



## The Benefits of Using a HR Consultant

With the ever-growing list of government regulations, increased risk of lawsuits, and worker's compensation complexities—not to mention the day-to-day hassles of employee benefits, 401K management, taxes, and payroll—it's no wonder so many businesses rely on the expertise and talents of HR Outsourcing firm to meet their human resources needs. But with literally thousands of HR outsourcing options, sorting through potential partners and negotiating packages can be a daunting task.

Instead of managing your search in-house, why not save time, money, and frustration by utilizing the services of a HR Consultant? Below are just a few of the potential benefits:

**Customization.** Whether you're searching for a competitive workers' compensation rate, a loss prevention specialist to reduce claims, or a health plan to supplement your company's HR program; a HR Outsourcing firm can help you find just the right combination of services. Instead of using a cookie-cutter approach, Consultants look for HR Providers that are compatible with your company's benefits, payroll, safety, and workers' compensation needs, laying the foundation for a lasting, productive relationship.

**Confidentiality.** When negotiating for HR services, you'll be asked to provide extensive information about your company, including insurance coverage, overhead and operating expenses, credit background, workers' compensation losses, and employee pay rates. By utilizing a Consultant, you'll protect your company's confidentiality by sharing this sensitive data with a single individual rather than with every prospective HR Provider.

**Networking.** HR Consultants have relationships with a range of other industry professionals. This allows them to stay abreast of current trends and legislation, while giving them insider access to positive and negative feedback about individual HR providers.

**Cost.** A growing number of providers has yielded competitive pricing. HR Consultants are able to tap into this competitive environment and provide clients with the best pricing for services. Many businesses that have suffered unfortunate losses have found it virtually impossible to receive reasonable insurance rates when negotiating on their own, but have been pleasantly surprised by the reasonable pricing obtained through the services of a HR Consultant.

**Time.** Rather than communicating with multiple providers, you can evaluate proposals and discuss strategy with your HR Consultant one-on-one. Consultants can receive and present multiple quotations quickly, allowing you to have a direct point of contact instead of answering multiple sales calls or emails.

**Resources.** Rather than limiting potential providers to those in your city or state, HR Consultants can access resources from across the country, finding the best possible services to fit the needs of your company.

**Due diligence.** HR Consultants take the guesswork out of finding the best match for your company's needs. In addition to evaluating whether a HR Firm is a good fit for your organization, a consultant performs due diligence by researching prospective providers and finding the answers to questions like these:

- Is the HR Provider in good standing with tax authorities on federal, state, and local levels?
- Does the HR provider have the proper licensing to practice in your state?
- Are they in good standing with the Better Business Bureau?
- Are the HR Providers references legitimate?

- Is the HR provider a member in good standing with NAPEO (National Association of Professional Employer Organizations), the Chamber of Commerce, or NATSS (National Association of Temporary and Staffing Services)?
- What do bank and credit references reveal about the HR Firms financial standing?

Before choosing a consultant, it's important to first assess your workplace and determine the specific needs of your business. A few points to consider before meeting with a HR Consultant:

- Is your business compliant with state and federal regulations?
- What are your anticipated hiring needs for the next 12-24 months?
- Are your employees protected?
- What benefits are already in place?
- Does your office have employee handbooks and documented workplace policies?
- Have you instated an employee screening or retention program?
- Are you paying too much for benefits?
- Are employees requesting benefits that you don't currently offer?

As with any business-related provider, always request references from potential HR Consultant. Also, be on the lookout for "lead catchers"—quote-generating, non industry-specific websites that request confidential information. These types of sites sell your personal information to as many HR Firms, ASO's, PEOs, vendors, and suppliers as possible; before you know it, your phone will be ringing off the hook and your inbox will be flooded with solicitations.

The right HR Consultant can be a vital asset to your company, so be sure to choose wisely. Remember, a little research now can reap big rewards—and save even more time—down the road.

