



A BERGEN COUNTY WORKFORCE INVESTMENT BOARD **success story**

SELCO Associates Hires within Three Days of Posting Job Order

SELCO Associates, LLC is a full-service, third-party warehousing and distribution company that works with many different types of companies, especially wearing apparel and accessories businesses. Services range from cross-dock to e-commerce to dry cleaning. Founded in 2006, the company now has national offices in New Jersey, California, and Alabama (close to the ports of Elizabeth/Newark, Los Angeles/Long Beach, and Mobile). All of its facilities are fully networked to accommodate receiving, ticketing, sorting, picking, scan packing, UCC labeling as well as UPS/FedEx/DHL labeling and EDI/ASN transmission.

CHALLENGE

SELCO takes customer service very seriously. So to prevent any interruption in service when the company moved their New Jersey facility from Carlstadt to East Rutherford in 2011, they needed to hire workers who were committed to the same philosophy. They called upon the employment specialists at Bergen County One-Stop Career Center for assistance.

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ABOUT OUR BUSINESS SERVICES

The Bergen County Workforce Investment Board (Bergen WIB) is dedicated to supporting workforce and economic development by connecting Bergen County New Jersey residents to jobs and ensuring that employers have the skilled workers they need to grow, compete, and prosper. In cooperation with the Bergen WIB, the Business Resource Center (BRC) at the One-Stop Career Center reaches out to local businesses to assist with their human resource needs. Employers use the BRC to recruit and screen prospective employees and to find out about new business development, loan programs, and labor laws. Job placement is available through the Employment Services Division of the New Jersey Department of Labor and Workforce Development (LWD) on an individual basis for job matching, job development, and referrals to employers. Recruitment events are held to give job seekers access to employers eager to hire qualified workers.

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SOLUTION

Employment specialists at the One-Stop Career Center visited with SELCO and listened to their needs. Job orders were posted, and five resumes were forwarded to the employer. Within three business days, SELCO hired one of the applicants. Subsequently, the One-Stop Business Representatives introduced SELCO to the Association for Retarded Children (ARC) of Bergen County, which provides job opportunities for individuals with special needs. SELCO contacted ARC immediately, and signed four job contracts with this not-for-profit organization.

At the same time, the company expressed the need to expand. Although they had only been in their East Rutherford location for one year, they needed additional warehousing space. They turned to the Economic Development Center in Bergen County for assistance.

RESULTS

Faster Hiring Process: Thanks to the One-Stop's pre-screening process, SELCO was able to hire one of the applicants in only three business days, streamlining the hiring process.

Better Communication: Because the employment specialists at the One-Stop Career Center listened carefully to SELCO's needs, they were able to help the company find the right candidate and, potentially, help them find a newer, larger SELCO plant in Bergen County.

More People Served: Thanks to the workforce system's connections to ARC, the employer now has a way to provide job opportunities for individuals with special needs.