

The Essential Buyer's Checklist

How to choose the right technology to manage your own contract workforce

Is your company considering managing its own contract workforce? It's a lot easier to pull off today than it was just a few years ago. Whether you feel like traditional service providers are falling short, or you want better control and alignment of processes across your program, you will need to choose technology that supports your needs best.

As you evaluate potential solutions, know that there are key criteria that an effective platform solution simply cannot go without. We've summarized them in the checklist below.

1 A single platform with all the necessary resources and tools included

Piecing together multiple point solutions should be a thing of the past - it's laborious, time consuming, and disjointed. Modern technology gives companies everything they need to manage their program from one place:

- Embedded employment of record capabilities
- On-demand sourcing tools & support
- Vendor management
- Freelancer payments and compliance

2 Flexibility and scaling

One of the greatest strengths of a contract workforce program is its flexibility. Your solution should be able to support change as your program evolves over time.

Scaling your program size either upward or downward should not involve hunting down new vendors, signing new contracts, or navigating new processes.



3 Immediate access to data

Historically, it could be difficult to create a single source of truth for contractor data. It was generally spread among the various staffing agencies that source the program's workers, and was difficult to access quickly.

Modern platforms with embedded employment of record capabilities keep all the data in one place and give users turnkey access, allowing them to more easily track progress, gain insights, and respond faster to unexpected changes.

4 Compliance and legal indemnification

Compliance is an area where leveraging expertise is important in avoiding unwanted outcomes. Given the complexity of state and federal regulation that may apply to your company, compliance can represent a major administrative effort.

Tools and solutions are available to gain control over compliance requirements, eliminate guesswork, and provide legal indemnification. The best platforms embed this functionality into their feature set.

5 Optimized employment experience for both management teams and contract workers

Employees do their best work when they feel valued and supported. However, this has been an ongoing industry challenge.

The good news is that there are simple and effective ways to fix it. Modern platforms come equipped with tools to help companies:

- Set up policies that are worker-friendly, yet cost-effective
- Levelize pay across workers
- Formalize feedback for contract workers
- Provide excellent HR support



Learn more about how HireArt can help companies manage their own contract workforces at hireart.com