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Workforce Solutions Experts



VMS Professionals December 2020 Meeting

Agenda:

- Welcome & Introductions
- PRO Unlimited Presentation & Discussion on Direct Sourcing: Why has it not been fully implemented industry-wide? Why does it fail?
- Discussions on Direct Sourcing and other best practices topics as defined by attendees

Attendees Represented the Following Companies:

7-Eleven	Dearborn Group	MAKE Corporation	QBE North America
Accenture	Devon Energy	McDonald's Corporation	Standard Insurance
Allstate	Expedia	Neiman Marcus	Texas Capital Bank
Anthem	Farmers Insurance	Northwestern Mutual	TransAmerica
Cruise	JPMorgan Chase	Procter & Gamble	United Airlines



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Poll Results:

Polls —		×		
Host is sharing poll results				
1. Does your organization self-source contractors today? (Multiple choice)				
Yes		45%		
No		55%		
Close				
Polls —		×		
Host is sharing poll results				
1. Is self-sourcing a primary goal for 2021 for your organization? (Multiple choice)				
Yes		47%		
No		53%		
Close				

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Polls –		×			
Host is sharing poll results					
1. What do you perceive the benefits of self-sourcin choice)	g (Multi	iple			
Significant cost savings		85%			
Better experience for candidates		25%			
None, if I wanted to recruit I would have stayed or gone to the side -	e agency	0%			
Other		10%			
Close					

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Presentation: PRO Unlimited – Tapping into Direct Sourcing, Mark Kozlowski

Examining three common roadblocks to direct sourcing success and how your organization can overcome them and drive more value.

*For a copy of the full presentation, please email VMSProfessionals@makecor.com

- Key Benefits of Direct Sourcing
- 1. Significant Cost Savings
- 2. Increased Talent Quality
- 3. Faster Time to Fill
- Why haven't more direct-sourcing programs been successful?
- 1. Too many vendors
 - a. More vendors, less alignment
 - b. More vendors in the process, more costs
- 2. MSPs lack experience and/or incentive
 - a. Many lack experience in direct sourcing
 - b. Many also have their own staffing company
 - c. Incentive to optimize fulfillment via lower-markup candidates?
- 3. Organizational Lift and Alignment
 - a. Questions about compliance & co-employment risk
 - b. Length-of-stay policy/tenure limits
 - c. Underestimated program list/ too much too fast
 - d. Incremental progress
 - e. Fixed cost for internal team members
- How do you measure direct-sourcing success?

The ultimate metric: direct-sourcing utilization rate