



Why Choose AndWhich over Offshore VA Firms

Feature / Value	AndWhich	Offshore VA Firms
Talent Source	U.S.-based women re-entering or up-skilling in the workforce	Primarily overseas contractors hired for lowest cost
Mission Impact	Nonprofit model reinvests into training, mentorship, and job creation for women	For-profit outsourcing agencies focused on cost reduction
Cultural Fit & Time Zone	Native English speakers, aligned with U.S. business culture, same time zones	Cultural gaps, time zone delays, communication challenges
Quality of Match	Task-based matching ensures the right skills for the right project	Volume-based placement; focus on filling roles quickly
Trust & Accountability	Transparent vetting, U.S. labor compliance, nonprofit governance	Varies widely; little oversight or labor protections
Cost Structure	Fair, transparent packages (Bronze, Silver, Gold) with direct VA earnings	Lowest-cost hourly or monthly rates, but limited reinvestment in workers
Business Benefit	Scales operations while creating local impact	Scales operations at minimal cost, but value goes overseas

Offshore firms compete on being the cheapest. AndWhich competes on quality, trust, and impact—while strengthening the U.S. workforce.