

The Benefits of Direct Sourcing

Realize a competitive advantage by streamlining access to top independent talent

“By incorporating a direct-sourcing program, companies can more specifically meet their needs by making their own choices. By establishing a direct sourcing network, companies have the primary access to independent professionals they need and are able to establish more effective relationships.”¹

A well-managed direct sourcing solution provides enterprises with many benefits. By minimizing the need to work with a third-party staffing company or consulting firm when searching for and engaging independent professionals, companies can instead focus on building a pool of on-demand talent that allows enterprise managers to access the skills they need when and where they need them most.

ON-DEMAND ACCESS TO TOP INDEPENDENT TALENT

Many companies today report having difficulty finding workers who have the skills they need.² Independent professionals are a group of highly-educated and credentialed talent that can help fill the skills gap in a company's workforce, providing access to in-demand skills that are hard to find in a traditional talent pool. By leveraging and sharing their network of independent talent across multiple managers or departments with a direct sourcing strategy, companies can engage talent on an as-needed basis.



COST SAVINGS

Cost savings can be realized through a number of benefits including: flexibility in talent acquisition, the ability to bring most recruiter functions in house, and reducing recruiting cost and payrolling overhead. Direct sourcing also reduces the amount of time managers have to spend reviewing candidates.



INCREASED EFFICIENCY

Less reliance on cumbersome processes allows organizations to engage independents on an as-needed basis, resulting in increased company output and higher satisfaction and productivity levels among independents.

¹ Roberts, E. (2019, June 13). Direct Sourcing of Labor, Total Talent Management Strategy Help Companies Improve Independent Contractor Success. Retrieved from <https://spendmatters.com/2019/06/13/direct-sourcing-of-labor-total-talent-management-strategy-help-companies-improve-independent-contractor-success/>

² ManpowerGroup (2018). Solving the Talent Shortage. Retrieved from https://www.manpower.no/globalassets/norway/no-kunde/kampanjer/talent-shortage/mg_talentshortage2018_lo.pdf



CLIENT OF CHOICE

Independent professionals value a simple, streamlined process³ when working with clients. Direct sourcing technology allows independents to see a company's available projects and offers them a defined process for engagement. These practices foster loyalty among independent talent, helping to position enterprises as a Client of Choice. As a Client of Choice, an enterprise implements a superior experience specifically designed to meet the needs of independents, realizing a competitive advantage by becoming the top choice in client partnership among top independent talent.



MITIGATION OF MISCLASSIFICATION RISK

Integration of technology platforms helps ensure all applicable independent professionals are directly sourced for assessment and engagement. Paired with the right technology and implementation partner, direct sourcing creates a reliable compliance process. Organizations like MBO Partners, for example, offer a trusted methodology of evaluating and engaging independent workers, which significantly mitigates misclassification risk.



SIMPLIFIED TALENT RE-ENGAGEMENT

Direct sourcing technology can offer an assessable system that automates onboarding, payment, and engagement documentation, creating a positive experience on both enterprises and independent professionals. By building a pool of pre-vetted talent that has already been successfully engaged, it becomes much easier for companies to find and deploy skilled workers when needed.

While there are many benefits to direct sourcing, it is important to understand that implementing an effective solution takes time—building and maintaining a pool of independent talent does not happen overnight. As our workforce shifts away from traditional hiring models, more flexible solutions like direct sourcing will enable enterprises to effectively incorporate independent professionals as part of their talent strategy to take their business to the next level.

WANT TO LEARN MORE?

For more information, visit www.mbopartners.com or set up a meeting with one of our Client Services Advisors today. Call us at 703-793-6208 or email enterprisesales@mbopartners.com.

ABOUT MBO PARTNERS®

MBO Partners is the industry's only complete business operating system for independent workers, offering technology solutions that make it easy for self-employed professionals and their clients to do business. By re-envisioning the entire contractor recruitment and engagement lifecycle, MBO improves how talented independents operate and succeed while helping enterprises reduce risk and get the best return on their contractor investments.

3 MBO Partnerson (2019). 2019 Client of Choice Report. Retrieved from <https://www.mbopartners.com/client-of-choice/>