

FIRST STEP STAFFING CASE STUDY

If you hire through First Step Staffing, you strengthen your workforce while creating pathways to economic mobility for people facing barriers to employment.



Overview

First Step Staffing is the largest light industrial staffing agency in the United States dedicated to providing employment opportunities for individuals facing barriers to work. Founded in Atlanta, the organization partners with employers to deliver reliable staffing solutions while advancing economic mobility and community stability.

First Step Staffing operates on a simple but transformative belief: put people to work first. By prioritizing rapid placement, supportive services, and retention, they help individuals stabilize their lives while helping employers meet workforce demands.

Some of Our Customers

- 1-800-Flowers
- City of Orlando

Innovation in Action

First Step Staffing demonstrates that inclusive hiring is a scalable workforce strategy. By removing employment barriers through transportation support, job readiness services, and workplace coaching, they improve reliability, reduce turnover, and strengthen employer partnerships. Rather than simply filling shifts, First Step builds stable employment pipelines that support both business continuity and long-term worker success.

What's Next

As First Step Staffing continues expanding nationally, the organization is focused on growing employer partnerships that believe hiring can be both practical and powerful. With operations in multiple states and a growing employer network, First Step is committed to scaling inclusive hiring practices that strengthen communities while delivering dependable workforce solutions.

"Employment is the first step to rebuilding a life. We exist to make that step possible"
Amelia Nickerson, CEO



What and How to Buy

First Step Staffing provides light industrial staffing solutions for employers seeking dependable, mission-aligned hiring partners.

Services Include:

- Warehouse, logistics and manufacturing staffing
- Production and light industrial staffing
- Hospitality and service staffing
- Inclusive workforce development partnerships

How to Engage:

Employers begin with a workforce consultation. First Step Staffing builds a customized staffing plan, recruits and places candidates, and provides ongoing retention support to ensure reliability and long-term success.

Impact Snapshot

- **Employees placed annually:** 8,000+
- **Wages paid:** \$42 million+
- **Workers nationwide:** 25,000+
- **Veterans employed annually:** 1,500+
- **Employer partners:** 200+ across 6 states

The Model

Revenue Model: Blended nonprofit-for-profit staffing model funded through employer contracts and philanthropic support. Revenue generated through staffing services is reinvested into supportive programs that increase job retention and stability.

Organizational Structure: First Step Staffing operates through regional staffing hubs supported by workforce partnerships with shelters, veteran services, housing providers, and community organizations. These collaborations connect job seekers facing barriers with immediate employment opportunities and ongoing stabilization support.

Learn More

Website: www.firststepstaffing.com

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