



An Upcoming Approach to Recruit Temporary Employees: Offshore Staffing

Whitepaper

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“Time spent on hiring is time well spent.”

Robert Half

A staffing industry pioneer known for developing itself into a topmost staffing agency worldwide. In the last 6 decades, temporary employees have grown into a crucial element of the workforce. Companies of all sizes continue to recruit temporary workers for numerous reasons and, as stated in a recent Staffing Industry Analyst report, 2013 will continue to witness a historical rise in the demand for temporary employees. Even today, hiring a reliable workforce is both valuable and advantageous.

Past & Present: Why hiring temporary employees has always been a sensible decision?

So why has the recruitment of temporary employees remained a strategic component of an organization's staffing mix?

Employing Temps Reduces “time-to-hire”

It is usual practice for staffing agencies to maintain, what they term as an “active pool” of competent, tested and ready-to-be-employed temporary hires to cater to sudden demands. Immediate hiring requirements may be a result of an ill employee, long-term vacations or sabbaticals, unexpected resignation of a prominent staff member, or maternity/paternity leave, to name a few. To avoid work delays, any employee on extended leave can be replaced by having access to competent temporary employees.

Employing Temps Enables Organizations to Staff Temporary Assignments Flexibly and in Real-Time

Temporary assignments, especially in particularly industries such as Information Technology, are turning into a norm instead of an exception. This is due to the requirement of extra workers during exclusive product launches, peak or seasonal period staffing, or an unexpected need for several workers. If companies underwent the standard recruitment process every time they needed more employees, it would result in substantial delays and could potentially leave a company unable to serve its customers.



Recruiting Temps Reduces Total Employment Cost

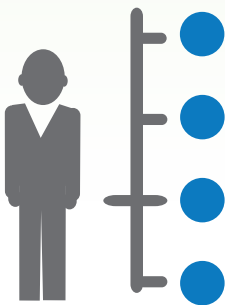
Recruiting a worker is expensive.

Advertising, screening, background checks, conducting behavioral interviews, performing skill checks – such activities cost considerable money and time. Additionally, significant costs are incurred on training and acclimatizing new employees.



Recruiting Temps Enables Employers to Assess Potential Full-Time Professionals

Recruiting a full-time employees for a fundamental role can be risky. A reliable background cannot ensure a fail-proof guarantee that prior performance in any given role is an indication of prospective success in potential employees. Most employers tend to go in the direction of “temp-to-hire” or “contract-to-hire” if they have lost an employee due to long-term leave and need someone in a short amount of time.. This arrangement provides temporary hires the means to prove themselves in the allotted time, and potentially being considered as new full-time hires.



Recruiting Temps Enables Organizations to Access Experience and Specialization

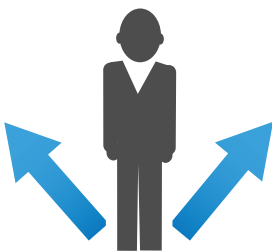
Temporary employees are highly trained professionals who choose to perform on a temporary basis and possess industry or functional specializations. By employing temporary personnel who have knowledge and experience, a company will be able to attain quick access to expertise that would otherwise take several years to train and groom. Although, there is constant growth in temporary staffing, with certain data proposing that half of the employees in the US could be temporary in the near future, the conventional temporary staffing pattern continues to face restrictions and challenges.

Some restrictions of the conventional temporary staffing model are:



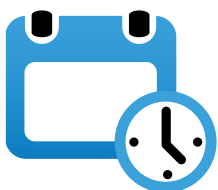
Location Constraints

The location of a company may not allow it to access a deep/wide talent pool. Conventional temporary staffing usually operates locally, so even if the staffing firm finds a suitable candidate, they may not be in the area, therefore, will not be able to work at the company as a temporary employee.



Workplace Constraints

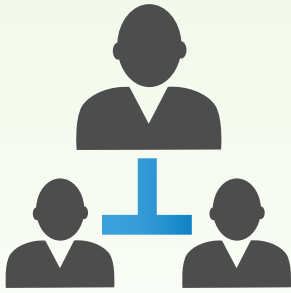
Although a firm may have a temporary workforce, they do require office equipment, such as proper desks, seats, PCs and other facilities to run their business. This involves high costs, particularly for temporary projects operating on a large scale.



Insignificant Cost Savings

Despite the fact that the overall employment cost of a temporary recruit is usually lower, at times the disparity between recruiting a temporary worker and a full-time employee is not as significant to follow the conventional route on the basis of cost alone.

A New Prototype: The Essence of Offshore Staffing



The term “remote” has emerged recently and is frequently used with reference to a worker operating remotely from home. However, the term has gained a bigger meaning after the introduction of high speed internet and latest, collaborative technologies. Offshore staffing has become a hiring channel that firms can no longer overlook.

Firstly, let’s see what Offshore is and what it’s not.

Offshore Is Not The Same As “Work From Home”

The idea of working from home is a growing phenomenon, but the term can also be used in reference to a working style that simply employs video chat with coworkers overseas, or other forms of communication that allow a manager to work with a subordinate (or vice versa) who is working in an office or is situated anywhere in the world but conversing as if they were sitting together. The term “remote” means that not being able to have a professional face-to-face interaction is not considered an issue.

Employing Offshore Workers Is More Than Simply Recruiting Professionals Online

Recruiting a professional online is one method of leveraging the potential of working remotely; however, this is not the only method. Being offshore means that hiring someone has become simpler as the necessity of meeting candidates in person or having them visit a firm’s office has diminished. The offshore staffing industry has revolutionized due to working remotely, and not vice versa. While previously professionals online were limited to offering their services locally, they now have easy access to clientele worldwide. This is all due to the potential of working remotely.



Offshore Does Not Necessarily Mean Distant Or In Another Country

A offshore employee can be situated in the same locality or across the world. The purpose of working remotely and the new offshore revolution is that now employees do not have to be physically present to work. Offshore technologies, globalization, productivity tools, the emergence of Globish (Global English), and the root of these, the internet, have allowed us to work and communicate in ways that were beyond imagination just 2 decades ago.

There Is A Diverse Range Of Offshore IT Professionals

As previously discussed, employing online IT professionals is only one method through which a company can use offshore resources, but it's not the only method. As a matter of fact, employing online professionals is not always a suitable solution to problems that require extended support in a skill set. Higher risk, multi-client paradigms and restricted task-orientation are all grounds to opt for a diverse path. Trained individuals in an offshore staffing agency can work in their offices devotedly in the long term across corporate functions like HR, IT, Procurement, Finance and Accounting, etc.



Kinds of Offshore Workers

These are inclusive of but are not restricted to:

- ▶ • Professionals, hired by the firm on a full-time basis but work from home.
- ▶ • Temporary online professionals who work online and take up short term projects or tasks in small chunks.
- ▶ • Professionals who serve a offshore staffing or an offshore staffing firm.

Offshore Staffing: How does it work?

Offshore staffing works similar to regular temporary staffing. The advantages of recruiting temporary staff, like reduced time-to-hire or swift ramp-up of provisional projects, are merged with the advantages offered by advanced technologies and a growing worldwide skilled workforce to serve a flexible hiring pattern that must be a component of every firm's staffing mix.

An offshore staffing supplier pursues the same sophisticated process as a conventional, community temporary staffing agency – the difference being that the candidate in question could be situated anywhere in the world. The method used by the offshore staffing agency includes the same steps, like pre-screening applicants, and sending the

firm their resumes; arranging an interview of the firm with the candidates; and checking whether the candidates are reliable, qualified and have had their payroll/benefits/HR/etc. issues handled.

A conventional Temporary Agency and an offshore staffing agency have 3 key differences. They are:

- ▶ An offshore staffing agency offers workspace to your temporary workers.
- ▶ An offshore staffing agency offers training to your workers in Offshore technologies for them to enable you to optimize the offshore working setting.
- ▶ An offshore staffing agency functions entirely remotely – you may only communicate with your workers using webcam chat, in case you prefer not visiting the agency's office personally.

Looking Ahead: How Will Offshore Staffing Solve Staffing And Recruitment Challenges?

In addition to offering all the advantages provided by customary temporary staffing, offshore staffing helps to deal with some of the constraints of a method chiefly centered on physical worker interaction.

Offshore Staffing Does Not Have Location Limitations

Offshore staffing enables firms to gain access to a deep, vast and wide universal talent pool. In addition to supplying a talented employee suitable for a job, an advanced offshore staffing supplier will make certain that that employee works standard corporate hours and has been supplied with the entire necessary infrastructure required in order for the worker and the employee to focus on their work.

Offshore Staffing Offers Considerable Cost Savings

Although temporary employees, whether they are physically present or work remotely, offer the firm a way to save money, offshore staffing allows substantial cost savings owing to the strength of worldwide labor arbitrage. This is an incident where jobs shift to countries where the cost of labor and doing business is considerably lower as compared to developed nations like United States or Australia.

Offshore Staffing Handles Workspace As Well As The Workforce



One of the key advantages of offshore staffing is that a supplier provides the necessary infrastructure to ensure that an employee has a proper office to work in daily. A desk, seat, PC and all other regular facilities of a proper office are immediately available to an organization just like an addition to their own workplace.

Final Remarks on offshore staffing ...

It is not for every job position; however, it is for every firm.

Finally, offshore staffing must be utilized for every kind of role in a company. Some roles suit a offshore model better, while others suit a physical, or, conventional employment setting.

We, at Cogent Data Solutions, can help you make suitable decisions as you connect with and appoint offshore professionals to your workforce mix. We will show you clearly the kind of roles that would be suitable to connect a offshore staffing agency for the sizeable cost savings as well as offer advice on best practices of working remotely. Contact us for a free, no commitment consultation and get advised on how you can use the power of offshore hiring to hire and staff your workforce.

Advantages of Offshore Staffing via CDS



We offer access to a greater talent pool

Provisional assignments, especially in particularly industries such as Information Technology, are turning into a norm instead of an exception. Reasons for this can be the requirement of extra employees during exclusive product launches, peak or seasonal period staffing, or just an unexpected need for several professionals. If companies underwent the standard recruitment process every time they needed more employees, it would result in substantial delays in the ability of the company to serve its customers.

We enable you to succeed using offshore staffing

Even as the Offshore Revolution strongly prevails, several managers are seen struggling to search for new methods of reaping benefits of this model without losing charge and without the additional stress to find and manage talent. That is why we're here – our skilled Account Managers are also offshore experts, and will advise you regarding the tools that will be suitable for the kind of work you will perform with your capable offshore team. Instead of forcing our software or tools on you, we concentrate on assisting you leverage the best (and mostly free!) third party working tools available. In addition to that, we offer a boot camp in the beginning to all new recruits that involve training modules, like best practices of offshore working and intercultural communication.



Although we concentrate on quality, we offer cost competitiveness as well.

“Cheap” or “inexpensive” are the worst terms to describe skilled candidates. What we offer is pure value for money. In simple words, the prices we offer are competitive on a global basis and will enable you to save money. We are able to offer you such unique rates due to the benefits we gain from labor arbitrage. This means that you will be able to save money without compromising on quality.

We Offer You A Substitute For Online Professionals

Working remotely is changing the way we do business. According to us, you cannot entrust all of your tasks to an online professional who charges by the hour instead of according to the whole project. Instead of offering a particular skill, we will help you hire a person, who holds a variety of abilities and will be more suitable to fill a role in your corporation. In simpler words, we offer talented individuals that will fit your specific job description.

Feel free to call us now and get the help you need to offshore staff your work today!

About Cogent Data Solutions

Known as one of the leading offshore service providers, CDS provides multiple data warehousing and business intelligence services to companies looking to outsource their work offshore. CDS believes in setting measurable milestones and goals to ensure that the client is informed every step of the process. It guarantees its clients full satisfaction for several services related to IT and smart sourcing.

From big data management to big data migration and business intelligence, CDS has years of experience in the industry and knows how to deliver comprehensive results. Its professional services include analysis, strategic planning, design, development, implementation and support and training. With some of the most talented consultants in the industry, CDS knows how to combine business and technology to its full potential so that its clients can reap the benefits. You can visit www.cogentdatasolutions.com for more information.



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