



PSR Routes to Talent

October 2018

Background



Under CL1 , Lot 1 was a Neutral Vendor Framework which meant that all contingent worker supply was contracted through Recruitment Agencies (suppliers).

Vendor Neutral with only one route to talent (via suppliers)



Public Sector Resourcing (PSR) is the replacement provider of Contingent Labour ONE (CL1).



PSR is a vehicle to alternative routes to talent :

- Direct Hire via PSR Marketplace
- Nominated workers
- Elevate
- Preferred Suppliers

Benefits are: cost and time to hire,

Talent pipelining, Direct access to candidates,

Engaging candidates quicker, faster, smarter

The routes to talent – Agency vs Non-Agency supply

There are two different routes to talent under PSR: Non Agency and Agency Supply; this document will help to explain the differences whilst highlighting the principles and benefits of each. The fundamental value of PSR is the use of **Non-Agency Routes; this means using a cost effective and timely route to engage workers directly**, whilst Staffing Agencies will continue to remain an important route to talent.

Criteria of Non Agency vs Agency supply

NON - AGENCY SUPPLY

- 1 PSR Marketplace –
- A destination of choice for candidates to apply directly to roles within Central Government .
- 2 Referrals /Nominated
- For those hiring managers who have identified a candidate through their own channels
- 3 Elevate
- Elevate is the platform used by some Contracting Authorities to source candidates directly

AGENCY SUPPLY*

- 1 Preferred SME suppliers
- SME's receive roles first for 24 hours exclusively
- 2 Preferred suppliers
- Preferred suppliers receive the role after 24 hours (Post SME Suppliers).
- 3 Approved suppliers
- Approved suppliers receive the role after 48hours (post SME & Preferred)

*Tiered supply effective from Q1 2019

Definition of Worker types and Engagement Method

Below describes the definitions of how workers are engaged under the PSR Framework. Please note this is different to CL1. One of the fundamental changes is that **nominated workers** will be engaged and contracted directly by PSR, leveraging a more cost effective route to talent.



Direct worker means a worker who has been sourced for an open vacancy by the PSR team, who meets the requisite skills and experience for an open role. (not nominated or Elevate).
Access via Non-Agency Supply.
Engaged on a contract directly with PSR .



Nominated Worker means a Worker that has been identified by the Contracting Authority Authorised User as having the skills and experience for an available role.
Access via Non-Agency Supply.
Engaged on a contract directly with PSR .



Elevate worker means a Worker that has been sourced by the Contracting Authority Authorised User as having the skills and experience required to meet their requirements for an open role.
Access via Non-Agency Supply
Engaged on a contract directly with PSR .



Agency worker means a worker who has been sourced for an open vacancy via the Agency Supply Route to Talent who meets the requisite skills and experience for an open role.
Access via Agency Supply.
Engaged on a contract directly with the Supplier .

What if scenarios -

ROLE SCENARIOS:

1 *I have identified a worker who is currently assigned to another project (for past 6 weeks) and working via a supplier, their assignment is due to expire and the worker has been his assignment is coming to an end and I want to engage him on my project, how do I engage him ?*

Worker to be engaged via current supplier at supplier rate (8 – 12%) and the MSP fee will apply on top

I.e. Pay+ Agency Margin + MSP fee = Charge rate
 $£500 + 12\% + 1.45\% = £568.12$

Route to Talent: Agency Supply

2 *I have had identified a worker who has been suggested to me by a colleague who I worked with previously. I want to engage them immediately – she is through her own Personal Services Company and is currently not working ?*

Worker can be engaged directly as a nominated worker

I.e. Pay+ nominated worker fee = Charge rate
 $£500 + 2.45\% + 0.2\% = £513.28$

Route to Talent: Non Agency Supply

3 *I have identified a worker who had been with his current supplier for 2 years on a project. There has been a 6 week break and I would like him to be brought back into the business on a new assignment.*

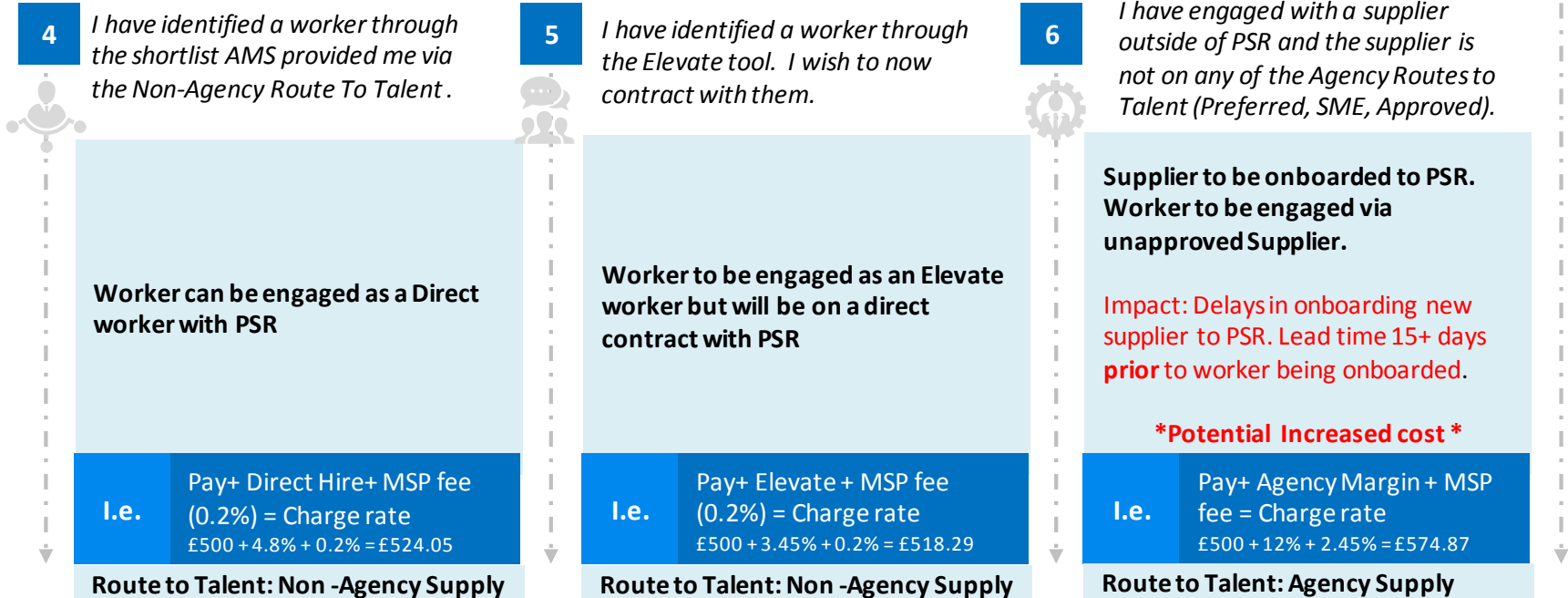
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Route to Talent: Non Agency Supply

What if scenarios -

ROLE SCENARIOS:



What if scenarios - Pricing



Pricing at a Glance

	Direct PSR Worker	Nominated Worker via PSR	Elevate Worker	Agency Sourced worker	Nominated Worker Identified pushed via an Agency
Pay rate £p/d	£500	£500	£500	£500	£500
Route to talent fee	4.80%	2.45%	3.45%	12%	12%
MSP Fee	0.20%	0.20%	0.20%	1.45%	1.45%
Overall Charge	£525.05	£513.03	£518.29	£568.12	£568.12

Agency mark-ups are:

- 12% for IT, Digital and Technology roles
- 12% for SCS roles
- 9% for all other categories

Hiring Manager Journey

- PSR/Account Manager attends briefing with the Hiring manager
- Account Manager presents detailed insights on the supply & demand challenges



- Recruiter calls Hiring Manager to discuss role, validate service level and check all details
- Recruiter reviews all Routes to Talent and advises on most appropriate
- Sourcer joins call

1

Workforce Planning



2

Live Requisition

- Hiring manager accesses Fieldglass to add new assignment / Requirement

3

Role Validation



Marketplace

Pre-identified

PSL

Other Routes to Talent

Hiring Manager Journey



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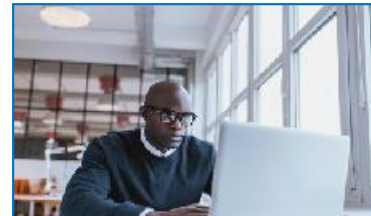
Sourcing

- PSR Sourcers engage with candidates in the PSR talent pipeline
- Sourcers post roles to relevant boards and social media sites
- Recruiter and Sourcer continually assess candidate pipelines

- Hiring Manager receives an email alert to advise CVs are ready to be reviewed online via Fieldglass
- Hiring Manager reviews a ranked shortlist and is able to review the details, reject or provide feedback and advises the Recruiter of desire to interview

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Shortlist



Hiring Manager Journey

- Recruiter sets up the interviews for Hiring Manager and briefs candidates
- Hiring Manager interviews selected candidates
- Recruiter contacts Hiring Manager after the last interview to gain feedback

6

Interview



7

Offer

- PSR Team makes the offer
- The Recruiter guides Hiring Manager on the final rate
- Recruiter raises the offer in Fieldglass and follows the approval route defined

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Start Confirmed



- PSR Team manages the Worker vetting & on boarding. Contact Hiring Manager once all required vetting is complete
- The start date is confirmed
- PSR team prompts Hiring Manager to action any on boarding tasks