

WORKFORCE SOLUTIONS BROCHURE · Q2/Q3 2026

# Resourcing people. Building long-term positive impact.

Recruitment, temporary staffing and workforce administration for organisations across the UK - delivered as one managed service.

# A modern alternative to traditional recruitment agencies.

ARO Resourcing Ltd was created to give organisations a more flexible, technology-enabled and hands-on approach to recruitment and workforce management. We are not a job board, and we are not a volume applicant-tracking service. We combine structured recruitment process, purpose-built technology and hands-on human support to deliver a responsive, cost-effective workforce solution.

Our objective is not simply to fill job roles. We aim to become an extension of your organisation - sourcing, assessing, deploying and managing the people required to deliver your services, so your internal teams can stay focused on delivery rather than 'recruitment admin'.

## RECRUIT

We source, screen and shortlist so you review a refined pool, not hundreds of applications.

## DEPLOY

We coordinate compliance, onboarding and induction so workers are ready on day one.

## ADMINISTER

We manage timesheets, payroll coordination and reporting for the duration of an assignment.

## OUR TEAM

# The people behind ARO Resourcing

A small, hands-on team working directly with clients and candidates on every assignment.



**Lateef Arowolo**

**Founder & Head of Recruitment**

Lateef Arowolo is a passionate recruitment leader dedicated to connecting exceptional talent with forward-thinking organizations. As the Founder and Head of ARO Resourcing, he has built a reputation for delivering tailored hiring solutions that help businesses grow and professionals advance their careers. With a people-first approach and a commitment to thoroughness and excellence, Lateef focuses on creating meaningful partnerships that drive long-term success for both employers and candidates.



**Comfort Danladi**

**Recruitment Consultant**

Comfort Danladi is a Recruitment Consultant at ARO Resourcing, where she drives talent acquisition, client relationships, and recruitment operations. She has a keen eye for spotting top talent and a passion for connecting people with opportunities that fit. Known for her professionalism, leadership, and people-first approach, she ensures outstanding experiences for both clients and candidates. Her commitment to excellence makes her an integral part of ARO Resourcing's success.

# One Partner. The Complete Workforce Journey.

From the first vacancy to ongoing workforce administration, ARO Resourcing covers every stage across five connected pillars - delivered together or independently, so nothing has to sit with a separate supplier or a stretched internal team.

01

## **Recruitment & Talent Acquisition**

Sourcing, screening and shortlisting candidates who are ready to progress.

02

## **Temporary Staffing & Workforce Deployment**

Flexible workers mobilised quickly against changing operational demand.

03

## **Compliance & Onboarding**

Documentation, right-to-work coordination and induction, handled before day one.

04

## **Payroll & Workforce Administration**

Timesheets, approvals and payroll coordination, managed on your behalf.

05

## **Training & Workforce Development**

Optional add-on programmes that support workers once deployed.



# 20+ Workers Recruited. One Streamlined Workforce Solution.

ARO Resourcing supported the rapid recruitment and deployment of more than 20 Youth Outreach Workers and Youth Coaches for a youth outreach programme connected with Haringey Council. Rather than the client managing advertising, applications, interviews and onboarding in-house, ARO handled the recruitment process end to end and presented suitable, assessed candidates ready to progress - leaving the client's internal involvement focused on final approval, induction and operational deployment.

**20+**

Youth workers recruited

**1000+ Hours**

Workforce allocation so far

**High**

Worker retention across the programme

**End-to-End**

Recruitment through workforce administration



Youth Outreach workers at work in Haringey

## PROCESS

Client Requirement

ARO Candidate Sourcing

Screening & Shortlisting

Structured Interview & Assessment

Compliance & Onboarding

Client Induction

Worker Deployment

Timesheets & Payroll Support

Ongoing Workforce Management

## SUPPORT BEYOND RECRUITMENT

- Timesheet coordination (using [arohub.io](https://arohub.io))
- Approved-hours tracking
- Payroll-related administration
- Worker communications
- Workforce support
- Compliance / document coordination
- Ongoing recruitment where additional workers were required

Structured interviews, scenario-based questioning, candidate scoring and suitability assessments underpinned selection - alongside a transition toward a more flexible temporary workforce model, helping reduce recruitment administration, internal workload and fixed staffing costs.

## HOW IT WORKS

# From requirement to deployment in six steps.

### 01 Tell Us What You Need

Role, number of workers, budget, timeline and requirements.

### 02 We Build the Recruitment Campaign

ARO Resourcing sources from our candidate network and appropriate recruitment channels.

### 03 We Screen & Interview

Candidates undergo structured screening and interviews.

### 04 You Receive Recommended Candidates

The client receives a refined selection rather than managing a large applicant pool.

### 05 Onboarding & Deployment

We coordinate documentation, onboarding and workforce mobilisation.

### 07 We Continue Supporting the Workforce

Where required, we manage timesheets, payroll coordination, worker communications and ongoing recruitment.

### 06 Compliance & Onboarding

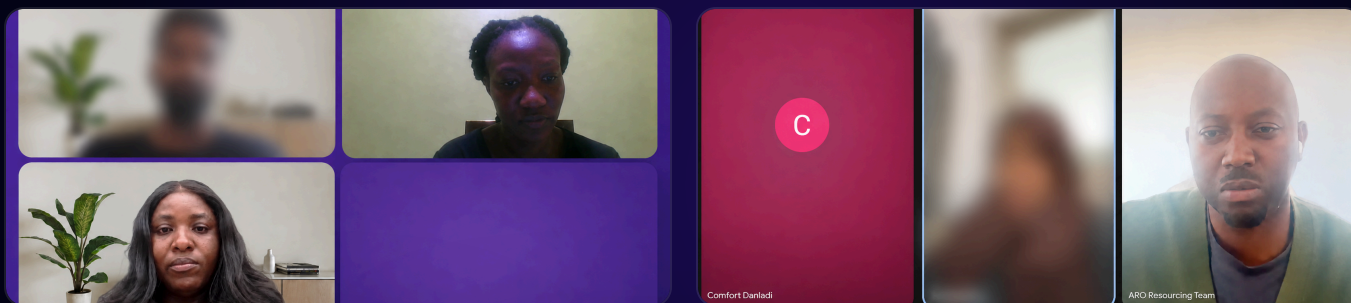
Handled before a worker's first day.

- Right-to-work coordination
- DBS coordination where applicable
- Candidate documentation
- References
- Onboarding administration
- Worker induction support
- Compliance record management

## HOW WE ASSESS

# Interviews built on trust, not just a checklist.

Every candidate we put forward has been through a structured, in-depth interview - usually on video - that goes beyond matching a CV to a role. We take the time to understand a candidate's experience, motivations and career direction, and to build a genuine working relationship with them.



*ARO Resourcing structured video interviews with candidates*

### Structured & consistent

Every candidate is assessed against the same scenario-based questions and scoring criteria.

### A real conversation

We ask in-depth questions on video calls, not just run through a script - so we understand what candidates are actually looking for.

### Beyond one role

If a specific vacancy isn't the right fit, we keep the relationship going - and can place a candidate against a future role instead.

This approach builds trust with candidates throughout their career journey, not just for the duration of a single assignment - which is part of how we keep a reliable pipeline of assessed, engaged candidates ready for future client requirements.

# Flexible workforce, fully administered.

## 02 Temporary Staffing & Workforce Deployment

- Temporary workers
- Casual workers
- Project-based staffing
- Workforce mobilisation
- Rapid recruitment campaigns
- Shift / workforce coordination
- Temporary-to-permanent recruitment
- Flexible staffing solutions

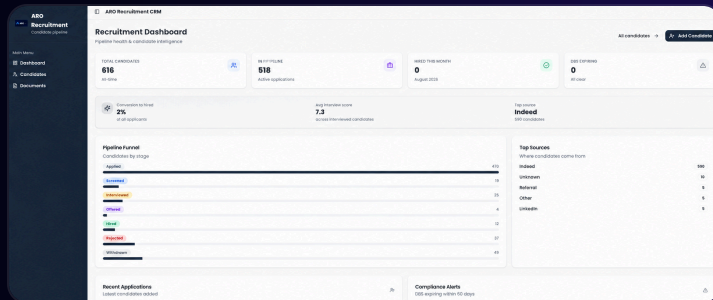
## 04 Payroll & Workforce Administration

- Timesheet collection
- Timesheet approval workflows
- Hours tracking
- Payroll coordination
- Payslip administration / support
- Worker payment administration
- Workforce reporting
- Client reporting

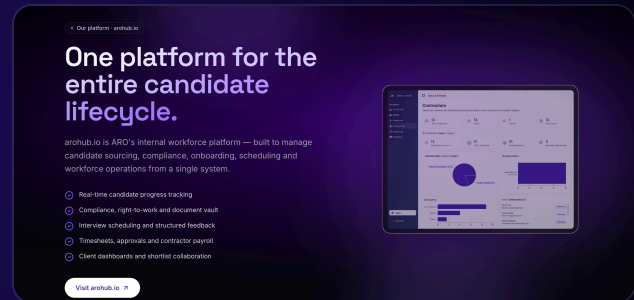
*Payroll and tax activities may be delivered with appropriate professional payroll / accounting support where required.*

# The technology behind our workforce service.

AROHUB is our in-house workforce management platform. It gives ARO Resourcing one connected system for recruitment, workers, timesheets, payroll and workforce data - from candidate onboarding through to weekly timesheets and payroll preparation - so clients get greater visibility, stronger compliance and significantly less administration.



AROHUB - candidate pipeline and workforce hours/utilisation dashboards



- **Digital timesheets** - structured worker hour records
- **Timesheet compliance** - submissions, approvals and late records tracked
- **Payroll management** - approved hours feed wage and payslip processing
- **Budget & utilisation tracking** - hours delivered against agreed budgets
- **Workforce analytics** - dashboards on hours, utilisation and attendance
- **Candidate & worker management** - recruitment, onboarding and assignment records
- **Compliance oversight** - monitoring of key worker documentation and checks

# Training and development, built around your workforce.

Training sits outside our core recruitment and administration service - an optional, value-added layer for clients who want their deployed workforce further supported and developed.

## 05 Training & Workforce Development

A growing, expandable menu of add-on programmes:

Workplace induction

Customer service training

Communication skills

Safeguarding awareness

Conflict management

Professional conduct

Interview preparation

Leadership development

Digital skills

Role-specific training

Bespoke client training programmes

Additional programmes can be added on request - this list expands as client needs develop.



# Built to remove the weight of workforce administration.

## Faster Hiring

We manage sourcing, screening and interviewing before candidates reach the client.

## Reduced Administration

Internal HR and operational teams spend less time managing repetitive recruitment activities.

## Flexible Workforce Costs

Temporary staffing allows organisations to scale workforce capacity around operational requirements.

## Quality-Controlled Candidates

Structured interviews and candidate scoring create a consistent selection process.

## One Workforce Partner

Recruitment, onboarding, timesheets, payroll support and workforce administration can sit within one managed service.

## Human + Technology

Modern recruitment technology and internal systems, alongside human candidate assessment.

## Responsive Service

Suitable for organisations requiring workers quickly, or managing changing workforce requirements.

# Flexible pricing, matched to your workforce needs.

ARO Resourcing offers flexible commercial arrangements depending on the scale and nature of a client's workforce requirements. Below is an illustrative example, alongside our standard pricing models.

## EXAMPLE PROJECT STRUCTURE

### Comprehensive Workforce Package

**£26-£30**

per worker hour

Initial allocation: **~500+ workforce hours**    Period: **~3 months**

This rate represents a wider managed workforce service - recruitment, screening, interviews, onboarding administration, workforce coordination, timesheets, payroll-related administration, worker support and account management - not simply candidate introduction. Shown as an example project rate, not a universal fixed rate.

### Permanent Recruitment

**10-15% of salary**

Includes candidate sourcing, screening, structured interviews, shortlisting, reference/right-to-work checks and placement support.

### Recruitment Campaign

**£1,500-£5,000+**

Designed for organisations needing to recruit multiple people within a defined timeframe. We manage advertising, sourcing, screening, interviews, candidate scoring, shortlisting and onboarding coordination.

### Payroll & Workforce Administration

**Per worker / month or hour**

Timesheets → approvals → payroll preparation → payslips → worker records → compliance → reporting → workforce analytics.

### Recruitment & HR Retainer

**£500-£2,000+ / month**

We become your external resourcing team, handling vacancies, candidate screening, interviews, onboarding, documentation, workforce queries and reporting.



WHO WE SUPPORT

# Workforce solutions across sectors.

ARO Resourcing supports recruitment and workforce needs across a range of sectors and project types.

**Local Government**

**Housing**

**Youth &  
Community Services**

**Hospitality**

**Property**

**Administration**

**Customer Service**

**Social Care /  
Support Services**

**Professional Services**

**SMEs**

**Project-Based Workforce Requirements**

# Need People? Let Us Build the Workforce.

Whether you need one specialist candidate, 20 temporary workers or an outsourced recruitment and workforce management solution, ARO Resourcing can build a service around your requirements.