



Finding candidates with credentials is often the easy part of the recruiting process. Finding the right talent with the right capabilities, character and motivation also requires assuring they fit into the culture of your organization. What is the best indicator that a high quality hire will work out in your organization? Fit. There is no better way to assure fit than to try out a candidate with your team for a short contract first.

Our consultants come to you PREQUALIFIED and READY. This means they are NERC certified and able to work to show your team what they are made of before you hire them as a full-time regular employee. Our staffing agreements shelter you from the risk of your next new hire not working out by allowing the team who will count on them to weigh in on fit in real-time before the hiring decision. Build your culture and assure competence - one hire at a time.

HIRING MISTAKES CAN COST MILLIONS

A hiring mistake can be extremely costly. Say you are planning on hiring 10 new operators over the next three years. If 3 of these 10 professionals do not work out, you can easily waste over \$1,000,000 investing in the wrong talent.

Follow the arithmetic: Assume each real time system operating position has a salary in the range of \$80K - \$100K plus \$30K of company paid benefits. Add in one-time hiring and onboarding costs including advertising, relocation, certifications, training and current employees' time and energy to bring your new hires up to speed. These overall costs can easily be 2.5 times the loaded salary totaling \$275K - \$325K per recruit. Using \$300K for training and onboarding estimates, plus one year of an employee's \$100K - \$130K loaded salary and benefits brings you to a grand total of well over \$350K each – times 3 mistakes, equals over \$1 million dollars wasted!

And you still have three critical positions to be filled.

Not a good place to be especially going into the busy summer months.

ENGAGEMENT OPTIONS

- ⊖ **Temp-to-Regular** - Short-term contracts range from 30 days to 9 months and allow your team to evaluate fit into your organization. You pay only for hours worked at your organization. Once you have seen our talent in action with your team, you may transition him/her into a regular employee on your payroll for a one-time conversion fee. This approach is guaranteed to reduce risk and assure fit.

Some call this the “try before you buy” option. We think engaging a candidate with your team in your organization before committing to what could be a very costly mistake, just makes good sense. Others refer to this option as having a viable “Plan B”.

Are you ready to discuss this approach? Call us today at 704.752.6414 or find more information at www.PRePIntl.com
 PReP Intl guarantees prequalified ready NERC certified operators in control rooms across North America.

PREP Intl means what we stand for. We're ready to connect you to PREQUALIFIED READY EMPLOYEES for POWER.