

# The Power of Support for Diverse Subcontractors:

## How our consulting services boosted their success

"Minority businesses are often required as part of diversity spend requirements. But after winning bids, they often face serious barriers, like fronting payroll or recruiting challenges. This needs to be further acknowledged in order to help optimize the supply chain and support these businesses in a more concerted manner."

-THE JPI GROUP



### BEFORE

When we met with the owners of Mark Ulrick Engineers Inc., a minority and disadvantaged business, we were all serving as subcontractors under a large utility Commercial Rebate Program. For the Ulrick team, it was their first opportunity inside the clean energy space. But without a talent acquisition team, they realized a gap – they needed help filling five diverse energy engineering positions by the project's deadline. The JPI Group managed to learn this during a subcontractor meeting and worked to recruit all candidates for Mark Ulrick Engineering Inc.

**While we were brought on to be a diverse recruitment partner in the main utility project – the more we spoke with disadvantaged subcontractors – the more we realized we could help them, too.**



### DURING

Our seasoned team of recruiters successfully identified and hired all five energy engineers (four senior and one junior) within six months of the program. We also learned that as a small business, Mark UlrickEngineering Inc. was concerned about not having enough cash flow to front the payroll for those new engineering recruits. The JPI Group offered to serve as the "employer of record services" and directly employed the engineers while also providing benefits. We agreed to handle payroll for a minimum of six months as the cash flow improved for Mark Ulrick Engineering Inc.



### AFTER

The goal of the utility program for ethnically diverse candidates was 25-50%, and we were able to meet 60% of their new hires being ethnically diverse. Two of the candidates were also foreign nationals who needed sponsorship. We leveraged our network and partnered with another minority business in order to land the foreign nationals sponsorship in a timely manner.

What about payroll? After six months, Mark Ulrick Engineering Inc. could have brought the engineers onto their payroll books - without direct placement fees. However, they were so happy with our employer relations process (monthly check-ins, easy payroll) that they kept us as the employer on record for more than a year. Their team is excited to continue this partnership as they pursue other bids in the energy space and scale their company.