

Smart Companies. Hire Smart.

This new Managed Staffing Model, available through Quest's IT Staffing Services, is a form of Recruitment Process Outsourcing (RPO) which allows a small number of Quest clients to share a dedicated IT recruiter. The dedicated recruiter has a specialized focus for IT-related positions and is intimately familiar with the IT channel. Clients pay a flat monthly fee for a dedicated recruiter resource to fill their open job requisitions.



HOW IS IT DIFFERENT?

Traditional staffing firms offer recruiting and placement services on a case-by-case basis. Client companies pay recruiters ~15% to ~30% of a candidate's annual salary for each job requisition that is filled. Client companies typically juggle relationships with multiple staffing firms in order to get results. Additionally, various individual recruiters will work on filling different job requisitions, in many cases for the same client companies, on an as-needed basis. Clients pay the recruiting fee for each candidate hired in the traditional IT Staffing model, whereas they pay a flat monthly fee to fill a number of positions throughout the year in the Managed Staffing model. Clients work with the same recruiter, who becomes an extension to that client's company throughout the year in the Managed Staffing model.

WHAT IS RPO?

As defined by the Recruitment Process Outsourcing Association, "Recruitment Process Outsourcing is when a staffing provider acts as a company's (a client's) internal recruitment function for a portion or all of its jobs. RPO providers manage the entire recruiting/hiring process from job profiling through the on-boarding of the new hire, including staff, technology, method and reporting. A properly managed RPO will improve a company's time to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce cost and improve compliance."

HOW MUCH DOES IT COST?

Solution providers pay a flat monthly amount for a "bucket" of positions that Quest will fill in the year. The monthly amount is dependent on the number of positions filled in a twelve month period.

*Example of a Managed Staffing Model Costs Vs. Traditional Recruiting Costs				
Monthly Fee	# of Positions	Annual Cost (using Managed Staffing Services)	Traditional Cost at 18% per hire (avg. \$60k position assumed)	Cost Savings (using Managed Staffing Services)
\$2,500	6	\$30,000	6 * .18 * 60K = \$64,800	\$34,800
\$3,000	9	\$36,000	9 * .18 * 60K = \$97,200	\$61,200
\$3,200	12	\$38,400	12 * .18 * 60K = \$129,600	\$91,200

(*Example only. For an actual quote, please contact Quest.)

Take the Next Step
Contact our IT Staffing Team

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In addition to the cost savings detailed above for Managed Staffing versus traditional ad hoc recruiting and placement services at 18% fee per hire, there are also headcount savings.

The typical annual cost of a full-time, in-house HR Recruiter, fully burdened and trained, is approximately \$75,000. A shared resource through the Managed Staffing model costs less than half of an in-house headcount!

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