

PROJECT SPOTLIGHT



Randstad USA

Readying the Corporate Office Environment for Hybrid Work and Whatever Comes Next

Work environments have evolved dramatically in the past two years. Many companies are moving to a mixed model. In a [PWC survey](#), one third of executives surveyed said they shifted in Fall 2021 to a combination of in-person full-time, hybrid, and fully remote. That's not just a challenge for staffing and getting stuff done; it also changes how people store their stuff. When the leaders of Randstad USA decided to go hybrid, they knew they needed to rethink the storage in their corporate headquarters.

THE PROBLEM

Randstad is one of many enterprises having to redefine their work environment. In PWC's Pulse Survey, only 19% of companies planned to recall their workforce for all in-person work. On top of the 33% planning a mix of remote, in-person and hybrid, another 18% were planning all hybrid, with an added 18% planned a mix of in-person and hybrid.

Still, bringing people back to work, even to a hybrid workspace, requires organizations to prioritize health and wellbeing. People want to feel safe at work. That includes being able to safely store their stuff while doing their jobs in socially distant

settings. To meet the new needs of its hybrid environment, Randstad investigated smart locker options and ultimately chose to work with Patterson Pope.

Jeff Baer, Director, Workplace Solutions, was seeking a flexible and functional solution that gave Randstad a technological advantage while solving their storage concerns. He also wanted the lockers to integrate with the company's existing IT systems to provide tracking and data insights without compromising accessibility. That's what he found with Patterson Pope.

THE SOLUTION

To bring people back to the corporate headquarters safely, Randstad revisited its floor plan. The human resources company revised its seating plan to move away from the one-person-one-desk model. The reorganized space has 0.6 seats per person. "No one has an assigned desk, but everyone has somewhere to go when they are onsite," Baer said.

Nevertheless, the company decided on a 1:1 locker to person ratio. "Who comes into the office and when is dynamic," said Baer. "It really depends on the department." Yet while desk space is limited for social distancing, "everyone has an opportunity to store their stuff safely at the office."

Patterson Pope installed banks of smart lockers with a tablet control center. Employees open a safely disinfected locker using the tablet screen and by scanning their Randstad staff ID. The locker doors open automatically to further minimize employee contact with shared, public surfaces.

After the employee scans again, to retrieve their belongings, that locker won't be reassigned to anyone else until it is thoroughly cleaned.

With smart lockers in place, benefits for Randstad include:

1. Offering each individual peace of mind that their belongings are safely stored in the hybrid workplace
2. Keeping lockers off limits once used to ensure proper disinfecting before further use
3. Adding the ability to track what lockers are being used, when, and by whom
4. Minimizing personal contact in the exchange of items
5. Streamlining locker cleaning procedures with ability to automatically unlock targeted lockers

It's a new era, one that's focused on hybrid and new ways of working.

– PWC US Pulse Survey: Next in work

THE OUTCOME

In returning to their office setting, Randstad USA was able to offer employees a safer workplace, Baer said. Plus, the management team enjoys the ability to securely exchange items via the lockers. Since people are in and out of the office on different days, the lockers are used to transfer high priority or high-security items without issue. There's no need for person-to-person contact as certain people can pick up and pass on the materials using the lockers to facilitate the transaction.

Overall, the corporate lockers optimize Randstad's hybrid workplace. Offering convenient technology and improved cleanliness for employee health and

wellbeing, the smart storage Patterson Pope brought to Randstad's corporate headquarters is also customizable as the company continues to adapt.

Patterson Pope's solution is more than the traditional locker. *"We don't know what the office is going to look like in the future,"* Baer said. *"But this customized solution allows us to take it on, no matter what."*



ABOUT THE CLIENT

Randstad USA is a temp and staffing agency that connects workers with hiring employers in finance, technology, warehouse, administration and more. The Atlanta, Georgia based company managed a workforce of 94,000+ each week in the US and Canada.

