



Arch Staffing and Consulting Overview

Who are we?

Arch is a diverse and global staffing firm incorporated in 1993. Along with our other divisions, we employ over 20,000 consultants in 72 offices around the world.

With Headquarters in Miami, Florida and in Toronto, Ontario; Arch provides professional and commercial services for all industries, including information technology, accounting & finance, administrative, skilled trades, engineering, healthcare and industrial. We have a footprint on more than 10 countries in Latin America.

Our team has more than 100 years of combined experience in the staffing industry, and a large network of proven talent. We have built a culture that attracts and retains the best talent in the industry.

Arch provides temporary help services and professional search services through two delivery channels:



Pioneered by Uber, the **ArchWorks** app is a refined technology-enabled staffing platform that provides on-demand **temporary help services** for warehousing, manufacturing, production, customer service, accounting, administrative and skilled trades positions.



Whether a company is looking for a **permanent or contract** employees, our dedicated recruiting team specializes in locating and matching high-level professionals with top companies in diverse fields in Accounting & Finance, IT and Engineering.

Key Competitive Advantages and Differentiators

There is a barrage of challenges facing the staffing industry. These challenges slow down and sometimes even halt the recruitment process, which costs you time and money. Arch has developed solutions that leverage technology and automation to streamline the recruitment process by driving efficiency, innovation, experience, and value to our customers.

ArchWorks App: We embrace the convenience culture and candidates are eager to become active participants in the recruitment process as the recruiter. The “uber-style” approach allows both the

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candidate and recruiter to take complete control of the application process. Candidates are no longer interested in long job applications, outdated technology, and waiting to hear status updates. The ArchWorks App has several features and benefits:

- Onboard candidates quickly and seamlessly.
- Push jobs using flexible job modes for shift based, short-term and long-term staffing fulfillment.
- Screen candidates through algorithmic matching
- Manage time and expense through the mobile app and geofencing.
- Capture data and analytics to improve candidate fit and recruitment targeting.
- Provides regular updates on assignment fulfillment for our customers.
- 90% of assignments are filled in less than 8 hours.
- Show up rate improvement from 70 – 90%
- Decreased employee registration fall off by 35%
- 24/7 Service for our candidates and customers.

Earned Wage Access: The world has been conditioned to expect everything immediately, whether that is a package on your doorstep in two days or rideshare arriving in five minutes. Instant gratification is a driving force in many decisions people make so why shouldn't employees be able to be paid instantly? Earned wage access has shown several benefits:

- After an in-depth analysis of over 6700 individuals across 6 businesses, research from Harvard Kennedy School found that earned wage access reduces employee turnover by at least 19% and increases employee productivity, engagement, and morale. Since the average cost of replacing a single employee now exceeds \$3,000, a marked reduction in turnover means thousands of dollars in savings for our customers.
- 41% increase in retention – Daily Pay News
- 28% increase in candidate attraction – Arch benchmarking
- 82% of employees worry more about their finances than their health; earned wage access reduces employee financial stress.
- Earned wage access helps low-wage workers escape high-cost lending traps.

Earned wage access is rapidly growing in adoption – with 3 out of 4 employees wanting on-demand access to their earned wages. This payroll feature has proven to be an effective attraction tool.

Offshore Sourcing: As the saying goes, “Time is Money!” Offshore sourcing helps us save on both. Offshore labour yields a 5 to 1 ratio. For every resource that is hired onshore, we can employ five resources offshore which allows our local recruiters to spend more time during the interview & assessment process and provides our customers with more qualified candidates – faster!





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Service Offerings

Direct Sourcing Services: Arch provides a unique and low-cost recruitment model for clients who have internal recruiting teams. We manage the front end of the recruiting process. Our sourcing team provide a steady pool of qualified candidates including proactive searches, job board searches, industry associations, and database mining. We work with our customer to build an accurate, effective screening strategy, including telephone prescreening for all applicants.

Global Sourcing: Two powerful trends – the globalization of the workforce and the virtualization of the workplace – are challenging the traditional proximity between the work and the worker. Global competition, pressure to do more with less, and the need for highly skilled technical resources means IT leaders must look at non-traditional solutions for their staffing needs. With global resources costing one-third to one-fifth that of their Canadian counterparts, and with demographic trends pointing to an alarming shortage of domestic workers in the years to come, it is no wonder that global sourcing is becoming more and more mainstream.

Payroll Services: Arch Payroll Service affords customers a flexible, cost savings approach to place contract workers on our payroll. Arch is the “official” employer for these individual workers, responsible for administering payroll and payroll-related costs for individuals designed by our customer.

Temporary Help Services: We target top talent through our ongoing, multi-level recruitment program that is designed to create a large and varied pool of the best available talent. As your employment services partner, we will explore a variety of creative recruiting outlets to pinpoint the most appropriate way to attract workers for your position. Capitalizing on our ArchWorks app technology, global sourcing team, internet job boards, referrals and advertising – we cast a wide net, remain on top of the local labour market, and continually scout for excellent people.

Direct Hire Services: When our clients engage with us to locate the best talent, our experienced recruiters access the hidden talent pool through classic headhunting techniques. Our recruiters manage talent pipelines through ongoing networking activities in specialized skill segments presenting the best talent available in the market.

Onsite Management: Creating cost savings, delivering on recruitment targets, quality assurance, value-added resources, and administrative efficiencies for our customers is the strategy behind Arch’s proven On-Site Management Program. Arch will station an On-site Account Representative on the customer premises to provide high quality workforce and handle all aspects of talent management. Many programs involve a “mini branch” operation located on premise where Arch’s onsite team conducts all recruiting, testing, training, and intake steps in your environment.

Expertise

Staffing Solutions

- Temporary
- Temporary to Hire
- Direct Hire
- Onsite Management
- Payroll Services
- Global Sourcing

Areas of Expertise

- Contact Centre
- Education
- Accounting
- Information Technology
- Manufacturing
- Logistics
- Marketing
- Office
- Sales

