

Workforce Management Program

A centralized program that contains costs through proactive workforce planning, timely requisition fulfillment, and efficient supply chain management

The TAC Worldwide Companies® (TWC) comprehensive Workforce Management Program (WFMP) helps clients meet aggressive business and revenue objectives through the optimal utilization of contingent human resources. Our team of experts has the proven ability to manage and administer your entire staffing strategy – effectively and efficiently.

Full cycle solution

Our WFMP encompasses the full spectrum of contingent workforce acquisition activities from requisition development, supplier engagement, and rate negotiations to contractor indoctrination, performance appraisal, time collection, invoicing, and reporting. This enables our clients' human resources, procurement and management community to focus on core business functions instead of time-consuming contingent labor recruitment and administration activities.

WFMP features

Workforce assessment

Our Program begins with an assessment of your company's flexible staffing strategy and processes. Next, we provide specific recommendations for achieving cost reduction, contractor and supplier performance improvement, process optimization, and regulatory compliance.

Professional program management

Experienced Program personnel are industry-trained professionals responsible for monitoring and managing all aspects of contract labor procurement and administration. The TWC team assigned to your Program undergoes a thorough client indoctrination to ensure they understand your company's business, culture, policies, systems, and requirements prior to the launch of the Program.

Web-based technology

TWC's web-based human capital management application automates the management of all contractor requisitions from approval through invoicing, enabling us to accurately track, measure and analyze all transactions. Our application can be programmed to route requisitions to approving managers as dictated by the client. Submittals and hiring decisions can be made online. We process all time and expenses, resulting in streamlined invoicing and timely reporting.

Highly qualified contractors

With extensive experience in sourcing, screening, and retaining high quality technical professionals, and a database containing over 120,000 qualified contractors, TWC has the proven ability to deliver contract professionals that meet our customer's unique workforce requirements. Our best-in-class recruiting methodologies, customized web-based technology, and integrated service delivery model gives us the ability to quickly and effectively respond to your staffing needs.

Business process practices

In order to ensure consistent service levels, TWC has developed "Business Process Practices" that all Program personnel must adhere to. These proven operating procedures and management policies enable TWC to:

- Effectively manage labor procurement
- Minimize contractor acquisition cycle time
- Optimize the use of systems and technology
- Collect and analyze performance reports
- Initiate program improvement efforts and process reengineering

WFMP features...

Supply channel management

TWC identifies and manages a channel of approved Associate Suppliers to ensure all requisitions are filled with the most qualified talent. This client-specific network includes niche and diversity suppliers capable of delivering skilled professionals quickly, at competitive pricing and in conjunction with your company's diversity spend objectives. All Associate Suppliers are contractually obligated to meet established Program quality standards. Since TWC is responsible for all Associate Supplier payment and invoicing, the supply channel management process is transparent to our clients.

Rate benchmarking

By periodically comparing labor market rates with those charged by contract labor suppliers, TWC provides our clients with market pricing thresholds that are critical in the development of cost reduction strategies and savings projections. TWC can also provide comparable data collected from other customers in the client's specific industry and/or geographic region.

Workforce relations

TWC manages each contractor throughout the assignment life cycle. We maintain ongoing communication, provide periodic performance feedback, and resolve concerns in a timely manner. We remain involved in all aspects of the contract employee's work experience, ensuring they clearly understand who their employer is. This mitigates the risks associated with co-employment for our clients.

Quality management

TWC manages and tracks daily Program activity to ensure policy adherence and consistent, reliable staffing results. Our quality management reports provide detailed performance, expenditure, headcount, and usage statistics. These metrics, provided to our clients at frequently scheduled business reviews, are used in strategic workforce analysis and planning efforts. Our quality management program results in:

- Improved supplier responsiveness
- Enhanced information management
- Reduced internal workloads
- Increased contractor satisfaction levels

Bottom-line results

For 20 years, TWC has provided leading companies with Workforce Management Programs that decrease contingent staffing procurement and management costs -- while increasing contractor productivity and retention. We're proven experts at analyzing a company's flexible staffing strategy and uncovering cost containment and process improvement opportunities. The result? A client-specific program that:

- Centralizes the provision of highly-skilled contingent labor
- Increases contract labor procurement efficiency
- Contains contract labor costs
- Ensures vendor compliance
- Mitigates co-employment risk
- Meets diversity spend goals

Additionally, clients are able to reduce costs by decreasing the direct headcount needed to support contract staffing efforts.

Contact us

TWC's high-level commitment and extensive experience in running on-site programs; technical and software understanding; fair and equitable sourcing alliance philosophy; and quality operating practices add up to a first-rate program. To learn more, please contact your TAC Worldwide representative. Or, visit us on the web at www.tacworldwide.com.



TACWORLDWIDE
companies
technically, the best®