



**GetWise**

Webinars

# How Staffing Firms Can Level Up to Increase Market Share

August 31, 2022

**Terri Gallagher**

President/CEO  
Gallagher & Consultants

**Amar Chadipirala**

Chief Technical Officer  
CEIPAL

**James Lucier**

Executive Vice President  
ProcureWise



# Audio

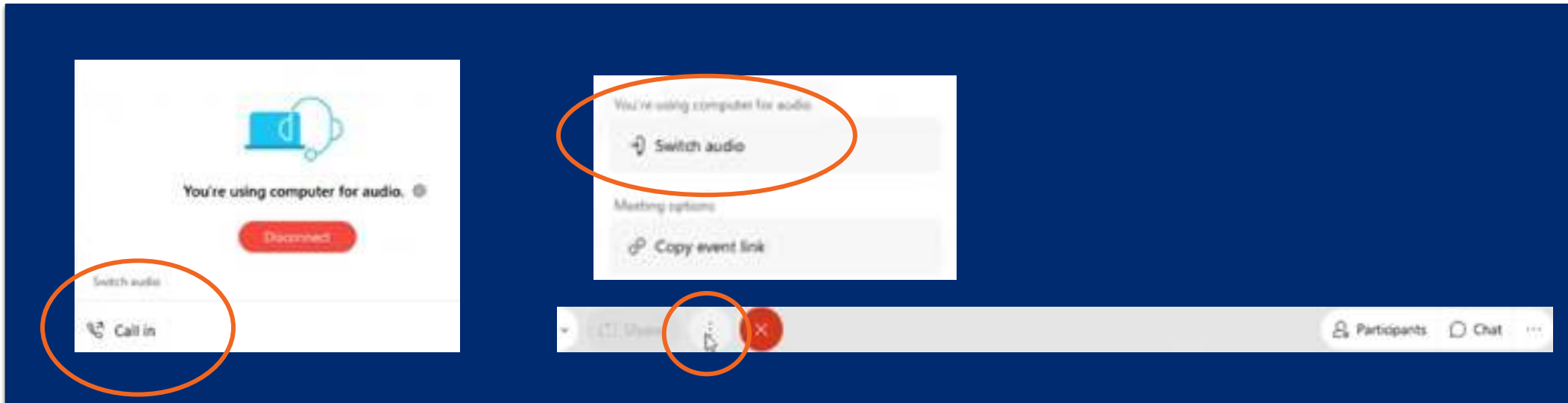
**Listen through your computer** through your speakers after you log into the event.

## Want to change your audio?

Click **Audio** options , click **Switch audio**, and then choose the option that you want to use.

## Need assistance?

Please send us a message in the Q&A section.





# Questions

- Questions may be submitted at any time.
- Click on the **Question Mark section** to open the Q&A window.
- Type your question into the small dialog box and click the Send Button.
- The presentation will be shared with attendees.

Q&A ×

All (0)

---

Help me please!

Send Send Privately...



## Our speakers today...



**Terri Gallagher**

President/CEO

Gallagher & Consultants



**Amar Chadipirala**

Chief Technical Officer

CEIPAL



**James Lucier**

Executive Vice President

ProcureWise



## From Staffing Industry Analysts...

**Staffing Firms have broadened their service portfolios in recent years** offering their clients a much broader range of services than just temp staffing and place & search. There is nothing new in this payrolling, outplacement, recruitment process outsourcing (RPO), and Managed Service Providers (MSP) are now well-established offerings for many staffing firms.

However, **as client sophistication has grown alongside rapid advances in technology, staffing firms have begun to invest in many new categories** within the Workforce Solutions Ecosystem.

**Investments have been made by staffing firms outside of their core staffing segment**, partly as a defensive measure to protect themselves from disruption but also as an offensive move **to take advantage of new and fast-growing revenue streams.**

Source: Workforce Solutions Ecosystem 2020 Update

# Why Small and Mid-Size Firms are Uniquely Positioned for Market Domination



Your agility to make changes quickly



You have the closest relationship with your clients



You are not constrained by legacy processes, approach, and talent attached to an older paradigm



You are creating new solutions at exactly the right time in the market



Your deep relationships + high touch approach + Technology partnerships is a winning strategy.

Recent surveys of hiring managers and staffing firms commissioned by ASA and its partners Clearly Rated (formerly Inavero) and CareerBuilder found that hiring managers' primary reasons for working with staffing firms include the desire to shorten the hiring process (42%) and access to candidates with specialized skills (41%).

ASA Industry Trends and Research



ADVICE



EXPERIENCE



SUPPORT



COMPETENCE



QUALITY



PERFORMANCE



SATISFACTION




HELP

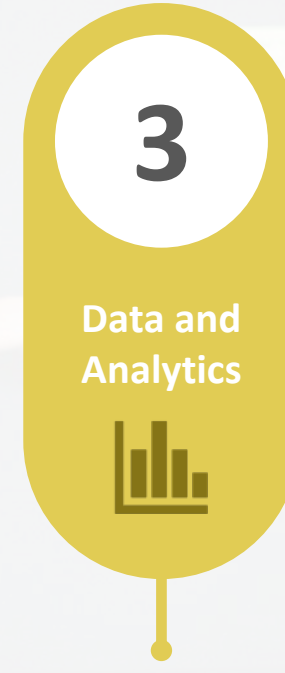
“Gig Economy now estimated at 4.5 trillion per Staffing Industry Analysts “

SIA - Global Gig Economy Sept. 2019

# 3 Service Models — Put Your Own Spin On it

	<b>ATP</b> Adaptable Talent Program <i>Next gen MSP or VOP</i>	<b>RPO 2.0</b>	<b>Direct Sourcing</b>
 People Involved	<b>On-Site Teams</b>	<b>Recruiters</b>	<b>Recruiters + Talent Pool Curators + Payrolling Specialist(s)</b>
 Tech Involved	<b>VMS</b>	<b>ATS + CRM</b>  Candidate Sourcing, Screening, Management, Communication	<b>Talent Pools</b> <i>Doesn't have to be formal talent pool tech</i>  Client Specific Sourced Talent maintained and redeployed back at lower rates, AI Job Matching, Programmatic Job Advertising, Engagement Campaign
 Service Fees	<p><b>2-5% of all contractor spend</b> thru your program on top of staffing business which will grow</p> <p>Additional Staffing: \$500K+</p>	<ol style="list-style-type: none"> <li><b>1. Cost per Hire:</b> 10-15% of 1<sup>st</sup> Yr. annual salary</li> <li><b>2. Monthly Mgmt fee:</b> 10K+ per month depending on Volume</li> <li><b>3. Flat Fee:</b> \$5k+ per hire</li> <li><b>4. Monthly Mgmt + Flat Fee</b></li> </ol>	<p>Payrolling markup = 17-26% + Recruitment/Advertising = 2-4%                      Talent Pool Tech Costs = 2%                      Talent Curation = 2%  <b>Total = 21-34% over pay rate for each placement</b></p>

# Your Blueprint for Delivery



**Repurpose Existing Resources**  
You don't need big  
Sales/Recruitment teams or you  
can outsource/partner

**They Want to Work With You**  
And even at "low" Contract  
Spend Thresholds

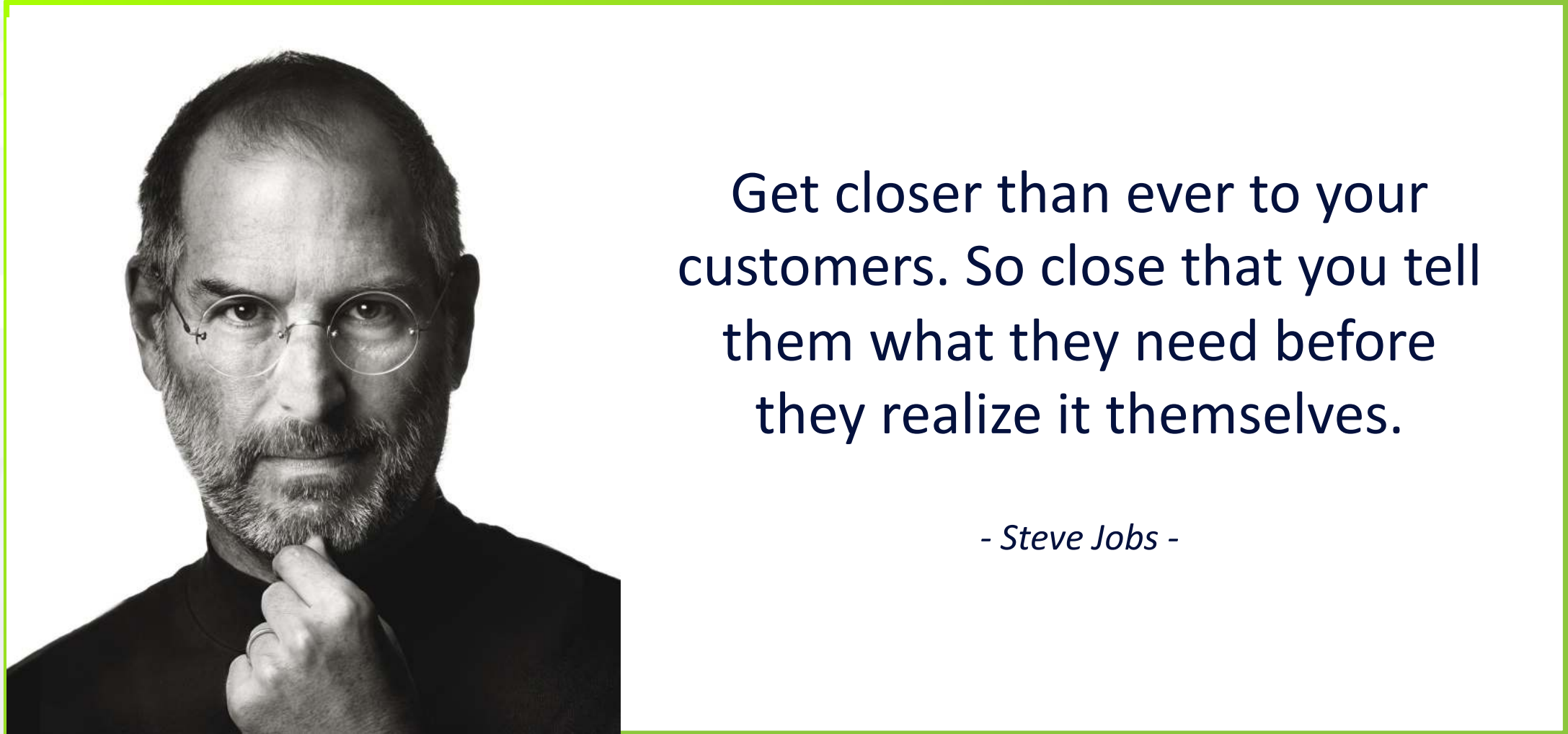
**Outsource or Use Your Own**  
B/A + Database Tech  
and BI



**Execution and Results – Micro Change over "Big Overhaul"**



# Your First Step – It's Not Complicated



Get closer than ever to your customers. So close that you tell them what they need before they realize it themselves.

*- Steve Jobs -*

# Q & A

# ProcureWise

Technology to Transform Your Staffing Firm & Increase Market Share

To learn more about the technologies offered by ProcureWise, please contact:

**[GetWise@ProcureWise.com](mailto:GetWise@ProcureWise.com)**



# Gallagher & Consultants

Reach Out to Receive Complimentary One-Hour Consultation



Twitter:  
@gallagherandco1



LinkedIn:  
[linkedin.com/company/Gallagher-and-consultants](https://www.linkedin.com/company/Gallagher-and-consultants)



Web:  
[www.gallagherandconsultants.com](http://www.gallagherandconsultants.com)



Skype:  
Terrig4221



## Upcoming Webinar

# The Intersection of Change: Working Together to Drive DE&I in the Contingent Workforce

Wednesday, September 14, 2022 | 2:00pm-3:00m EST

Join this insightful, practical discussion with three staffing industry executives recognized as 2022 DEI Influencers by Staffing Industry Analysts. Learn how CW program professionals and service and technology providers can work together to build a more diverse, equitable, and inclusive contingent workforce for your organization. We will discuss specific strategies and solutions to break down barriers and advance diversity.

[Register Here](#)



**Tinisha Bookhart**  
Partner, Director of IT &  
Diversity



**Chad Douglas**  
Executive Partner



## Who We Are



### About ProcureWise

As an AI-powered unified total talent platform, ProcureWise provides a single powerful solution to source, manage, and engage external workforce vendors and workers. ProcureWise enables clients and their staffing firms and service providers to deliver professional services more effectively and efficiently.

#### **James Lucier**

james.l@procurewise.com  
727.278.8662

**PROCUREWISE.COM**



### About Ceipal

Ceipal is an AI-powered SaaS platform that provides full-lifecycle management of the talent acquisition process. The system leverages advanced technology to analyze vast amounts of candidate and employee data, providing actionable insights to meet hiring goals and execute talent strategies.

**CEIPAL.COM**