

# EMPLOYED RESOURCE MODEL



## Delivering a blended resourcing strategy

Global talent shortages and growing demands for niche, technical skills. Changing compliance regulations are eating up valuable time and increasing risk. Organisations simply don't have the amount of time, budget or resource they really need to hire, train and develop new talent. But with our Employed Resource Model (ERM), we can provide you flexible talent without the hassle.

## Our solution

Capita Resourcing's Employed Resource Model (ERM) can help your business bridge the talent gap between your permanent and contingent workforce, providing you with flexible access to skilled professionals. With pre-approved, ready-trained, fully-compliant talent, you'll avoid complex worker regulations and mitigate any co-employment, IR35 or AWR risks.

Not only that, but we provide a complete end-to-end service on our contracted resource, taking full responsibility for their training, performance, objectives and development in line with your business goals and company culture. All your internal team needs to manage is their workload.

## Our alternative routes to talent

Our talent experts will work closely with your HR function to understand what skills you require, when for and for how long, so we can provide you with the best alternative route to gaining them. So whether the requirement is for an individual, a function or as part of a full team to support either a ramp-up or long-term business need, we can deliver the required number of suitable resources into your workforce in the most efficient way possible.

## Future Talent Resource

We offer three routes to build your organisation's future talent. All are able to transfer to a permanent placement at the end of the learning programme.

- Novus Graduates providing you 16 weeks pre-engaged training to meet the specific IT technical requirements of the employer. Additional support and further training will be provided over 12-24 months.
- Apprentice Employed Resource we can deliver both entry and professional level programmes aligned to your future business needs and funded by us.
- Trainee Employed Resource – want to bring in specific niche and in-demand skills into your organisation? Our bespoke 12-24 month development and training programme can enable you to fulfil emerging skill demands, overcome current gaps and reduce workforce shortages.



# CAPITA

## Professional Employed Resource

Gain access to a pool of pre-vetted, highly-qualified and skilled consultants on demand leaving hiring managers to deliver ongoing 'business as usual' requirements through this cost-saving solution. With peace of mind knowing that you're mitigating legislative risk, retaining knowledge and gaining motivated, talented and engaged resource.

### Our wrap-around services include:

- Workforce planning
- Pre-employment screening and background checks
- Induction and onboarding
- Risk management and compliance
- Consolidated invoicing and timesheets
- HR and payroll management
- Training and development
- Continuous monitoring and insight

## How ERM can solve your talent challenges

- Pre-vetted, highly skilled and experienced resource
- On-demand pool of talent aligned to your skill demand
- Increased retention through our performance-related bonuses
- Dedicated service manager responsible for performing all HR services
- Cost-savings of up to 15% compared to hiring contractors
- Continuous training and development of our employed resource
- All HR and contract management burden removed
- Compliance management of co-employment, IR35 and AWR risks
- Full performance analysis and reporting on demand



### Leaders in workforce agility

As the market leaders in workforce agility, we can help your business take a holistic approach to your workforce and effectively manage your changeable workloads in the most flexible and agile manner. Get in touch with our experts today:

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