PEO BLUEPRINT

WWW.PEOBLUEPRINT.COM

# HOW A SKILLED TRADES COMPANY CUT COSTS, REDUCED RISK, AND STREAMLINED HR WITH A STRATEGIC PEO PARTNERSHIP

## INDUSTRY

SKILLED TRADES (ELECTRICAL, PLUMBING, HVAC & CONSTRUCTION SERVICES)

## COMPANY PROFILE

**Industry:**
Skilled Trades Services

**Operations:** Multi-site service teams with field and office staff

**Employees:** ~165 employees (journeymen, apprentices, foremen, administrative staff)

**Leadership:**
CEO, COO, HR Director

# The Challenge

A growing skilled trades company faced a set of workforce and operational challenges common in field-centric service businesses **— but with material impact on margins, risk, and leadership bandwidth.**

## 1. Escalating Workers' Compensation & Risk Costs

Field operations in electrical, plumbing, HVAC, and light industrial work carry inherently high risk. Over time, the company's workers' comp premiums climbed consistently, squeezing profit margins and adding unpredictability to financial planning.

## 2. Compliance Complexity

Multi-state payroll, wage and hour laws, and OSHA reporting requirements grew more complex as the company expanded. Administrators struggled to keep up with:

- Payroll tax obligations
- Timekeeping accuracy for hourly and field staff
- OSHA and safety documentation
- Wage, classification, and paid leave compliance

Errors could (and sometimes did) lead to fines and exposure.

## 3. Administrative Burden on Field Leadership

Office managers and operations leaders were spending significant time on:

- Payroll processing
- Benefits and PTO administration
- Onboarding and credential tracking
- Compliance documentation

This workload pulled focus from project delivery, quality control, and customer satisfaction.

## 4. Recruiting & Retention Challenges

Competition for skilled technicians (journeymen and apprentices) is fierce. The company needed:

- Competitive benefits packages
- Reliable HR support
- Scalable workforce infrastructure

Leadership knew internal systems and processes were no longer sustainable at scale
— but was unsure whether more internal HR hires, partial outsourcing, or a PEO model was the right solution.

# The PEO Blueprint Solution

PEO Blueprint delivered a **strategic, trades-centric PEO evaluation and implementation plan** that addressed risk, compliance, costs, HR infrastructure, and workforce retention — all while operations remained focused on field execution and service delivery.

## Phase 1: Skilled Trades Workforce & Risk Assessment

Rather than starting with vendor proposals, **PEO Blueprint first conducted a comprehensive assessment that included:**

- Workers' compensation cost drivers and safety program gaps
- Payroll and classification practices
- Multi-state compliance risks (wage, tax, paid leave, overtime)
- Benefits cost history and participation rates
- Administrative workflows and pain points

This baseline established where risk and cost were highest — and where strategic improvements could deliver immediate impact.

## Phase 2: Targeted PEO Shortlist for Skilled Trades

Not all PEOs are appropriate for high-risk, field-heavy service businesses.

**PEO Blueprint curated a shortlist of providers with demonstrated strengths in:**

- Workers' comp optimization and risk management
- Multi-state payroll and compliance support
- Competitive benefits that appeal to skilled labor
- HR technology for timekeeping, employee self-service, and reporting
- Experience serving construction, trades, and industrial clients

Only PEOs aligned with the company's operational model and growth goals were advanced.

## Phase 3: Contract & Pricing Optimization

Leveraging deep pricing, underwriting, and contract experience,

**PEO Blueprint negotiated terms that included:**

- Competitive administrative fees tied to workforce size and classification
- Stabilized workers' comp rates with safety program integration
- Benefits plans tailored to both field and office staff
- Clear service level agreements and escalation paths
- Implementation planning to minimize disruption

This was not a generic HR outsourcing arrangement — it was a **strategic partnership** designed to support workforce scalability and compliance.

# The Results

## Financial Impact

- **Reduced workers' compensation** expenses through risk-driven classification and safety support
- **Lower overall HR and benefits costs** compared to internal administration
- Predictable budgeting with **stabilized benefits and insurance** renewals

## Operational Impact

- **Centralized payroll,** HR, PTO, and compliance workflows across all locations
- **Significant reduction** in manual administrative workload
- **Faster onboarding** with credential tracking and compliance checks

## Talent & Culture Impact

- Competitive benefits **improved** recruiting outcomes for both field techs and office staff
- Employee self-service tools **increased** engagement and satisfaction
- Better retention among **skilled** technicians and supervisors

Field leadership regained time to focus on project delivery, quality control, client satisfaction, and strategic growth — instead of HR administration.

# PEO BLUEPRINT

**PEO Blueprint is an independent PEO brokerage and advisory firm helping skilled trades, construction, and field-heavy service companies evaluate, select, and optimize PEO partnerships.**

## Unlike direct PEO sales representatives, PEO Blueprint:

- **Works** with hundreds of vetted PEO providers
- **Prioritizes** operational, risk, and compliance fit
- **Negotiates** using deep pricing and underwriting insight
- **Acts** as a strategic advisor, not a transactional vendor

### Ready to Evaluate Your Skilled Trades Workforce Strategy?

PEO Blueprint offers a **confidential skilled trades PEO assessment** designed to identify cost savings, compliance exposure, and workforce infrastructure opportunities — so you can scale with confidence and support your field teams.

WWW.PEOBLUEPRINT.COM