

# CONSISTENT COVERAGE, EVEN FOR SHORT SHIFTS



## for High-Volume Auto Auctions



### THE SITUATION

A high-volume auto auction facility in Phoenix required a reliable workforce for weekly events. What started as a small engagement in 2022 quickly faced significant logistical hurdles:

- Short-duration shifts (approx. 4 hours)
- Peak labor demand in a very tight window
- Competition from longer-shift opportunities elsewhere
- Attendance inconsistencies creating high operational risk

To ensure 100% show-up rates for these high-impact shifts, they turned to StaffNow to implement a specialized auction workforce model.



### THE RESULTS

- Successfully staffed multiple roles (Lot Ops, Drivers, Detailers)
- Consistent coverage across 2 full auction lanes on sale days
- Increased fill rates via app-based real-time scheduling
- Drastic reduction in last-minute call-offs and manual coordination
- Standardized reliability for the toughest staffing challenge: the 4-hour shift.

By implementing a structured, shift-based workforce model, StaffNow delivered reliable coverage across roles while solving one of the toughest challenges in staffing, consistent attendance for short shifts.



### OUR SOLUTION

StaffNow implemented a shift-focused workforce strategy designed to improve attendance and reliability for short-duration, high-demand auction day shifts.

- Dedicated labor pool of pre-qualified auction workers
- Instant app-based accountability
- Incentivized attendance bonuses
- Certified driver safety program
- Real-time StaffNow Flex connectivity

By combining technology, incentives, and engagement, StaffNow created a reliable system for consistently filling short, high-impact shifts.



### WHY IT MATTERS

Short shifts are one of the hardest staffing challenges to solve.

This success demonstrates that the answer isn't just more recruiting, it's a better workforce model:

- Shift-based engagement drives reliability
- Technology simplifies scheduling and communication
- Incentives and culture improve attendance

For operations with peak-time labor demand, the takeaway is clear: **Build a system that workers want to show up for.**

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#### READY TO GROW?

Let's talk about how StaffNow can help your operation grow.