

HRPartner offers On-Demand Recruiting Services (ODRS)

The changes in business can make it challenging for companies to maintain a consistent recruiting strategy and budget. Slow downs in the business leave the in-house recruiter with little or nothing to do or without a job. A new product or service may require hiring an additional 50 employees that the hiring manager wanted yesterday. HR Department budgets typically can't afford having a 3rd party recruiting agency do the work and they also don't have the internal manpower to source and screen hundreds or thousands of applicants.

What businesses need is a temporary supplement to the recruiting team that works closely with the hiring managers for as long as the projects last but doesn't cost the 25% of each new hire's salary. For example, an agency recruiter hires 10 employees, each with an annual salary of \$50,000 and a 25% placement fee, the total adds up to \$125,000. A contract recruiter can fill the same 10 positions or more in three months for \$31,200 and potentially save a company \$93,800.

On-Demand Recruiting Services (ODRS) charge based on time spent rather than per-hire and is emerging as a cost-effective alternative to retained and contingency search firms. Retained and contingency recruiters receive full payment when the new hire comes on board, where ODRS contractors are paid for the time and services provided, whether or not someone is hired.

Both large and small companies benefit by outsourcing recruiting on an as-needed basis. Companies can hire any number of people for the same dollars, and they own all the data. Another advantage seen is a higher job acceptance ratio. ODRS contractors are an extension of the HR department and do not present candidates to other companies, as contingency firms do. ODRS contractors do the front-end tasks of sourcing, prescreening and presenting a short list of candidates and may also conduct in-depth interviews and other tasks to close the search.

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Contact HRPartner to provide On-Demand Recruiting Solutions tailored to any size project. At a fixed hourly fee the positions can be filled at a fraction of the cost-per-hire than a retained or contingency search firm would charge. On-Demand Recruiting Services is only one of the many services HRPartner offers. Other services provided include:

Human Resources Audit
Benefits Administration
Compensation Management
Employee Relations

Legal Compliance
Policy Manuals
Temporary HR Management
Training

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