

Total Cost of Workforce

Costs.

Saved.



How can Manpower reduce your overall workforce spend?

What is the Manpower Total Cost of Workforce Calculator (TCOW)?

TCOW calculator uses financial modelling and market trends to calculate the cost of vacancy, sourcing and onboarding – giving us a total cost of current workforce. We then strip all the burden costs that we, as a strategic recruitment partner, would absorb and adjust some of those existing costs based on our proven internal optimum operational delivery efficiencies*, recalculating with our target attrition and overtime %s to produce a new TCOW figure with predicted cost saving.

Why is TCOW analysis important?

Today's tight labour market leaves no room to chance. More knowledge leads to smart decisions that put you ahead of your competition for talent. Use your WSI report to help improve your organisation's ability to attract and retain the best people for your workforce.

In your TCOW analysis, you will learn:

- Your Total Cost of Workforce today
- A new TCOW calculation based on our proposed delivery solution
- A projected TCOW calculation with SMART targets (optimised delivery improved WSI).

How do we calculate your TCOW?

Your score is built from each and every element of workforce supply and management, tailored to your organisation. We group these costs into three key categories:

- Labour - recruitment, hours and pay
- Opportunity - overtime, attrition, productivity/performance
- Hidden - employee benefits, candidate development, onboarding, safety, compliance, brand reputation.

For more information about Manpower, visit: manpower.co.uk/employers