

Accessing top tech talent through staff augmentation.

WHITE PAPER



THE HIRING LANDSCAPE

In 2021, over 47 million Americans¹ voluntarily left the workforce — a mass exit spurred on by Covid-19, that is now being called the Great Resignation. What we are living through may have been provoked by the pandemic, but it only exacerbated an already intense competition for talent and the need to source the best candidates to fill a rapidly growing number of open roles.

Organizations of all sizes now have to rethink how they approach hiring and retention. Sixty-five percent of employees² are actively searching for new roles, while 88% of execs³ continue to see more turnover than normal.

STAFF AUGMENTATION GIVES YOUR TEAM THE AGILITY TO FUTURE-PROOF YOUR ORGANIZATION

Recruiters and talent acquisition pros will have to approach hiring differently than pre-pandemic. The need to move top talent through the hiring pipeline quickly and efficiently will be the key to recruiting success moving forward.

At TECKpert, we are ready to fill the skills gap at your organization through our efficient and effective step-by-step hiring process. US based, technical professionals from UX designers to application developers, software engineers, and digital marketing specialists are ready to fill the skills gap at your organization.



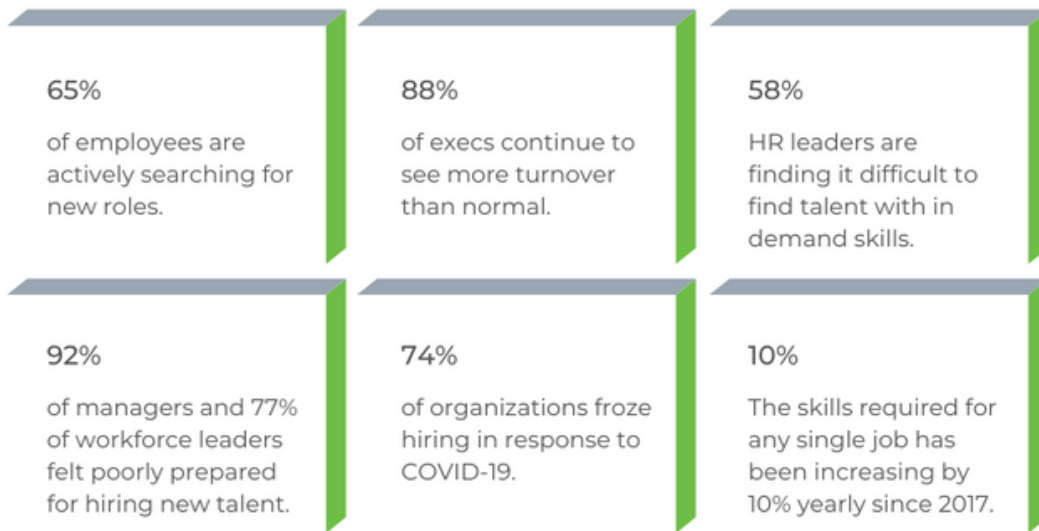
RECRUITING NEW TECH TALENT IN 2022 AND BEYOND

The stakes for hiring the right candidates are high since poor hiring decisions can be costly. As unemployment declines, the job market could become candidate driven, but for now organizations will need to focus on efficiently evaluating applicant pools. To find the perfect candidate, our recruiters at TECKpert have leveraged the right processes and techniques. But first, let's look at some key statistics that give a glimpse of how the recruiting market is changing for 2022 and beyond.

Proper interview procedures see a 24% increase in the quality of hires resulting in new hires successfully performing in their roles.⁴

Hiring and Recruiting Statistics

Key statistics that will impact recruiters as companies work to meet the expectations of talent in 2022 and beyond.



Source: Pwc.com PwC Pulse Survey: Next in work

THE SOLUTION YOU NEED TO GET THE JOB DONE

Staff augmentation represents a cost-effective way for business leaders to achieve success in our new economy through innovative digital solutions. Engaging an expert contingent workforce allows you to access hundreds of proven technical professionals with a range of skills to augment your team. In recent years, the demand for staff augmentation has increased, particularly as companies have struggled to keep their teams running in an employment landscape influenced by a global pandemic. Grand View Research suggests that staff augmentation is set to increase in value by around 8.5% between 2021 and 2028⁵ as companies need more flexibility in their access to talent.

KEY OUTSOURCING STATISTICS



Gartner TalentNeuron™ | Gartner HR Research

HOW STAFF AUGMENTATION WORKS AT TECKPERT

PROACTIVE STAFF PLANNING

- TECKpert estimates and evaluates the staff required to fulfill contract requirements to deliver digital transformations utilizing TECKpert's proprietary staff database. Mandatory prescreening, background checks, onboarding and staff departure are all including in the process of staff selection.

STAFF TRACKING

- Frequently, we visit both the client manager and our staff to ensure we remedy any and all issues to everyone's satisfaction. If necessary, in corroboration with the client manager and staff, we will create a Corrective Action Plan(CAP). TECKpert will follow-up with both the client manager and staff to make sure the CAP has been followed and completed to everyone's satisfaction.



PROSPECTIVE STAFF IDENTIFICATION

- A thorough process is utilized to identify prospective staff that align with requirements of the RFQ and required skillsets. This process includes but is not limited to the interview evaluation tools and prospective staff reference tools.

STAFF REPLACEMENT & TRANSITION

- In the occasion that staff leaves, TECKpert will work with our customer and the staff in order to find the best possible replacement. If the staff has completed the project, TECKpert makes every attempt to place the staff with another customer. In both cases, TECKpert ensures all customer property belonging to our customer are returned.

TECKPERT'S VALIDATING PROCEDURES

TECKpert's validating procedures, developed and refined since 2009, provides our clients with the utmost confidence that all TECKpert's resumes are accurate and truthful.

TECKpert's procedures and our client's unwavering confidence in our consultant's resume, demonstrates TECKpert's exceptional ability to provide the best qualified staff.

Strategy is essential, and at TECKpert our recruitment execution plan finds you top tech talent.

01

Integrity of
TECKpert's Resume
Process

02

Educational & Work
History Red Flags

03

Skills Assessment
Utilizing Skills Matrix

04

Verifying International
& Domestic Academic
Credentials

05

Reference &
Background Checks



TECKpert's Interview Criteria



Evaluation

TECKpert evaluates the prospective staff's technical qualifications, general character, exposes any undesirable traits and/or resume inconsistencies. Our candidate prescreening process helps filter out unqualified candidates.



Position

TECKpert describes the position and the working environment at our customer's site. We ensure a good fit to result in turnover decrease, and increased employee retention, all leading to a positive bottom-line impact



Expectations

We excel in building goodwill for both our client and staff. We expect to receive an enthusiastic commitment from the consultant to hire the right fit for you and your organization.



Process

It is always TECKpert's preference to have a structured in-person interview. Interviews where we can see prospective staff face to face is required. Our goal is to find talented people to contribute to your culture, and generate great work.



Questions

Prospective staff has every opportunity to ask any questions. Our question period allows for more time to assess the candidate's enthusiasm, skills, aptitude, and potential for culture fit of your company.



Decision

We give the prospective staff a realistic expectation as to when the customer may make a decision. We believe we can bring you quality hires and skilled staff to fit your needs.

Interview Evaluation

COMMUNICATION

PROBLEM SOLVING

LOGICAL THINKING

RESPONSIVENESS

COMMITMENT

SKILLS TRAINING

ENTHUSIASM

Want to grow your business this year? Then you're going to need good people. If you're committed to finding top talent, we utilize our pipeline to attract, train, and manage technical teams to augment yours.

We conduct a thorough interview process utilizing a skills matrix and interview evaluation tool individualized for each candidate.

TECKpert's recruiting experience is second to none - we demonstrate exceptional ability to provide you with the best-qualified staff.



"With staff augmentation, your organization will benefit from the speed and flexibility to scale quickly to meet rising demand."

The Future of the Workforce is Now
- Adrian Esquivel

Onboarding

Our onboarding process for both candidates and clients is simple and easy.

Utilizing our proprietary platform, we are able to track hours, contracts, and even offer upskilling.

TECKpert Values

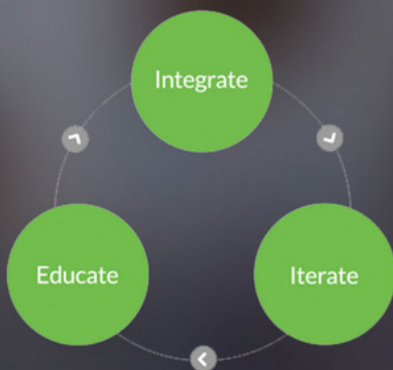
Integrate - Integrate into organizations through collaboration & creativity. Integrate into the lives of our talent through flexibility & freedom.

Iterate - Create solutions that future-proof organizations & create opportunities that develop our technical workforce.

Educate - Perpetual curiosity and shared knowledge create an experience that leaves our clients & talent in a better place than we found them.

Sources:

1. U.S. Bureau of Labor Statistics: U.S.: www.bis.gov
2. PwC Pulse Survey: Next in Work
3. PwC Pulse Survey: Next in Work
4. Gartner Research: Gartner.com
5. Grand View Research: Business Process Outsourcing



TECKPERT CONTACT INFORMATION

We offer free consultations for staff augmentation for any size project.

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