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USING WAND'S TALENT NETWORK TO DIRECT SOURCE JOB OPENINGS

For decades companies have leveraged their brand to help with talent acquisition for full-time positions, but they've historically lacked the resources to fill contingent requisitions the same way.

PRO Unlimited helps organizations solve this challenge by providing a single direct-sourcing platform that eliminates excess communication channels and aligns all interactions to one service team. PRO's Wand Talent Network enables companies to build a proprietary pool of candidates, from multiple talent channels, that saves companies millions annually and improves talent quality. Here's a visual look at how this works from both a manager's and worker's perspective.

BUILDING A PRIVATE TALENT NETWORK

1 WAND HELPS ACME CO. BUILD ITS PRIVATE TALENT NETWORK

To leverage Wand's Talent Network functionality, PRO and Acme Co. curate the private talent pool from referrals, alumni, "silver medalists" and retirees, all of which are then made available through Wand (PRO's VMS).

2 PRO HELPS ACME CO. LEVERAGE ITS BRAND TO EXPAND ITS TALENT POOL

Acme Co. is a leading tech organization with strong brand recognition, so PRO helps Acme Co. leverage its public website to fill the Talent Network. Workers can apply directly to contingent positions online or express their interest in being considered for future opportunities.

UTILIZING A PRIVATE TALENT NETWORK

3 MEET DAN

Dan is a highly qualified software developer who likes new challenges and appreciates the flexibility that contingent work offers.

4 DAN SEARCHES FOR A JOB

While searching online for new job opportunities, Dan visits the website of Acme Co. As he's scanning the job listings there, he clicks on a link for contingent job opportunities.

5 HE CREATES A PROFILE

This link takes Dan to a branded page, powered by PRO, where he can create a profile and be considered for contingent opportunities as part of Acme Co.'s private talent network.

6 MEET KAREN

Karen is a hiring manager at Acme Co. who needs to fill a new contingent request for a software developer.

7 KAREN CREATES A REQUEST

Karen logs into Wand VMS and initiates a software developer job request at an $80 per hour pay rate for a nine-month assignment (1,500 hours).

8 WAND SEARCHES THE ACME CO. TALENT NETWORK

Before the request is sent to the traditional supplier (staffing agency) base, Wand automatically pulls qualified Acme Co. private Talent Network candidates and presents them to Karen in the workflow.

9 KAREN INVITES DAN TO OPT INTO THE REQUEST

Karen agrees with PRO's proprietary Candidate Matching technology regarding Dan's qualifications and invites him to participate in the request.

10 DAN RECEIVES KAREN'S REQUEST VIA WAND

Later that morning, Dan views Karen's request. With a few simple clicks, he reviews the details of the position and opts in to become a candidate for the request.

11 KAREN INTERVIEWS CANDIDATES AND SELECTS DAN

Karen sets up an interview with Dan, along with two other staffing agency-supplied candidates that she's evaluating. She selects Dan for the role, and the PRO on-site team facilitates the onboarding process.

12 DAN GOES TO WORK AT ACME CO.

After his assignment begins, Dan submits timecards and expenses through the Wand Mobile Worker App. Karen reviews and approves these items through the Wand Mobile Manager App.

13 DAN COMPLETES HIS ASSIGNMENT

After Dan's assignment ends, he's re-entered into Acme Co.'s Talent Network, where he'll receive other opportunities to consider. To that end, PRO's MSP team works on an ongoing basis to ensure each client's talent pool stays fresh and up to date.

ACME CO. GENERATES SIGNIFICANT COST SAVINGS

Acme Co.'s private Talent Network, powered by PRO and Wand, generates a hard cost savings of $31,200.* In addition, should Acme Co. ever want to consider Dan for full-time employment, there is no conversion fee.

**Savings calculation based on an $80 per hour pay rate, a 1,500-hour assignment length, and an average 26 percentage point delta between payroll service markup and staffing agency markup.*

EXPAND YOUR ORGANIZATION'S TALENT POOL AND INCREASE DIRECT SOURCING

With 30 years of contingent workforce management experience, PRO is perfectly positioned to help companies expand their talent pools and open up new direct sourcing opportunities that help generate cost savings, reduce time to fill, and improve talent quality.

To see Wand VMS in action and learn how it can help you realize the benefits of direct sourcing, please contact us at information@prounlimited.com or (800) 291-1099 to request a demo.

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