

Supplemental Labour

Whether it's a labour dispute, plant closure or other work stoppage - AFI has provided more temporary workers to clients in all types of industries, including Fortune 500 enterprises, than any other provider.

When companies need temporary labour, industrial staffing or skilled trades like heavy machine operators, millwrights, welders, CNC operators, nurses, etc. AFI continues to be recognized as the industry leader for supplemental labour needed for targeted situations or specific time frames.

AFI's supplemental workforce is professional and reliable. As a service to clients, AFI monitors the performance and safety records of the workforce and administers all payroll and benefit functions.

Current clients rely on AFI time after time when they need skilled temporary workers in an emergency response or crisis situation. New clients receive the same level of professional assistance that turns them into repeat customers.



ELECTRICIANS, PLUMBERS, HVAC MECHANICS & TECHNICIANS, MILLWRIGHTS, CARPENTERS, WELDERS, PIPE FITTERS, IRON WORKERS, CREW LEADERS, SITE FOREMEN, PROJECT MANAGERS, FIELD SUPERVISORS, MASONS, PAINTERS, EQUIPMENT OPERATORS, CRANE OPERATORS, RIGGERS, DRYWALL FINISHERS, CDL DRIVERS, CONCRETE FINISHING, GENERAL LABORERS, LANDSCAPE WORKERS, AGRICULTURAL LABORERS, PRODUCTION LINE WORKERS, WAREHOUSE WORKERS, NURSES



► Personnel Recruitment

Drawing on its vast database of personnel skilled in specific trades and emergency services, AFI can quickly assemble a temporary workforce. AFI can recruit individuals that meet a client's specific personnel requirements. To ensure an appropriate match, AFI executives will:

- Meet with the client to obtain detailed numbers as well as skill and job requirements
- Study the labour market to locate the best personnel with the required skill sets
- Establish recruitment timelines
- Assemble an in-house recruitment team to select and process suitable candidates

► Personnel Selection

AFI routinely studies areas of the country that present the best opportunity to secure temporary personnel and skilled trades. This customized labour market research identifies locales where facilities have downsized or experienced a plant closure or where markets are currently depressed.

With a detailed understanding of a client's personnel needs, the AFI team seeks out individuals with the needed job skills and contracts with them to perform the necessary tasks for the period of time defined by the client.

► Pre-Employment Screening

All individuals recruited by AFI are interviewed to ascertain whether their skills and demeanor are appropriate for each client's temporary staffing assignment. Often, temporary work must be conducted in a high-pressure environment, and AFI's screening process ensures that selected individuals can work at maximum levels even if conditions are not ideal. If specific tests are required by the client, AFI's staff will conduct that testing.

- Positive references
- A clean criminal record
- A valid driver's license
- Proof of education or certificates

► Team Management

To manage a supplemental workforce efficiently and effectively, AFI requires that its own administrative personnel be on site. The AFI temporary staffing management team is responsible for ensuring its personnel are at work, handling all administrative issues, resolving any disciplinary issues that involved AFI personnel, and ensuring continuity of service.

By accepting management responsibility for its temporary staff, AFI relieves clients of any additional administrative tasks in situations that - while temporary - can be highly stressful.