
<b>TOTAL</b>	<b>65</b>	<b>66</b>	<b>101%</b>		<b>53</b>	<b>57</b>	<b>107%</b>

# VERTICAL

## Fulfillment March 2024

- 68 shifts ordered in March (Days).
- 0 shifts ordered in March (Afternoon).
- 98.25 % fulfillment ratio overall

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
3/4/2024	12	11	92%	3/4/2024	0	0	NA
3/5/2024	6	6	100%	3/5/2024	0	0	NA
3/6/2024	4	4	100%	3/6/2024	0	0	NA
3/7/2024	4	4	100%	3/7/2024	0	0	NA
4/5/2024	2	2	100%	4/5/2024	0	0	NA
<b>TOTAL</b>	<b>28</b>	<b>27</b>	<b>98%</b>		<b>0</b>	<b>0</b>	<b>N/A</b>

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
3/11/2024	3	3	100%	3/11/2024	0	0	NA
3/12/2024	3	3	100%	3/12/2024	0	0	NA
3/13/2024	0	0	NA	3/13/2024	0	0	NA
3/14/2024	0	0	NA	3/14/2024	0	0	NA
3/15/2024	0	0	NA	3/15/2024	0	0	NA
<b>TOTAL</b>	<b>6</b>	<b>6</b>	<b>100%</b>		<b>0</b>	<b>0</b>	<b>N/A</b>

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
3/18/2024	0	0	NA	3/18/2024	0	0	NA
3/19/2024	3	1	33%	3/19/2024	0	0	NA
3/20/2024	3	4	133%	3/20/2024	0	0	NA
3/21/2024	3	3	100%	3/21/2024	0	0	NA
3/22/2024	3	3	100%	3/22/2024	0	0	NA
<b>TOTAL</b>	<b>12</b>	<b>11</b>	<b>92%</b>		<b>0</b>	<b>0</b>	<b>N/A</b>

	DAYS			AFTERNOONS			
DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO	DATE	ORDERED	ACHIEVED	FULFILLMENT RATIO
3/25/2024	3	3	100%	3/25/2024	0	0	NA
3/26/2024	3	3	100%	3/26/2024	0	0	NA
3/27/2024	8	9	113%	3/27/2024	0	0	NA
3/28/2024	8	8	100%	3/28/2024	0	0	NA
3/29/2024	0	0	NA	3/29/2024	0	0	NA
<b>TOTAL</b>	<b>22</b>	<b>23</b>	<b>103%</b>		<b>0</b>	<b>0</b>	<b>N/A</b>



Forecasting



# Market Review Q1 2024

## Warehouse Associate

- Since February 2024, 24,000+ job seekers have expressed interest in similar roles in the Calgary area, which is a decline of 8,539 applicants since January 2024.
- there are currently 62 employers with 92 open postings in Calgary for similar roles, which represents significant competition in the market.
- the average Salary for these roles are \$19.86/hour.

## Warehouse Worker

- Since February 2024, 29,000+ job seekers have expressed interest in this type of role in Calgary which for this job title is a decrease of 12534 people since January 2024.
- there are currently 88 employers with 129 openings in Calgary for similar roles, which again represents significant competition.
- the average Salary for these roles are \$20.29/hour

## General Labourer/Labourer

- Since February 2024, 37,000+ job seekers have expressed interest in this type of role in Calgary which for this job title is a decrease of 4557 people since January 2024.
- there are currently 207 employers with 251 openings in Calgary for similar roles, which is an even larger number dipping into the same pool of active job seekers
- the average Salary for these roles are \$21.93/hour

## MHE Forklift

- Since February 2024, 5000+ job seekers have expressed interest in this type of role in Calgary which for this job title is an increase of 917 people since January 2024.
- there are currently 53 employers with 78 openings in Calgary for similar roles which is a vast number for a more skilled role
- the average Salary for these roles are \$22.83/hour

## The Most Active employers in your area are:

- Federated Co-Operative Limited
  - Walmart
  - EVRAZ North America
  - FedEx Express
  - Propak Systems Ltd.
  - UPS
  - DHL
  - Kuehne and Nagel



THANK YOU

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