

MSP – taking care of contingent hiring

Managing your contingent workforce can be a challenge

Our MSP service offers a simple, transparent, and fully-IR35 compliant process that takes these worries away. Gain access to a top talent pool and guarantee a smooth, frictionless, efficient service by inviting us to partner with your existing suppliers to manage your contingent technology or engineering workforce.

Whether you're looking for improved visibility, compliance or control, or for a fresh hiring strategy with a new partner, we can handcraft a solution that suits your business.

A solution for **every** business

You may think MSP doesn't work for every business or only at a certain scale. We find that clients of all sizes see the benefits of streamlined processes, better governance, lower risk and long-term cost efficiencies.

We're a partner who gets to know you, your business, your job roles and work with you to get the best skilled workers into your business.

How do we get the right people at the right time, compliantly?

The IR35 legislation changes are not the end of contracting as a flexible means of delivering projects.

We can help you:

1. Triage the right type of engagement model based on the needs of the business
2. Enhance your workforce strategy with the right contingent labour at the right time
3. Control costs, mitigate risks, deliver efficiency and reduced time-to-hire
4. Ensure compliance
5. Deliver expertise to vet candidates and partner with suppliers
6. Provide technological solutions for visibility of contingent workforce spend and efficiencies
7. Drive advocacy of your EVP and an improved candidate experience.

Managed Service Provision

The core components:

- Management of contingent labour
- Qualified pools of talented candidates
- A streamlined recruitment process
- Contract management
- Supplier management and selection
- Reporting and analysis
- Invoice management
- Regular progress updates and business reviews

Our MSP manages your contingent workforce whereas Recruitment Process Outsourcing (RPO) is primarily used for permanent staff. We offer both under a Total Talent Management arrangement if you need us to, plus flexible bolt-on options such as Statement of Work when you need them.

Compliance first

We take the pain away by managing all legislative and governance requirements for you, whilst our award-winning contractor tracking keeps processes in line with your expectations.

Control

We work with your supplier base, and allow your hiring managers to acquire talent easily through clear, consistent processes across all suppliers, driving down your time-to-hire and delivering cost savings. Our clients always see reductions in their tech and engineering resource spend.

Taking care of candidates

Delivery of your onboarding experience must be tailored to your brand and messaging, as well as a people-centred process that is streamlined and friendly whilst delivering key information such as vetting and other clearances. We believe in clear and honest communication, ensuring that we work to your timescales and that we showcase the best of your organisation.

Supply chain management

Having been in specialist staffing for over 30 years, our talent sources are second-to-none; we are deeply integrated into the markets you operate in. We're also happy to manage your supplier inventory for you – including partnering with your existing suppliers, and on-boarding new niche suppliers as required.

There are many benefits of streamlining your contingent hiring services through us, including single consolidated invoices, transparent margins, consistent contracts throughout the supply chain, and opportunities to introduce margin only payment mechanisms to ensure full compliance under IR35 legislation and minimise the risk of supply chain non-compliance.

We have a team of experienced, professional and friendly supply chain managers who are dedicated to maintaining a motivated supply chain for you, so that you can access and on-board the talent you need in a quick and efficient manner.



Transparency

We provide regular reporting and a clear audit trail so you have complete visibility of your contingent population through a bespoke system to suit you. We ensure your IR35 compliance too with ongoing tracking of status, costs and highlighting any business risks.

We can help you achieve long-term cost efficiency via flat margins and complete transparency of cost and utilisation metrics. We're your partner to achieve compliance success.

Scalability

This solution provides the scalability needed to ride the peaks and troughs of contingent recruitment activity. Utilising our team of experts ensures that your business never finds itself short-staffed, even in extraordinary cases.

Dedicated account team

We take care of everything by building strong relationships with your stakeholders to understand what works and to achieve full compliance. You can rely on us to manage suppliers, source top talent and deliver outstanding service. We ensure a named programme manager so you can build a deep relationship and a new level of strategic understanding.

Frictionless

We aim to significantly reduce your administrative burden by running all contractor and supplier engagement through us as your trusted provider. We provide a single consolidated invoice, consolidated for all your contingent recruitment.

Quality

We work with you to select suppliers with proven skills, as well as incentivising performance and structure rates to provide strong candidates at competitive costs.





Our proven capability

We recently ensured full compliance with new IR35 legislation in a business with a lack of transparency and process around contingent resource hiring.

A major logistics company appointed Outsource UK as their Managed Service provider in order to build a handcrafted solution that would enable them to engage professional & technical Contingent resources compliantly. They wanted a partner who would ensure full adherence to the legislation, but who could also work with them to roll out a new solution with minimal disruption to the business. Our implementation team worked in partnership with our key stakeholder points of contact to create an engagement model that allowed the business to engage, retain and track contingent resources.

Through the adoption of the Outsource workforce solution, the client has seen the following benefits:

- Streamlined processes from purchase to pay
- Improved visibility of resources working throughout the organisation
- Standardised contracts in place across all recruitment suppliers
- Standardised approach to compliance
- Greater visibility on cost of contingent population, and full transparency on all margins for new resource
- Programme of education to internal stakeholders

Above all, they are confident that as the legislation change beds in throughout 2021, they have a mechanism for engaging and managing contingent workers which will ensure they are managing their compliance risks, and still retaining the talent the business needs.

Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.

Let us know more about your requirements by emailing workforce@outsource-uk.co.uk

Or call **01793 430 021** to speak to Mark, Sean or one of the Client Services team.