



Stanford Contingent Workforce Program Managed by Manpower



Stanford puts over 400 people to work!

It's a great feeling in these difficult economic times to give paid work to so many people! Working closely with Housing, Manpower recruited, screened and trained over 600 people who then interviewed with 16 Stanford Housing supervisors who selected and worked with the 400 selected participants. 25 Manpower volunteers rolled into town every morning at 6:30 a.m. to manage the project. This great group of workers left deserted dorms and hotels spotless. What a great experience! Once in a lifetime? Nope. Manpower has been managing this program for many years.



We're all about Quality

If you are already working within the SCWP, we'll be stopping by to talk or asking you to fill out a Quality survey. We want to know what is working and what isn't and then go to work on improving the program. Identifying a Challenge and Working It!

Is your staffing vendor approved?

An important responsibility of the Stanford Contingent Workforce Program management has been to audit staffing vendors that are used throughout Stanford University and reduce risk to the University. All approved vendors meet Stanford insurance requirements, charge negotiated and standardized bill rates for their services and approve timecards through the InSite system (generating readily available reports for you 24/7.) Please contact the SCWP on-site management team at 650-846-2210 if your vendor is not one of the approved vendors:

Acrobat Staffing	On Assignment Staffing Services
Aerotek	PegaSoft Corporation
Bayside Solutions	Spherion
CLP Resources	Superior Staff Resources
Insight Global	Talent Space
Manpower	West Valley Staffing Group
Manpower Professional	XCEL Solutions Corp.
The Norland Group	



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Are you confused?

What are your options for hiring temporary help?

There are three very distinct ways to hire temporary workers.

- 1. Directly through Stanford University** – if you have already identified someone to fill your open position, you can hire them directly through the University. There is a low mark-up (8%) that is charged back to your department.
- 2. StanfordTemps** – If you just want to pay a fee for help with recruiting and screening for a particular position, but are then willing to onboard and manage the worker. The worker is then hired through the University and pay the University mark-up (8%)
- 3. Stanford Contingent Workforce Program** – If you want to recruit utilizing all of the approved staffing vendors at once (or selected vendors) and want full service that includes recruitment, screening, assessments, on-boarding, management, off-boarding, timekeeping and reporting with benefits for the employees,

Three Ways to Hire Contract Workers

	Stanford University	Stanford Temps	Stanford Contingent Workforce Program
Fees	None	\$249/2 weeks, \$399/4 weeks, \$649 for more than 6 weeks	None
Mark-up on invoices	8% (includes Workers' Comp, employer portion FICA)	8% (includes Workers' Comp, employer portion FICA)	24 – 39% (Recruiting, Management of employee, benefits, Unemployment Compensation, Workers' Comp, employer portion FICA, liability insurance, web-based technology tool)
Servicing	Payroll only	Recruiting, screening candidates, training and payrolling through Stanford	Supplier management, standardized rates, recruiting, screening candidates, training, on-boarding, management of employee, off-boarding, benefit management, reporting and payrolling.
Conversion Fees	None	8% of annual salary	None on administrative and industrial, 0-20% of annual salary on professional positions (depending on longevity)
Benefits for Employees	None	None	Vacation, Holidays, Medical, Dental, AD&D and Life insurance, 401K, and reward program