



Too Small for an MSP? Not Anymore.

TAPFIN is no stranger to inquiries from companies seeking advice on their contingent workforce strategy and how it can exist alongside their HR, procurement and talent strategies. With more than two decades of experience across some 59 countries we've seen many new entrants to the workforce solution market and they all possessed one commonality: they're big programmes. As companies grow and their contingent workforce needs evolve into large-scale, they require sophisticated solutions. This has been our reality until recently...



Over the past few years, we've seen a significant uptick in lower-volume programmes seeking an MSP solution due to evolving labor regulations, technology solution availability, changing work models and the talent shortage. Corporate

expansion is another driver, with 89 percent of global CEOs identifying growth and geographic expansion as top priorities.¹

While the expansion of multi-nationals and M&A activity are two trends on our radar, we are also seeing interest among growing mid-sized and large national companies looking to balance compliance with new ways to access talent. Given the workforce, legislative and economic environments, the unprecedented interest among lower volume programmes is intuitive. Yet, MSP solutions have historically been highly customized, high-resource endeavours that are practical for large-scale programmes. The emerging needs of smaller programmes challenged us to think through a model that could deliver MSP benefits without breaking the bank. The latest [white paper](#) from TAPFIN highlights this new centralised model and an example of what was launched in Prague.

The new generation of workforce solutions will help clients to mitigate risk, provide reliable workforce visibility and market insights, open new sourcing channels and create a holistic approach to talent management. True MSP innovation will uncover ways to deliver these kinds of benefits to companies of all sizes. And that is precisely why we are making it happen.

Sean Garbett



General Manager, Europe



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¹ <https://assets.kpmg.com/content/dam/kpmg/pdf/2015/08/global-ceo-outlook-2015.pdf>

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