




# A Unique Direct Sourcing Model for Total Talent Management



## Transforming Contingent Talent Strategies for 2025

 In today's globalized market, building a workforce poses challenges for organizations as they struggle to capture talent that aligns with their deliverables and company initiatives. Our spheres have grown, and while that indicates a larger talent pool, is it a *quality* talent pool?

At the same time, with a rapidly changing economy, fluctuating market drivers, and an increasingly mobile workforce, the value and allure of contingent labor continues to rise for reasons of scalability, flexibility and cost oversight. In fact, it is estimated that by the year 2050, fifty percent of the U.S. workforce will be comprised of contingent workers.

Organizations have often turned to third-party staffing providers to secure this contingent talent. But many times, contingent labor is looked at as a stop-gap. With business continuity and skill specialization as must-haves, contingent labor must possess all the hallmarks of long-term, invested employees, with the flexibility and scalability that contingent staffing provides.

### **Direct sourcing is the option.**

With direct sourcing, companies attain the flexibility of a contingent talent pool that has been curated and nurtured to fit their specific skills and hiring needs. And in theory they can turn to this talent pool again and





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again. Communicating a company's employee value proposition (EVP) is a crucial step in attracting talent and maintaining engagement for current or future positions, so historically, hiring companies built these talent pools in-house. As skills-based hiring and competition for talent grows, however, outsourcing this function is gaining steam because of the recruiting expertise that a staffing firm provides and their ability to standardize the candidate experience.

Ideally, when successfully executed, direct sourcing solution results in elevated candidate quality, leading to faster hiring. Organizations will experience better forecasting ability in hiring, with flexibility to scale workforces up or down, ultimately improving cost structures and efficiencies.

### What companies struggle with:

- Costly vendors/partnerships
- Program management
- Mismatched skills
- Non-Compliance
- Extended time-to-fill

### What does direct sourcing solve for:

- Faster hiring
- Cost savings – up to 30%
- Improved Brand Reputation
- Flexible hiring
- Engaged talent



This standardization of the candidate experience becomes a critical aspect of a successful direct sourcing talent acquisition model. Management of this curated talent pool means that active engagement is a mandate to deliver a positive candidate experience. Candidates must feel a genuine connection to the hiring company so that when opportunities arise for new roles, they are interested and ready to engage in the hiring experience.

**Direct sourcing is the first step. Total Talent Management (TTM) brings the process full circle.**

Now that a contingent talent network has been sourced, the next level is managing that network of engaged contracted workers. By implementing a total talent management strategy, companies benefit from recruitment, onboarding, management, and payroll combined into one seamless



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process. Plus, with additional expertise in global talent management, you broaden your reach to skilled workers on a global scale, supported by a TTM provider that ensures international compliance, reducing risk around tax employment laws and local regulations, making cross-border management seamless.

Aside from the organizational benefits, a TTM solution must also put talent top of mind. For instance, programs like XPRESSi start at the curation process, putting “people first” as they seek talent who they can find optimal roles for. It’s not a focus on quantity, but rather focusing on compatible talent for organizations to tap into because their skill sets and experience correlate to their core needs.

Candidates from the network who enter the hiring pipeline are met with a structured recruitment process followed by a consistent onboarding experience that improves initial engagement and productivity when they are hired. Their relationship is managed throughout the engagement lifecycle, ensuring they have everything they need from day one, through payroll and benefits, to offboarding when the engagement is complete.

### What a Total Talent Management solution solves for:

- 15% or more savings on cost margins
- Flexible hiring
- Faster hiring - Managing the recruitment, screening, hiring, onboarding and pay-rolling of a contingent contract engagement for timely, faster deployment of talent
- Engaged Talent
- Improved candidate experience, leveraging the employer brand; reducing administration burden on hiring company

### End-to-End Talent Lifecycle Management – Across the Globe

Hiring contingent labor also comes with a wealth of regulations to comply with, which is why so many companies turn to a staffing firm to help with this process. From worker misclassification rules to managing against local, state and federal worker mandates, a skilled staffing firm provides a level of compliance and risk mitigation that alleviates headaches for hiring organizations.

These same concerns hold true when implementing a direct sourcing model for curated talent and are amplified when you consider global hiring through near-shore and off-shore options.



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Increasingly U.S. companies are turning to Latin America for IT talent due to a combination of high-caliber expertise and significant cost savings. The region boasts a growing pool of skilled professionals who are often educated in strong local universities and experienced in global tech standards. This talent is proficient in essential technologies, adaptable and innovative. Latin America provides a strategic advantage for companies seeking quality and affordability in their tech teams. Near-shore staffing strategies provide a significant com-

petitive edge for businesses, supported by proximity and time zone compatibility, cultural alignment and a diverse talent pool.

With XPRESSi, the global total talent management solution is implemented through experienced staffing providers that leverage their expertise in international compliance, minimizing risks associated with taxation, employment laws, and local regulations. The management of cross-border contracts, worker classification, and adherence to regulatory standards is simplified.

#### Near-shore Staffing: LATAM Resources

- 1M software developers for hire
- 30% - 50% reduction in hiring costs
- 800K new IT graduates per year, with 60% specializing in software development





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## Case Study:

### Compliantly Engaging Contingent Workers Around the Globe

#### Challenge:

A global financial services company aimed to reduce expenses related to contingent labor hiring while expanding its global contingent workforce. They sought to streamline talent sourcing, onboarding, and payroll management of talent, through a comprehensive and compliant solution that offered scalability, flexibility, and strong governance while optimizing cost savings.

To achieve this, they needed a trusted partner with an extensive talent pool and profound local country expertise that could compliantly engage and manage a pre-identified contingent workforce across multiple geographic locations while effectively managing and integrating a diverse workforce from various cultural backgrounds.

#### Solution:

SSi People's XPRESSi, powered by CXC, delivered a compliant, total talent management solution with an expansive, pre-identified contingent talent network of candidates. The model ensured consistent engagement across various business functions in the UK, Ireland, and Germany, then expanded to APAC and the Americas.

#### Key features of the solution included:

- End-to-end management of talent sourcing, vetting, onboarding, compliance, and payroll processes in eight countries — putting people first.
- An extensive network of talent, curated through direct sourcing and AI-based tools, helps identify best-fit candidates, enabling faster fill rates, decreased turnover, and lower staffing expenses.
- A flexible contingent staffing framework designed to scale in response to the financial services organization's dynamic workforce demands for rapid increase or decrease in workforce size, reducing logistical or administrative bottlenecks.



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- Adherence to local labor regulations and industry standards to avoid fines and penalties, with checks and risk assessments to align engagement types with worker status.
- Seamless payroll and contract management for timely payments while managing currency variances, exchange rates, and cross-border payments efficiently.
- A centralized platform and advanced technology that facilitated all contingent workforce management, providing real-time insights and analytics into workforce costs, productivity, and compliance status.

#### Results:

- 100+ workers onboarded to deliver services to the financial services company.
- 15% reduction in contingent labor hiring costs, significantly curbing expenses along with reduced onboarding time by 30%, resulting in faster and more efficient talent acquisition. The outcome showed an average cost savings of 17% per consultant.
- Extended partnership to deliver AoR and EoR solutions in multiple countries. Initially utilized for two of the company's ten distribution lists, XPRESSi was designated as the sole source, tier 0 supplier, for two of the company's ten distribution lists for its success in delivering candidates within 24 hours of receiving a requisition. 72% of the requirements were filled by XPRESSi before consideration by tier 1 and tier 2 suppliers, which led to the increase in XPRESSi's engagement, now overseeing 50% of the company's distribution lists.
- Enhanced Compliance and Reduced Risk: The organization maintained high compliance standards across all regions of operation, considerably mitigating legal and financial risks pertaining to referred temporary workers, independent contractors, and consultancies.
- Delivery of a scalable, streamlined onboarding and contract management lifecycle from request through to payment activities, providing a seamless payroll and offboarding experience to workers and maximizing productivity. A self-service platform was implemented for contingent worker engagement, driving efficiencies and easing process steps.
- Guides, FAQs, and training documentation were produced for new workers to provide a positive onboarding experience.



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### Transform your hiring strategy to a people-first model

In the globalized talent market, companies must implement new thinking to pull away from the competition. A direct sourcing solution is the key to unlocking cost savings and workforce optimization, whether you want to grow globally or domestically.

The direct sourcing element of curating talent is further enhanced when layered with a fully integrated, end-to-end workforce management solution. From recruitment to payroll, a total talent management solution offers flexibility, compliance, and global reach, empowering businesses to manage their contingent workforce with agility and efficiency.

XPRESSi, a total talent management solution, was built on the mantra of putting people first.

We know that delivering the most efficient, tailored solution that connects talent to meaningful work with organizations that prioritize their experience always leads to success for both our clients and consultants. Contact us today if you are ready for a forward-thinking total talent management solution like XPRESSi.

