

The ManpowerGroup Employed Consultant Model (ECs)

What are Employed Consultants?

- ECs are permanently employed by ManpowerGroup and supplied on an interim or project basis
- ECs fill the gap between permanent and contract labour
- ECs are skilled and experienced consultants covering over 100+ skill sets
- ECs can be deployed individually or as a team
- ECs appreciate working on different clients / assignments whilst having the benefits of being a permanent employee
- This is a flexible permanent workforce that can grow with your organisation
- The EC model offers stability of service and knowledge thanks to the dedicated operational support team who work across recruitment, HR, and utilisation
- ECs are incentivised by us to work to the highest quality standards and productivity levels

The benefits of Employed Consultants

- 10% to 20% reduction in contractor labour costs and no rate increases in Year 1
- There are **no** IR35 issues
- The co-employment risk is removed as our ECs are permanently employed by us
- Reduces contractor churn and project risk – ECs have a permanent employee mentality
- Complements your permanent hiring programmes, offering the option of a structured 'try before you buy' approach
- ECs bring with them extensive experience from a wide range of different clients and projects
- Investment in on-going training and development pathways undertaken by us, augmented by you
- We remove any contract management or HR administration burden

When to consider Employed Consultants

- If you need to deliver cost efficiencies and savings
- If you have headcount restrictions or constraints with your permanent workforce
- If you have new or existing projects to resource for and want a blended workforce approach
- To adapt to new legislative changes e.g. introduction of IR35
- To optimise your overall workforce strategy
- If you want people to grow with you and invest in future skills
- When faced with a talent shortage across key skills
- If you need well screened people capable of hitting the ground running, but no time to manage the recruitment
- When you need to align payment, productivity and goals

The employee receives



OPPORTUNITIES WITH BLUE CHIP ENTERPRISE CLIENTS



INDIVIDUAL DEVELOPMENT PATHWAYS TO ACCELERATE THEIR CAREERS



THE BENEFITS OF PERMANENT EMPLOYMENT