

# 4 Steps to Transforming Your Contingent Labor Operation (IRP + VMS)

Hallmark empowers your organization to create a winning contingent labor program. It's time to enter the competition with the agencies that are currently dominating the contingent labor market. We'll assist you in implementing Hallmark's comprehensive Contingent Labor Platform and support you in developing or improving your program every step of the way.



## STEP 1

### Set Your Program Up for Success

Let's get started! We'll review your current state—both the internal and external contingents—as well as define the goals/success of your program, establish a project plan to achieve those goals, and begin implementation. We can help with new contingent employment models for your Internal Resource Pool (IRP), create standard agency contracts for your Vendor Management System (VMS), and integrate Hallmark with your current human resources infrastructure as needed.



## STEP 2

### Now Centrally Manage Contingent Labor to Control Costs

Implement your IRP to serve as your first line of defense before resorting to external procurement. Hallmark's technology can help you establish workflows that streamline your processes, freeing up more time for you to efficiently acquire the right resources—whether internal or external—to meet your organizational needs.



## STEP 3

### Start Filling Your Staffing Needs and Prioritize Your Talent

Now that you have established the structure and equipped yourself with the necessary tools, it's time to align your supply with your demand. With transparent data, you can monitor costs as you navigate through prioritizing your deployment of talent, determining whether you need to utilize internal resources or if external resources are necessary based on your requirements. With the right tools and partners in place, you can ensure that the most cost-effective resource is deployed to fulfill your organizational needs.



## STEP 4

### Optimize Your Contingent Labor Ecosystem

Enhance your contingent labor ecosystem with Hallmark's technology. Gain access to technology and strategy that empowers your organization, allowing for clear oversight of your contingent labor, enabling you to measure your performance, streamline your processes, and make data-driven decisions, all while prioritizing your organization's financial responsibility.

Visit [hallmarkhcs.com](https://hallmarkhcs.com) to schedule your free consultation and learn more about how Hallmark can enhance your contingent labor strategy.