

COMMON TERMS

Contingent Worker

- As a contingent worker, you'll be recruited, hired and employed by RepuCare. You will then be assigned to a RepuCare client, who will manage your day-to-day tasks & responsibilities. All pay, company benefits, and HR support will come from RepuCare.

Women Owned Business Enterprise (WBE)

- A WBE certification is awarded to companies that is at least 51% owned and operated by women. In terms of government contracts, some states require the 11% of a contract is fulfilled by a WBE certified company.

Recruitment Process Outsourcing (RPO)

- RPO is a form of outsourcing where an employer outsources or transfers all or part of its recruitment activities to an external service provider.

Temp to Hire

- A company will hire an employee for a set amount of time. At the end of that time, they have the option to offer the employee a permanent position.

Staff Augmentation

- This is an outsourcing strategy used to staff projects and respond to business objectives. Companies can evaluate what skills their teams lack, and hire based on what additional skills are needed.