

# Fractional HR Services Frequently Asked Questions



**BARNES DENNIG**  
CPAs and Advisors



## Fractional HR Solutions Frequently Asked Questions

Whether your organization is growing, navigating transition, or addressing urgent challenges, you need HR expertise that's as agile and adaptable as you are – and that's where Fractional HR Solutions comes in play. Designed to provide embedded human resources support without the commitment of a full-time hire, fractional services give businesses access to seasoned HR professionals who can quickly strengthen operations, reduce risk, and elevate the employee experience.

In this FAQ, you'll discover what Fractional HR involves, who it's designed for, how it differs from traditional HR consulting, and the tangible impact it can make. You'll also find real-world success stories—from organizations that reduced turnover, strengthened talent pipelines, accelerated hiring, and built better, brighter workplaces with the help of fractional HR leadership.

Let's get started.

### What are fractional HR solutions?

We believe that when employees thrive, businesses grow – and when they feel supported, trust deepens. It's about creating value through people, for people.

Fractional HR solutions provide businesses and non-profits with on-demand access to experienced HR professionals – without the cost or commitment of a full-time hire. Whether you need strategic guidance, operational support, or project-based expertise, our fractional model delivers flexible, high-impact HR solutions tailored to your specific needs.

### What are the benefits of fractional HR solutions?

Fractional HR solutions offer:

- **Scalable expertise** – access senior-level HR talent for a fraction of the cost.
- **Flexible engagements** – support available hourly, weekly, or monthly – no long-term contracts required.
- **Business-aligned HR** – solutions that drive performance, compliance, and culture.
- **Rapid deployment** – quick onboarding to meet urgent or evolving HR needs.

### What types of organizations are a good fit for fractional HR solutions?

Fractional HR solutions are a great fit for:

- Small to mid-sized businesses and non-profits without a dedicated HR team
- Companies in transition (growth, downsizing, restructuring)
- Organizations needing specialized HR support (e.g., employee engagement, compliance, talent strategy)
- Businesses with temporary HR gaps due to leave or turnover



## How do fractional HR solutions differ from traditional HR consulting?

Fractional HR offers ongoing, embedded support—often acting as part of your team. It's more flexible and cost-effective than traditional consulting, which tends to be project-based and short-term.

## What fractional HR solutions do you provide?

We provide services at multiple levels, depending on what your organization needs – here's a visual breakdown:

A few other HR solutions we provide:

- Talent acquisition & onboarding
- Employee relations and performance management
- HR compliance & policy development
- Compensation & benefits strategy
- Organizational design & workforce planning
- Leadership coaching & development
- Inclusion strategy & implementation
- HR technology selection & optimization





## What do fractional HR engagements look like?

We offer multiple types of engagements – tailored to fit your organization's specific needs, and they're designed to be flexible, so you can scale up or down as your needs evolve. Here are a few examples:

- Hourly or retainer-based support
- Short-term project execution
- Interim HR leadership
- Strategic advisory services

## What are common pain points fractional HR solutions address?

- Lack of internal HR expertise
- Compliance risks and outdated policies
- Inefficient hiring and onboarding processes
- Low employee engagement or high turnover
- Leadership development gaps



## What are some indicators fractional HR solutions might be a fit for my organization?

If you find yourself or your team saying things like this, fractional HR could be a great fit:

- "We're growing fast and need HR support."
- "Our HR person just left – we're scrambling."
- "We're not sure our policies are compliant."
- "We need help with hiring but can't afford a full-time recruiter."
- "We're struggling with employee engagement (or retention)."
- "We're getting ready for a merger or restructuring."
- "We don't have a succession plan and that puts the business at risk."
- "We could really use management/leadership training."



## OK, we need HR help. How quickly can support be deployed?

In most cases, we can onboard a fractional HR professional within 1–2 weeks, depending on the scope and urgency.

## What industries do you support?

We serve a wide range of sectors – including tech, healthcare, manufacturing, non-profits, professional services, and construction, to name a few.



## Can you share a few success stories?

Delighted to! Here are a few of our favorites.

- A Series A tech startup **rapidly scaled from 15 to 60 employees** with strategic HR support in **recruiting, onboarding, and compliance**.
- A manufacturer **reduced turnover by 30%** after implementing a **performance management system**.
- A fast-growing non-profit **improved employee engagement** scores by 40% after implementing new performance and feedback systems.
- A non-profit **smoothly navigated a leadership transition** with **interim HR leadership and coaching**.
- Another non-profit **avoided costly compliance penalties** by updating policies and training.
- A construction company achieved a **70% acceptance rate for job offers and an 86% retention rate** for full-time recruits with a revamped talent acquisition strategy.
- A regional contractor **reduced time-to-hire by 50% and cost-per-hire by 55%** through automation and process optimization.
- Decreased turnover? Yes please. Our fractional HR leadership **decreased turnover by +50%** in targeted roles through an employee listening initiative that led to career pathing and values-based incentives.
- Succession planning is always a challenge. New leadership development programs that resulted in **80% internal successor identification** for key positions.

## Other questions?

We know you've got a lot of questions – contact us today for a free consultation with one of our top fractional HR solutions pros. As always, we're here to help.

