

# ON DEMAND FILL RATES OF KEY IT PERSONNEL INCREASED 22%



## SITUATION

A High-Tech firm depended on the use of specialized contingent IT workers to augment the skills of the in-house IT team when launching new infrastructure initiatives. The firm continuously struggled to source this talent.

## IMPACT

New initiatives were delayed or struggled to meet objectives due to inadequate resourcing.

## RESULTS

nextSource developed a talent community that would continuously communicate with individuals after successfully completing their engagement, reinforcing the client's brand while tracking availability for future assignments. When a candidate was re-engaged, they would become an Associate Employee of nextSource through our Employer of Record program. After one year, the client realized a 22% increase in fill rate by the desired start date as well as a 15% reduction in recruiting/sourcing costs.