



Why Use a Staffing Agency?

Many facilities and companies, both large and small, have debated whether or not to utilize the services of staffing agencies and recruiters to supplement their own Human Resources department or hiring process. These facilities and companies have weighed several factors, both pros and cons, **but have they examined all the potential benefits. Listed below are some of the benefits to using staffing agencies:**

Saves Cost

Temporary help through a staffing agency eliminates the facility from going through the hiring process. You do not have to set up tax forms, withhold taxes or extend any benefits to the temporary personnel. All that is done through the staffing agency. This simplifies the process a great deal for companies. While it is true that the company may pay a slightly higher rate per hour for the agency temp, the overall cost remains much lower than bringing on an employee for a short time. When you use temporary staff, all costs associated with processing and administering payroll and benefits are transferred from your facility to the staffing agency. Consequently, their unemployment claims don't affect your rating or your bottom line. This strategy can help you to control cost, improve production, and manage risk. You also get relief from recruiting and advertising costs, and eliminating paperwork and data processing costs normally associated with hiring employees.

Work Fluctuations/Shortages

Companies find it convenient and cost-effective to work with a temporary staffing agency to fulfill unforeseen workload demands, fill short-term or long-term vacancies, provide coverage for vacations, illnesses, and leaves of absences and assist with changing workloads due to holidays, restructuring or mergers.

Cuts Training Costs

Training is another expense that affects your bottom line. It not only shows up in dollars, but in lower productivity and poorer quality that result from employing inexperienced staff. Staffing agencies can supplement your staff with experienced temporary personnel. The quality of employees recruited from staffing agencies is generally the same as or better than the quality of your regular employees.

Improves Efficiency

Efficiency is improved by freeing up your HR Department and/or hiring managers to meet their other obligations and to work on other important areas other than the time consuming task of recruiting, qualifying, verifying background, reference and employment checks for each employment opportunity.



Staff Turnover

Hiring the wrong person can cost a tremendous amount of money. Staffing agencies follow rigorous screening procedures for both temporary personnel and direct hires, which increases your chances of getting the right candidate. They can often provide candidates who possess the skills and experience you require. Many companies push regular staff to produce more with fewer resources and as the stress increases, so do problems with quality, output, attendance, and ultimately, turnover. The temporary personnel will help your staff avoid burnout, reduce the costs of defects, avoid productivity losses, and limit turnover expenses.

Increase Your Cash Flow

When you use a staffing agency, you no longer are responsible for workers' compensation, social security or unemployment costs, as well as the ability to pay from one invoice instead of writing many payroll checks. Overtime and benefits are costs that can be eliminated by using a staffing agency. On average, employee benefits cost 20-25 percent in excess of payroll expenses.

Saves Time

A staffing agency will do all the legwork in finding the right employee. This can really save the company a lot of money when the need arises for a new or supplemental employee. Since most staffing agencies maintain a comprehensive list of candidates, the chances of having the right person in the position may take days rather than weeks or months.

Try-Before-You-Buy

Often times, temporary jobs turn into permanent, full-time positions. But how can both parties, the employer and employee, be sure there is a good fit? The easiest way to resolve those concerns is by utilizing a temp-to-hire arrangement that allows a temporary associate and an employer anywhere from 90 to 120 days to work together and determine if both parties want to make a long-term commitment. During the trial period, the staffing firm serves as the associate's employer. Associates have the opportunity to see if the company is a good fit for them. Likewise, companies can evaluate a temporary person's skills, performance and work habits before making a long-term commitment. Employers are enticed by the idea of "test driving" employees first to minimize risk and ensure a good match for permanent positions.

Good Recruiting Source

Staffing agencies offer a good way for companies to find employees who can become permanent employees. Most staffing firms offer contract, temporary, temporary-to-hire, and direct hire placement services.



Voice of Experience

While large companies often hire employees on an ongoing basis, that's not necessarily the case for many small businesses. What can happen when recruiting and interviewing isn't a common routine, and how can a staffing firm solve that dilemma? Knowing how to properly conduct an interview is certainly a skill, and what questions you can and cannot ask in an interview are critical. What you are looking for and then finding it are different matters, and you need to interview regularly to develop those skills.