



## Integrated Consulting Article

### Why Companies Outsource Their Project Staffing Needs

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In today's business culture of doing more with less, small and large enterprises are both looking to outsource their project management staffing needs. HR professionals are overwhelmed with daily tasks such as payroll, benefits, retirement vehicles, and general administrative staffing. Often contract and/or project staffing is secondary to other HR demands. As more projects surface, the need to expand project team professionals also increases. How do companies find, train, and implement these project professionals when their HR departments are already working at capacity? What are the benefits to outsourcing these needs to a third party?

In a recent survey from Accenture, 40% of surveyed companies used and/or outsourced their project management staffing needs, and 50% of the surveyed companies regularly outsourced for these roles. The benefits to outsourcing are vast. The biggest benefit is probably time saved. In the same Accenture survey, 66% of the surveyed companies cited the use of subcontracting to allow HR departments to focus on the other internal functions. Typically to hire project consultants, you can expect to invest 15-20 hours of time to contact, interview, conduct background checks, etc. By outsourcing, companies save these valuable hours, allowing the usual HR operations to continue. Outsourcing also reduces the fixed costs associated with talent acquisition such as ad placement, background investigative services, and HR software.

Another benefit to outsourcing is access to a larger pool of talent. Often, a third party consulting or staffing firm will specialize in project management professionals that attract and retain a higher caliber of expert. It is costly and time consuming for an organization to sort through a large stack of resumes to find qualified candidates. Frequently the consulting or recruiting firm will already have a database of candidates appropriate to the project needs that streamlines the hiring process for the organization.

Companies that outsource benefit from the solid relationships that the 3<sup>rd</sup> party recruiter or consulting firm develops with potential candidates. These recruiters are typically familiar with the project consultant roles and responsibilities, know the nuances of staffing on international projects, and understand the employment laws and regulations. This knowledge base is a substantial savings to a company's HR department budgets as it reduces the training and education required for the HR department, allowing your key HR personnel to remain focused on their productivity.

In conclusion by outsourcing your project staffing needs, you can eliminate the risk of hiring mistakes. By utilizing a 3<sup>rd</sup> party consulting firm with an established and well developed talent pool, you increase your likelihood of finding the right candidate the first time. It is a "try before you buy" thought process, deflecting the responsibility of the hire to the recruiting agency. If hiring mistakes are made, the agency will deal with the issues and get the situation corrected with as little impact on the project as possible.

Using an outside agency to staff your project teams is an increasingly popular option for companies looking to streamline the HR process, or allow their HR professionals to remain focused on other operational tasks. Recruiting agencies or consultant firms can support project staffing needs in an efficient and timely manner, eliminating some of the hiring risks and ensuring that projects have the qualified professionals needed to achieve success.