

Turn Your Staffing Partner Into a Profit Partner

Our clients use us as a partner because we help them **generate more profit**.

How? You are saving HR bandwidth for important tasks, your liabilities are vastly reduced, and you're not paying for the employee benefits programs.

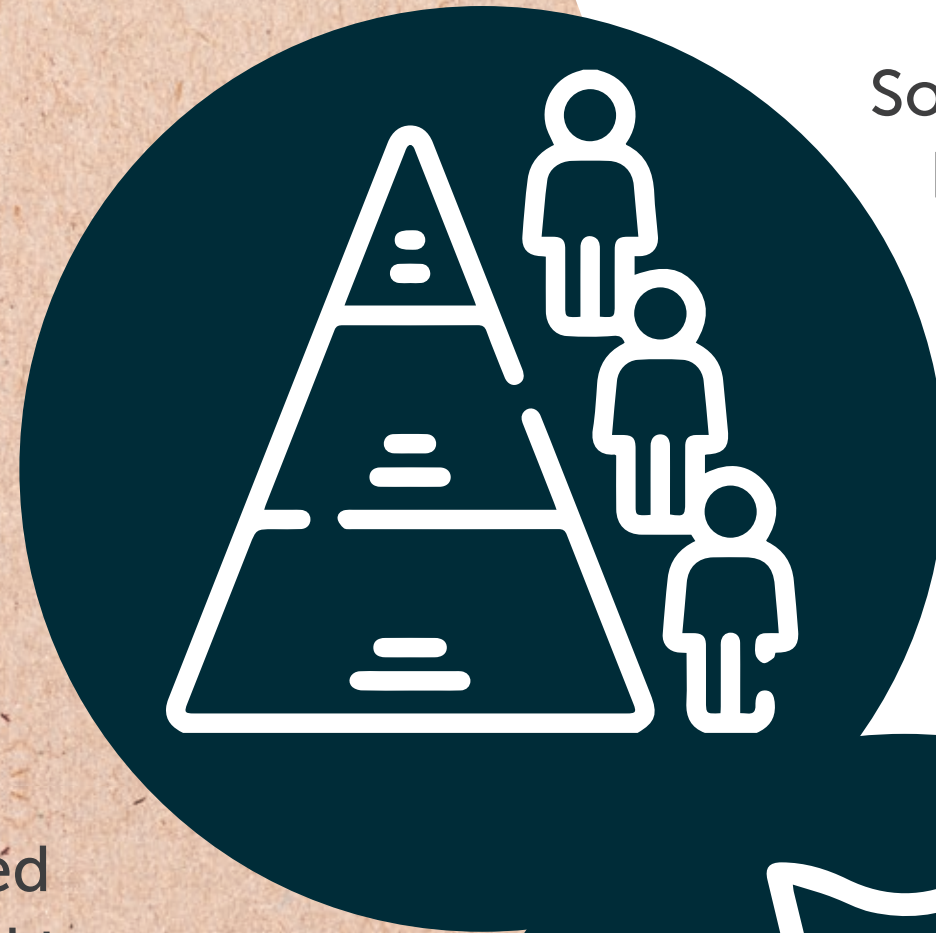
Here are some ideas you may want to consider **for your strategic staffing plan**.

CHEAP USUALLY ISN'T

If you're not hiring the talent provided by your staffing partner, **you're paying too much.**

The cheapest staffing providers often source **employees that are not hireable**, either they are marginal workers or undocumented or otherwise not destined to become a part of your organization.

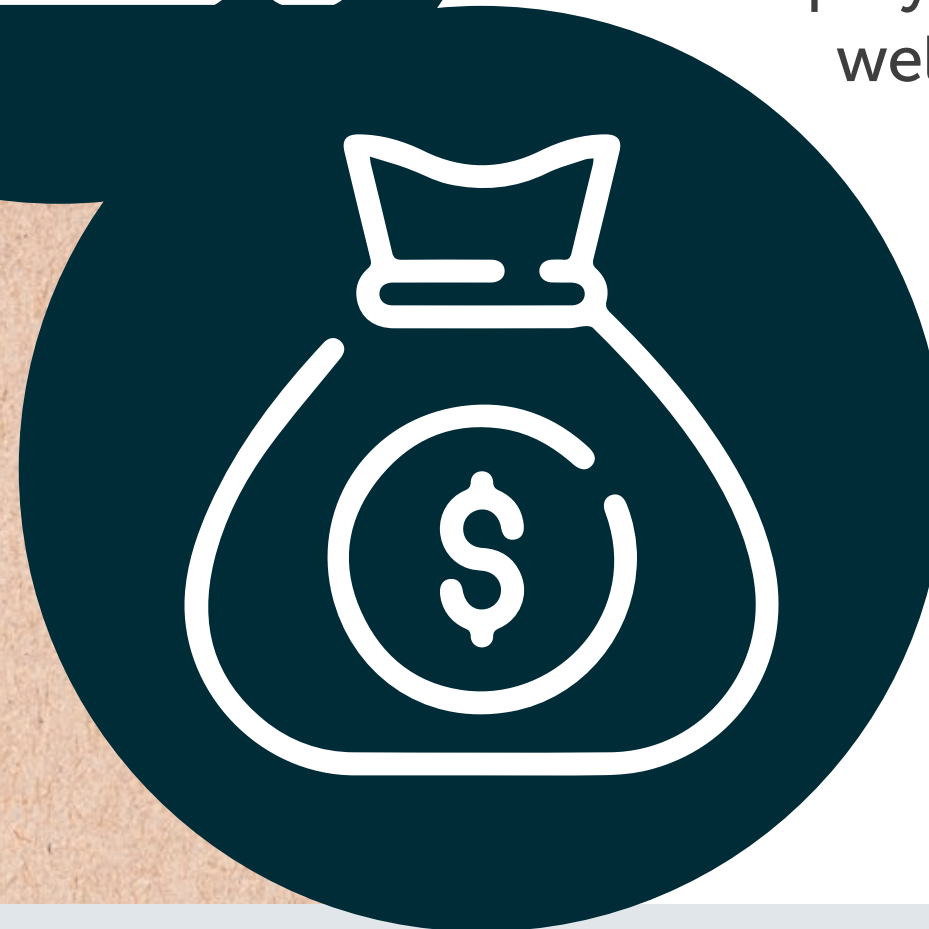
You will never quit **paying a markup on these workers.** A somewhat larger markup on talent you hire after a couple months is far less expensive than a lower markup that you can never stop paying.



ONBOARDING COSTS

Sourcing, nurturing, interviewing, hiring, tracking paperwork, dealing with problems ... all of this **requires administrative bandwidth** from HR.

It requires time and expertise, and it also generates liabilities. Your only cost to onboard a contingent employee is opening the door and welcoming your new talent.



If you weed out the unsatisfactory workers quickly and embrace the stars thoroughly, you'll **create a highly productive workgroup** while saving company resources.

METRICS

We encourage the identification and tracking of **metrics designed to provide insight** into the success of your staffing partnerships.

What are the most important metrics associated with your staffing strategy? Ask us to be accountable, track it, and improve it.



THE TRIPLE 'A' TEAM

Like the AAA league teams in baseball, **use your staffing partner** to create your farm club. How much will your organization grow this year? How many new great workers will you need?

To grow, you will need customers, raw materials, equipment, labor, etc. You are paying your staffing partner to provide tomorrow's labor in the quantity needed to meet your growth goals.

Communicate your needs and **hold your staffing partner accountable** to that target.

RISING STARS

Your contingent group, when sourced from a capable partner, will contain some **rising stars**.

Identify them early, nurture them, and do everything possible to capture their hearts and minds. Let them know you see their potential and **sell them on the value of creating a career** with your company.

Rising stars are hard to find, and they are valuable. They are the **creators of your company's future profit**.



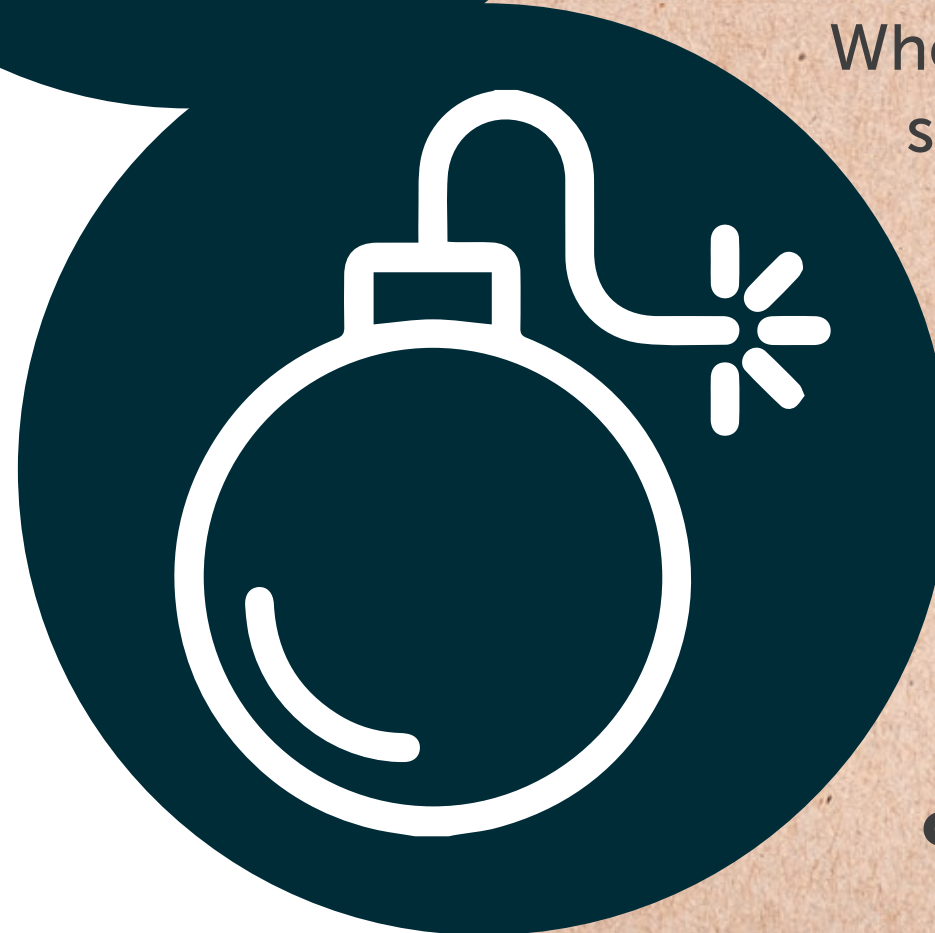
SINKERS

Pretty much everybody has a checkered history when it comes to hiring. It's ok, some of our hires turn out to be duds.

The employees are humans too, and some of them will be in the midst of a personal crisis, medical problem, or maybe just a little lost.

When your staffing partners sends a sinker, **identify the issue quickly** and ask the staffing company to end the assignment.

You are paying for that person, and you should not be required to pay any more than necessary for labor that doesn't create **positive outcomes for your company**.



MEDICAL BENEFITS

TalentTeam is fully compliant with the Affordable Care Act.

This requires us to provide “minimum value” medical insurance at an “affordable” price. These definitions can become complex, but generally “**minimum value**” means plans that pay for at least 60 percent of medical expenses. “**Affordable**” means it can’t cost them more than 9.6 percent of household income.

TalentTeam provides access to qualifying medical insurance options from major companies **for all of our FULL TIME employees.**

Here’s the great news: When they’re on our insurance program they are not on yours. **Huge savings for you!**





MAKE 'EM WANT IT!

We learn from our customers every day.

The customers who have the most success with staffing as a profit-making tool create an aspirational sense in the contingent group.

They ban the word “temps”, which is an old word that stood for “temporary.” None of the TalentTeam employees is looking for a temporary job.

Your contingent group is filled with potential.

Treat them like your core staff, because they are the answer to your future growth requirements.

Find the stars, nurture them, and watch them grow!



NO COMPROMISE ON COMPLIANCE

At TalentTeam **we work with business partners** that have something to lose, and they expect us to help protect it.

Most customers use us to provide labor flexibility, risk management, and the **long-term solution** to growing a highly productive workgroup that supports senior management's growth strategies.

The equity your business holds cannot survive if your business partners deploy questionable or outright illegal business tactics.

Require your staffing partner to have a robust database, a well-designed injury management protocol, uncompromising E-Verify compliance, a history of involvement in the community, and proper legal guidance.

Those who do not play by the rules are cheaper ... until they're not.



When you build a relationship with a capable and experienced firm, your staffing partner:



- Pays all the **employment burdens**, including ACA costs
- Bears all the **worker compensation** responsibilities
- Deals with most **unfair and illegal** employment practice burdens
- * Generally **accepts the risks** associated with employment.
- Also, during the contingent period the employee is on TalentTeam's **benefits program**, not yours.



When you consider the cost of the employment burdens, plus the cost of the benefits programs, plus recruitment/onboarding costs and the various employment risks, most businesses are **SAVING money by using staffing**. You're welcome!

A capable staffing partner adds to your profit, not your expenses.

See the TalentTeam whitepaper “Am I paying too much to staff my facility?” to learn how your current staffing strategy may be leaking money.

For more information about how to make your staffing partnership more effective, efficient, and profitable, give us a call or shoot us an email.

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For more TalentTeam whitepapers, visit
<https://talentteam.com/staffing-strategy-whitepapers>