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The Staffing Secret Weapon That



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Attracting, hiring, and keeping high-quality talent is a complex and expensive proposition for virtually every company

 Feedback

Attracting, hiring, and keeping high-quality talent is a complex and expensive proposition for virtually every company in the US. Understanding the true costs of employee turnover and the unique benefits nearshore staffing can provide is a business acceleration strategy many US companies are unaware of.



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By leveraging nearshore staffing, US companies can enjoy significant savings. On average, US companies can save up to 60% on staffing costs compared to hiring locally. This substantial cost reduction allows businesses to add more team members than they expected based on their budgetary constraints. US companies can now accelerate expansion, reduce costs, and funnel their savings into other critical areas of the business.

A Unique Business Model That Drives Unprecedented ROI for US Companies


Remote Team Solutions (RTS), a nearshore staffing company in Mexico, has been consistently recognized for their unique business model, which makes it one of the most cost-effective staffing solutions in the world, helping clients maximize their ROI.

The [business model](#) is unique in that it provides a win-win-win for the US companies, the staff hired for the US company, and RTS. Below are some of the key elements that make the model so successful:

▶ **Related video:** How to Build a Dream Team of Out-of-State and Remote Superstars! (Expand Your Talent Pool) (Solution Tales (Video))

 Solution Tales (Video)

How to Build a Dream Team of Out-of-State and Remote Superstars! (Expand Your Talent Pool)




Top 5% Talent Acquisition

[Quality recruitment](#) is at the core of the staffing strategy. The company hires only the top 5% of talent, ensuring clients receive highly skilled professionals. Based in Torreon, MX, a city with over 20 universities and tech schools, as well as many US corporations (Pepsi, John Deere, etc.), gives them a unique advantage in finding highly educated and skilled talent. Additionally, a rigorous selection process

guarantees that their US clients have access to top-tier talent that can drive projects forward and exceed expected results.

The Secret to ROI is Employee Retention

According to SHRM (the Society of Human Resource Management), the world's largest HR professional society, with over 325,000 members in 165 countries, employee retention is critical to staffing ROI. In their article "The Real Cost of Recruitment," they say that "when considering both the hard and soft costs, replacing an employee can cost up to 3x-4x their salary."



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Employee retention is a critical factor in the success of any staffing firm, and RTS's business model drives an industry-leading employee retention rate. The company boasts an unheard-of employee retention rate of 98%. A few fundamental dynamics drive this industry-leading figure;

- Above-average wages compared to wages at Mexican companies
- A five-day workweek compared to the standard six-day workweek common in Mexico
- A beautiful work environment with cutting-edge technology
- Growth opportunities and a supportive, family-like culture

High employee retention translates to continuity, stability, and accelerated performance for clients. The institutional knowledge built up by long-term employees drives a staffing ROI that is unmatched anywhere.

Full-time Employees in State-of-the-Art Facilities

All staff are referred to as Remoties (a term coined by the employees themselves in an employee contest), are hired as full-time employees, and work from the company's state-of-the-art facilities. This commitment to providing high-end technology and a professional working environment ensures clients receive dedicated and focused service from their remote teams.



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Bilingual Expertise

Located in [Mexico](#), RTS offers a unique advantage: all staff are fluent in English and Spanish (many with native-level English proficiency). This bilingual capability is critical for public-facing positions, allowing

Remoties to support their clients' Spanish-speaking customers in the US.

True Collaboration with Nearshore Staffing

Being [nearshore](#) rather than offshore (in APAC) provides significant benefits for collaboration. Operating in the Central Time Zone allows for all-day collaboration between local and remote teammates. Unlike offshore staffing solutions, which can create time zone and cultural roadblocks, [nearshore staffing](#) facilitates seamless teamwork.

Additionally, allowing a US manager to easily visit their team in Mexico or have their Mexican staff fly to HQ for training and meetings builds a different level of bond that further reduces churn.

Mexico also shares a very similar working culture with the US, making it easier for teams to integrate and work cohesively.

Versatility in Recruitment

RTS's business model is built on recruiting specifically for the full-time position clients need, providing a versatile and comprehensive staffing solution. This flexibility ensures businesses can find the right talent for any role, from managers, engineers, and financial analysts to customer service and administrative assistant roles.

Accolades for This Pioneering Business Model

Remote Team Solutions' inclusion in Clutch's list of the top 100 fastest-growing companies for 2024 highlights the company's remarkable growth trajectory. This recognition is not just about numbers; it reflects the company's ability to adapt, innovate, and provide value to its clients. A combination of service delivery, strategic market positioning, and a relentless focus on client satisfaction drives the growth.

A Bright Future Ahead

In conclusion, nearshore staffing represents a strategic opportunity for US and Canadian companies looking to optimize their workforce and grow their business. By partnering with companies that excel in this model, businesses can access top-tier talent, significantly reduce costs, and achieve higher employee retention rates. These benefits lead to enhanced productivity, stability, and, ultimately, a more substantial return on investment. The success of nearshore staffing is evidenced by the growing recognition and accolades received by leading companies in the field, making it an option worth considering for any organization seeking sustainable growth and operational excellence.

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