

yoh



Higher Education Payroll & Compliance Made Easy

The Power of an EOR Partnership.



How EOR solutions
help higher education
institutions improve
compliance and expand
access to talent.



Introduction

Workforce management for a higher education institution is no small feat. Universities and colleges must navigate diverse employment classifications, intricate pay structures, and ever-changing tax and compliance regulations... all within a decentralized environment that encourages departmental autonomy.

Partnering with a workforce solutions provider specializing in Employer of Record (EOR) services in your industry can streamline processes, ensure compliance, and allow institutions to focus on delivering quality education. The right institutional partner brings structure and visibility to workforce processes while preserving the flexibility departments need to operate effectively.

What's Inside:

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Challenges in workforce management and payroll administration.

Higher education institutions face a unique set of payroll and compliance challenges, so outsourcing these functions to a trusted partner can be a strategic move. Because workforce processes often differ across schools, departments, and funding sources, institutions can face added challenges around visibility, consistency, and compliance at the institutional level. Without the right support, administrative inefficiencies and compliance gaps can quickly grow.

Entrusting these functions to an experienced partner ensures critical workforce functions are handled with precision.

Even if your institution isn't seeking full workforce management, a trusted EOR partner can make a meaningful difference by taking on the burden of payroll-related complexity, including:



Diverse Classifications

Faculty, staff, adjuncts, and student workers.



Complex Pay Structures

Navigating stipends, grants, and hourly wages.



Benefits Administration

Coordinating health, retirement, and supplemental benefits across different worker types and employment structures.



Institutional Reality

Managing multi-state payroll and tax obligations without disrupting departmental workflows.

Chapter 1

The benefits of partnering with an EOR provider.

There are several benefits that come with leveraging an EOR provider, from tailored payroll support and compliance management to cost savings and expanded hiring opportunities. With an EOR, higher education institutions can streamline their workforce operations, reduce risks, and focus on their core educational mission.



6 Key Benefits

The six key benefits, explained.

There are several benefits that come with leveraging an EOR provider, from tailored payroll support, benefits administration, and compliance management to cost savings and expanded hiring opportunities. With an EOR, higher education institutions can streamline their workforce operations, reduce risks, and focus on their core educational mission.

1



Compliance & Risk Mitigation

Navigating federal, state, and local labor laws requires expertise. A trusted EOR provider ensures compliance with tax codes, labor laws, and industry regulations, mitigating financial and legal risks while preventing costly payroll errors.

2



Hiring Flexibility & Market Expansion

Expanding hiring beyond local markets can be challenging due to compliance hurdles and administrative burdens. An EOR provider enables universities to broaden their candidate pool by employing workers in a wider geographic area, allowing institutions to access top talent regardless of location without the complexities of setting up local entities. The EOR partner serves as the legal employer, ensuring compliance while allowing you to expand your workforce seamlessly.

3



Strategic Payroll Support Without Full Workforce Takeover

An EOR provider offers flexible payroll solutions that allow institutions to strategically select which roles to payroll. This means universities can maintain direct employment for core positions, for example, while leveraging EOR services for specific workforce segments, such as adjunct faculty, temporary staff, or remote employees in different states. This tailored approach ensures compliance and efficiency without relinquishing control over all employment functions.

4



Secure & Scalable Payroll Management

A reliable EOR provider ensures payroll security with encryption and compliance measures. As institutions grow, an EOR partner offers scalable workforce solutions that adapt to evolving pay structures and regulatory changes.

5



Cost-Effectiveness & Operational Efficiency

Partnering with an EOR simplifies payroll administration and reduces overhead tied to maintaining internal expertise. Established processes and experienced payroll support help limit errors, improve consistency, and allow internal teams to stay focused on strategic initiatives.

6



Employee Satisfaction & Benefits Management

Ensuring timely and accurate payroll enhances faculty and staff satisfaction. EOR providers offer seamless access to payroll information and can provide competitive benefits, such as:

- Retirement investment options
- Life insurance and supplemental coverage
- Comprehensive health and elective benefits

Chapter 2

How an EOR provider supports HR and financial teams.

HR and financial teams are responsible for many tasks, from managing complex payroll systems to staying on top of constantly changing compliance requirements, and more. In higher education institutions, these responsibilities often intersect with procurement, legal, research administration, and departmental leadership.

An EOR provider can streamline these processes by relieving administrative burden, providing analytical insights, and empowering internal teams to focus on initiatives that drive institutional success.

Administrative Burden Reduction

Managing tax filings, compliance tracking, and employee records can be time-consuming. An EOR provider takes on these responsibilities, allowing internal teams to focus on workforce planning, budgeting, and strategic HR initiatives.

Real-Time Reporting and Analytics

Advanced EOR providers offer insights through real-time reporting and analytics, enabling institutions to make informed decisions on compensation strategies, workforce trends, and financial planning. With access to detailed workforce data, HR and finance teams can proactively manage costs, improve forecasting, and identify opportunities for efficiency improvements across departments and funding sources.

Expert Guidance on Compliance and Regulatory Changes

Higher education institutions must continuously adapt to new employment laws and tax regulations. EOR providers stay ahead of these changes, providing expert guidance and ensuring institutions remain compliant without having to dedicate internal resources to constant monitoring and policy updates.



Chapter 3

Selecting the right EOR partner for your institution.

Choosing the right EOR partner is a critical decision that can significantly affect your institution's workforce management and efficiency. When exploring your options, it's important to consider factors that align with how your institution operates across departments, funding structures, and hiring needs.



Key Considerations When Choosing an EOR Provider:

1

Industry Expertise

It's about the journey AND the destination. Understand both your immediate and long-term goals, and factor them into your 2026 hiring plan. Waiting until you are 100% sure you need a specific role may already be too late by current market standards.

2

Exceptional Customer Support

Your EOR partner should have practices in place that will make the transition as easy as possible for your organization. For example, Yoh offers a dedicated concierge team that delivers a high-touch experience to ensure a seamless and supportive onboarding process. By proactively engaging with workers and guiding them through complex procedures, we enhance the candidate's initial experience, fostering a positive relationship that extends into long-term retention.

3

The Importance of a Tailored Approach

Each institution has unique needs. The right EOR provider should offer customizable solutions, from managing complex compensation structures to providing tailored benefits that align with institutional goals.



Chapter 4

Ensuring a smooth transition to an EOR provider.

Partnering with the right organization can make the transition to an EOR provider seamless, ensuring that institutional operations continue smoothly and without disruption. A successful transition requires careful planning, effective communication, and strong support from both the institution and the EOR provider.

Explore strategies to manage the transition process below.

By preparing ahead of time for a smooth implementation, institutions can experience the full benefits of their EOR partnership with minimal challenges.

Managing the Transition

A well-planned transition minimizes disruptions.

An experienced EOR provider will guide institutions through a structured implementation process with expert change management to ensure a seamless shift with minimal impact on payroll operations.

Employee Communication and Buy-In

Clear communication about the transition builds trust.

Institutions should work with their EOR provider to address employee concerns and ensure transparency regarding pay schedules, benefits, and compliance adjustments.

Training and Ongoing Support

A successful transition requires thorough training and continuous support.

EOR providers equip HR teams and employees with the necessary tools and knowledge to navigate new payroll systems confidently.

Chapter 5

Partnering with Yoh Enterprise Solutions as your EOR provider.

Choosing the right EOR provider can significantly impact your program's overall success. With so many providers in the market, it's important to find one that meets your organization's needs, values, and goals.

From personalized service and experienced teams to seamless onboarding and post-hire support, these benefits can help optimize your organization's workforce. Yoh's dedicated Concierge Team delivers a high-touch experience to ensure a seamless and supportive onboarding process. By taking a hands-on approach to support and guidance, we ensure a smooth onboarding experience for candidates, helping to establish a positive connection that encourages long-term retention.

What You Can Expect With Yoh:



High-Touch Service

- Personalized one-on-one interactions
- A positive first experience that fosters long-term engagement
- Clear communication and responsive support across the worker lifecycle



Tenured Team

- Seasoned professionals with a minimum of five years in workforce solutions
- Deep understanding of potential process bottlenecks and candidate questions
- Experience supporting complex workforce structures across roles and locations



Onboarding Support

- Creates a seamless, repeatable experience across all touchpoints
- Simplifies complex and highly customizable processes for candidates
- Integration of automation for reminders and guidance
- Consistent onboarding experiences across departments and worker types



Hypercare

- Dedicated stabilization period post-hire to ensure smooth transitions
- Immediate support for inquiries and concerns, reinforcing worker confidence
- Sets new hires up for long-term success with our customers

Explore the key advantages that come with selecting the right EOR provider.

[Learn More](#)

Chapter 6

Case Study

Payroll made simple. Compliance made certain.

Explore a real-world example of how partnering with Yoh as an EOR provider has brought significant benefits to several higher education institutions. This success snapshot highlights the impact of Yoh's EOR solutions and offers a look into how institutions can have greater efficiency, cost savings, and more.



! The challenge.

- Several top public and private universities faced the similar challenge of employing workers in states where they weren't registered, limiting their ability to retain talent and expand their workforce.
- Employees relocating risked employment gaps and compliance issues, employment regulations, payroll taxation, benefits administration, etc.
- Complex pay structures based on role and length of service.
- Internal hiring and onboarding processes were slow and complex.

✓ The solution.

- Implemented Yoh's EOR services to enable seamless, compliant employment across any of the 50 states where workers lived and worked.
- A dedicated concierge team of tenured employees—offered hands-on, personalized support from onboarding through hypercare.
- Modeled benefits and policies to align with the university's existing workforce.
- Managed onboarding, payroll, and compliance needs, reducing administrative burden.
- Utilized Yoh's proprietary ConneX platform to streamline payroll, compliance tracking, and reporting—eliminating administrative burdens and reducing costs.

⚡ The impact.

- **Expanded the candidate pool allowing access to top talent nationwide**
- **100% compliance with local, state and federal labor laws**
- **Accelerated hiring & onboarding reducing time-to productivity**
- **Cost-effective, scalable solution supporting long-term workforce strategy**



Are you ready to streamline your workforce management with an EOR solution?

Let Yoh help you unlock operational efficiency, ensure compliance, and drive long-term success.

Partnering with a payroll EOR provider can transform the way higher education institutions manage their workforce. Institutions will not only improve efficiency and ensure compliance with complex, ever-evolving regulations but they will also free up valuable resources to focus on what truly matters: supporting academic excellence.

Need more than EOR support?

Yoh can help with that too. As a full-service institutional partner, we deliver flexible solutions across staffing, consulting, and enterprise workforce management, including MSP, RPO, SOW and consulting.

Whether addressing immediate workforce gaps or building long-term operational strategies, Yoh helps institutions create scalable structures that support visibility, compliance, and sustainable growth.

Contact Yoh to learn how we can tailor our services to offer you solutions that support your institution's growth and objectives.

yoh.com/lets-talk