

MRINetwork[®] Contract Staffing Services Impact & Opportunity Report



A WIN-WIN FOR SEARCH FIRMS WORLDWIDE

Two titans and leaders in their respective industry sectors, MRINetwork's exclusive strategic alliance with People2.0 provides specialized solutions to search firms worldwide. The combination of MRI's unparalleled array of talent advisory and training services and People2.0's global EOR and AOR services platform brings together two global powerhouses, delivering a seamless experience throughout the contingent talent placement process.



Empowering Flexible Workforces Worldwide

Today's economy demands flexible workforce solutions. MRINetwork offers search firms and recruiters new avenues for sustainable growth and success.

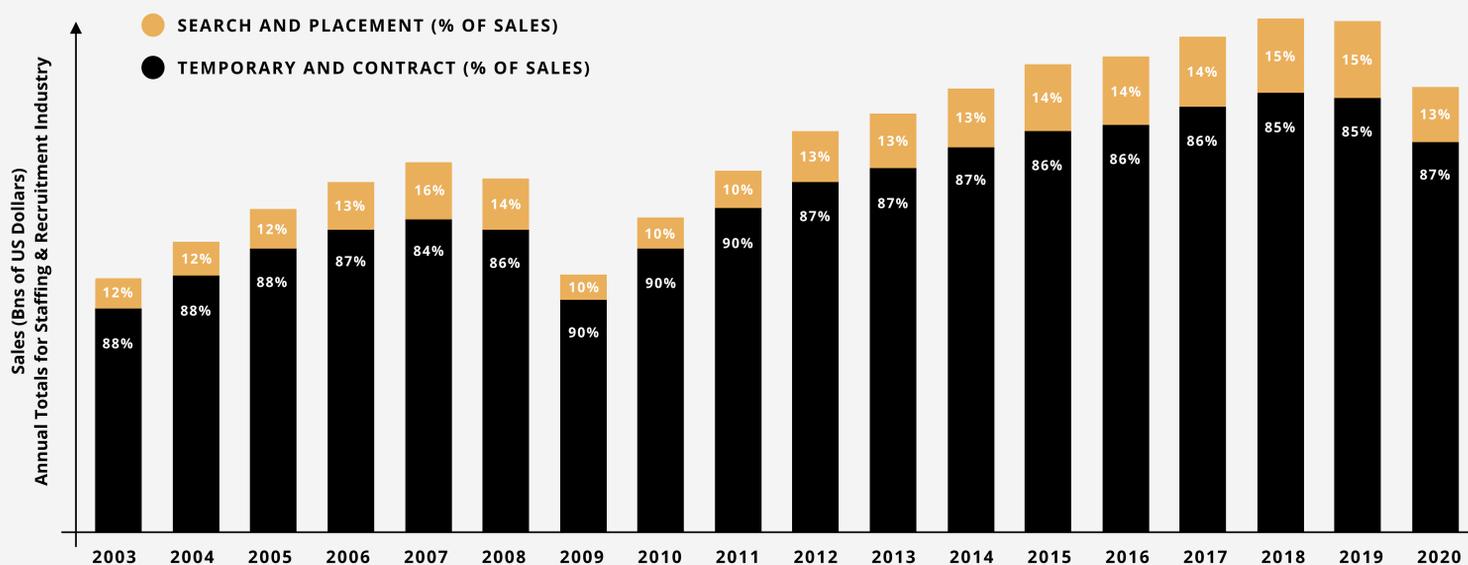
A CHANGING WORLD OF WORK

The World of Work is changing rapidly. Companies are navigating an unprecedented hiring landscape, as employees leave the workforce and reevaluate when, where, and how they'd like to work.

Overall, both sides of the hiring equation have found common ground in flexible work arrangements. Companies that offer flexibility and autonomy are seeing gains, as are candidates who are willing to explore both permanent and contract work opportunities.

THE RISE OF TEMPORARY STAFFING

The number of contract workers has been rising for some time. In 2020, contract and temporary staffing sales accounted for 87% of total U.S. staffing and recruiting sales, according to the ASA Staffing Employment and Sales Survey.¹ Annual contract and temporary staffing sales reached \$144.2 billion in 2021, a record high and increase of 17.9% from 2020.²



2.7 MILLION

Average temporary and contract workers employed by U.S. staffing companies per week in 2021

14.1 MILLION

Total temporary and contract employees hired by U.S. staffing companies in 2021

10.1 WEEKS

Average length of temporary employment with U.S. staffing agencies in 2021

Many companies have long relied on contingent workers. Google, for example, employed more contractors and temporary workers than full-time employees as early as 2019.³ In the past, many employees and candidates viewed temporary positions as less favorable or less secure. All of that is changing, as more people seek out flexible work arrangements. From the warehouse to the C-suite, contract workers are contributing to all levels of organizations worldwide.



"When I first got into the business, contracting was typically a low-skill, high-turnover, low-margin business. You didn't really place people in discretionary-type roles. That's completely turned around."

TIM OZIER, SR. DIRECTOR, MRINETWORK CONTRACT STAFFING SERVICES



INCREASED DEMAND FOR TEMPORARY STAFFING

70% of Executives plan to use more temporary workers⁴

70%

32% of Companies replaced full-time employees with contingent workers in 2020⁵

32%

117% Increase in MRI contract staffing business 2020-Q1 2022

117%

BENEFITS FOR EMPLOYERS & EMPLOYEES

EMPLOYERS

- Increased workforce flexibility
- Scale teams up and down quickly
- Access advanced skills and experience
- Try before you buy
- Reduced risk
- Shorten the hiring process

EMPLOYEES

- Increased flexibility
- Unlock new opportunities
- Potential for permanent hire
- Better work/life balance
- Gain new skills and experience
- Diversify projects and employers
- Negotiate higher pay

MRINetwork Contract Staffing Success Story

Allied Search Partners: Driving Generational Talent Wins & Client Success Stories

"There were hundreds of openings for travel and temp hires. I had zero experience in interim staffing. I knew it was a need in my DIG — I saw my competitors doing it. In hindsight, joining MRINetwork was the best professional decision I have made to date."

— MELISSA OWENS, FOUNDER/PRESIDENT, ALLIED SEARCH PARTNERS



Allied Search Partners recruits specialized laboratory professionals for healthcare organizations across the United States. After 13 years of contingent and permanent placements, Founder/President Melissa Owens saw a clear need to expand into contract staffing, in order to better serve clients and candidates.

As hundreds of openings for travel and temporary hires emerged in her area of expertise, Owens looked to MRINetwork Contract Staffing services for the infrastructure to provide fluid and flexible workforce solutions. With no prior experience in contract staffing, Owens leveraged MRI Contract Staffing and People2.0 back office solutions to complement her own specialized industry expertise, in-depth knowledge, and history of success.

Today, Allied Search Partners is a sought-after laboratory talent advisory that helps clients to keep pace with evolving market trends and candidate expectations. Their proactive approach to contract staffing has helped them to successfully fill sudden C-suite executive departures, meet surges in laboratory volume, and overcome talent shortages that would otherwise hinder normal and effective business production for their clients.

On the employee side, Allied Search Partners' interim contract services have increased morale, teamwork, and overall satisfaction to further advance clients' short- and long-term business goals. Owens also cites contract staffing as a boon to generational recruiting: "Retirees like the contract option if they aren't ready to retire yet. The younger generation wants

REIMAGINING THE FUTURE OF WORK

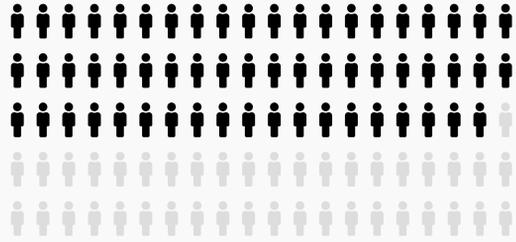
Increasingly, the line between contract workers and permanent employees is blurring, as traditional work models give way. The World Economic Forum estimates that working nine to five for a single employer is no longer a reality for millions of people.⁶

Fortunately, flexible work arrangements are helping to keep parents, knowledge workers, and other individuals engaged in the workforce. Companies are pioneering new innovative workforce solutions that reflect the new reality of work. Unilever's U-Work program, for example, blends the freedom and flexibility of contract work with the security of a monthly retainer and core set of benefits.

"Traditional employer-employee dynamics are no longer fit for either individuals or businesses... Our future of work goal: pioneer new models to provide our employees with flexible employment options by 2030."

UNILEVER⁷

59%

59% OR WORKERS VALUE FLEXIBILITY OVER SALARY OR BENEFITS⁸93% OF KNOWLEDGE WORKERS
WANT A FLEXIBLE SCHEDULE⁹

93%



"Today's workers have more options than ever in the way they choose to work. Specialization, prioritization of profession over place of work, shifts in work-life balance, fading borders, and advancing technology are all fostering a need for freedom and mobility. Workers value this flexibility and have come to expect and even demand it in many cases. To compete for the best talent, firms must provide an infrastructure for workers to seamlessly move between workplaces and geographies without interruptions to life's necessities."

— STEVE SCHAUS, PRESIDENT AND GLOBAL COO, PEOPLE2.0

CONTRACT STAFFING AS A BUSINESS STRATEGY

Search firms that offer both permanent and non-permanent capabilities increase their share of the business, while delivering more value to clients and candidates and protecting themselves from competitors.

Contract staffing also helps recruiters to position themselves as strategic partners, creating a recurring revenue model and opening up new business opportunities.

Why Contract Staffing?

- Steady, recurring revenue to build and sustain your recruiting business
- Ongoing engagement and increased visibility with clients and candidates
- The ability to offer total talent access solutions and gain a larger share of business
- Stability in uncertain economic times

MRINetwork Contract Staffing Success Story

Biledo Associates: From Survival Mode to Twice the Revenue & A New DIG in Less than 6 Months



"It was really a matter of survival for me. I had to do something different when the pandemic hit. Once I made a concerted effort, I doubled my best year in less than six months. I realize now that in order to have a truly healthy staffing business — from a valuation standpoint, from a revenue standpoint, from a volatility standpoint — I need to incorporate a contract staffing component."

— ANTHONY BILEDDO, CHIEF EXECUTIVE OFFICER, BILEDDO ASSOCIATES

At Biledo Associates, repeat business with clients and candidates hovers at nearly 99%. Today, the nursing and executive leadership talent firm offers services including contingency search, retained search, contract staffing, and interim solutions... but that hasn't always been the case.

Anthony Bileddo, Chief Executive Officer at Bileddo Associates, always had an interest in contract staffing, but wasn't quite ready to devote the necessary resources until the pandemic hit. As his permanent business took a big hit over an extended period of time, Bileddo was forced into contract staffing. He had no choice but to try something different.

Turning to MRINetwork Contract Staffing services, Bileddo was able to grow his contract staffing business in less than a year. While many recruiting firms turn to their existing clients to establish a footing in contract staffing, Bileddo took a different approach. Leveraging his background in public service, he successfully expanded into a brand new DIG with government contract work. "I felt very comfortable leveraging my veteran background and my knowledge of how the government operates," he says. "It was a natural fit for me."

Reflecting on the past, Bileddo notes missed opportunities despite a healthy permanent business. His advice to fellow recruiting firms: explore contract staffing as an avenue for sustainable growth and improved valuation. "There's so much untapped market potential. I was leaving two to three times the revenue on the table every year because I wasn't playing in the contract staffing space. The value of my business has likely tripled because of the contracts I have now. I wish I had gotten into contract staffing sooner."

MRINETWORK CONTRACT STAFFING SERVICES

With **MRI**Network Contract Staffing, it's easier than ever before to provide a total talent access solution to your clients and candidates.

Enjoy a single point of contact, concierge service, and comprehensive back office solutions from People2.0, complete with a global footprint and white-label branding. No matter where you're located, MRI can help you grow your business and team.

01 Consultation & Marketing

- Personalized consulting
- Go-to-market strategy
- Education and training
- SME access for client/candidate calls
- Contract negotiations
- Client agreements
- White-label invoicing forms
- Sales scripts and marketing templates

02 Back Office Solutions

- Contractor payroll and expenses
- Background checks
- Onboarding
- Benefits administration
- Billing
- Compliance
- Insurance
- And more...

MRINETWORK CONTRACT STAFFING SERVICES BY THE NUMBERS

Contract staffing is a smart strategy to grow and sustain your recruiting business. Here's why.

\$81 PER HOUR
average bill rate

8 MONTHS
average contract length

\$ 20 - 100K
monthly commission range

BENEFITS OF CONTRACT STAFFING

Gain Recurring Revenue

Create a recurring revenue stream to fund business operating expenses and maintain healthy margins.

No Risk to You

Get paid before MRINetwork receives payment. Commission is based on billings, not collections, and is paid monthly.

Growth & Stability

Generate consistent income to sustain your business during inevitable peaks and valleys.

137



MRINETWORK CONTRACT STAFFING OFFICES HAVE ESTABLISHED AN AVERAGE TOTAL OF 137 NEW CUSTOMERS YEAR OVER YEAR

WITH MRINETWORK, YOU'RE NEVER ALONE

With EOR and AOR services from People2.0, MRINetwork Contract Staffing services offers a full menu of consulting and back office solutions to support your business.

In 2021, MRINetwork Contract Staffing Services...

Onboarded
2,000
CONTRACTORS

Reviewed & Negotiated
250
CONTRACTS

Created invoices & tracked payments for
400
CUSTOMERS

Completed credit & background checks for
321
CUSTOMERS

IS CONTRACT STAFFING RIGHT FOR YOU?

Contract staffing may seem daunting at first, but with the right partner and planning, you can get up and running quickly.

Questions to Ask

Ask yourself the following questions to help assess the potential within your DIG and area of expertise:

- Where is the market headed for your DIG? Is temporary staffing growing in your area of expertise?
- Are you seeing a significant amount of contract job openings?
- Are your clients or candidates asking about contract staffing solutions or opportunities?
- Do your clients currently use contractors?

If you answered "yes" to these questions, it's time to explore contract staffing. MRINetwork Contract Staffing services, combined with People2.0's employer of record (EOR) and agent of record (AOR) services, can help. Contact us today to discuss solutions for your firm. We'll explore your goals, needs, current business structure, and more to help you determine if, when, and how you should add contract staffing to your firm.

READY TO GET STARTED?

Contact us at contractstaffing@mrinetwork.com to learn more MRINetwork Contract Staffing, and discover success strategies, tools, and resources for your firm.

ENDNOTES

1. American Staffing Association, "[Staffing and Recruiting Industry Sales Fell 13% to \\$140 Billion in 2020](#)," May 2021.
2. American Staffing Association, "[Staffing Employment Surges in 2021](#)," March 17, 2022.
3. Daisuke Wakabayashi, "[Google's Shadow Work Force: Temps Who Outnumber Full-Time Employees](#)," New York Times, May 28, 2019.
4. McKinsey Global Institute, "[The Postpandemic Workforce](#)," September 23, 2020.
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7. Unilever, "[Future Workforce](#)," accessed April 19, 2022.
8. Holger Reisinger and Dane Fetterer, "[Forget Flexibility. Your Employees Want Autonomy](#)," October 29, 2021.
9. Katherine Bindley and Chip Cutter, "[Workers Care More about Flexible Hours than Remote Work](#)," Wall Street Journal, January 25, 2022.