

SKILL CONNECT

One Connect Many Opportunities

What We do

“We specialize in sourcing, placing, and managing ITI-certified candidates for industries that require skilled technical workers. Depending on the model, we either provide candidates to companies or manage their entire employment lifecycle, including HR, payroll, and compliance.”

How We Do

- Option 1
 - Find—>Filter—>Interview—>Selection—>HandOver
- Option 2
 - Find—>Filter—>Interview—>Selection—>Employee Management

Find

- How we find candidates
 - ITI Placement officers references
 - SKILL Connect Portal registrations
 - Social Media channels
 - Referrals
 - Advertisements

Filter

- A comprehensive checklist that will have many filters to pass Level 1
 - Age,
 - Physical fitness,
 - Location,
 - Commitment
 - 10th Academics
 - Skill match program
 - Skill assessment

Interview & Selection

- Properly filtered candidates sent for interview
 - Online (<5 postings)
 - Offline(>25 postings)

After selection

- We have 2 ways of offering
 - HandOver
 - With us

Handover vs. With Us: Employment & Revenue Models

A Comparative Analysis for
Recruitment & Staffing Businesses

Overview: Handover vs. With Us





- • Handover: One-time placement model where responsibility ends after hiring.
- • With Us: Ongoing employment management including payroll & compliance.
- • Revenue & risk factors differ significantly.

Comparison: Handover vs. With Us



Aspect	Handover (3rd Party / Direct to Company)	With Us (3rd Party / Direct to Company)
Revenue Model	Per hire commission (one-time fee per candidate)	Recurring markup on contract wages
Payment Type	One-time settlement	Recurring payments
Who Pays You?	Recruiting agency or employer	Employer or staffing firm
Who Manages Payroll?	Employer or 3rd party agency	You manage payroll, benefits, compliance
Candidate Ownership	Company owns employee post-placement	You retain ownership of contract employees
Client Relationship	Transactional – Engagement ends after hire	Long-term – Ongoing workforce management
Risk Level	Low – No ongoing responsibility	Medium to High – Requires payroll & compliance handling

Pros & Cons of Handover vs. With Us

- Handover:

- -  Low operational complexity
- -  No payroll & compliance management
- -  Needs constant hiring for revenue
- -  Limited long-term business value

- With Us:

- -  Generates steady recurring revenue
- -  Low operational complexity

Final Recommendations

- • Choose ****Handover**** if:
 - - You want quick transactions with minimal risk.
 - - You don't want to handle payroll & compliance.
- • Choose ****With Us**** if:
 - - You want long-term revenue growth & scalability.
 - - You can manage HR, payroll, and compliance responsibilities.
- • Hybrid models may also work, combining elements of both.