



7 Strategies for Better Staffing.

As your business grows and faces a tough economy and competition, smarter hiring is crucial for smoother operations and profitability. Temporary staffing can help because it offers flexibility for managing your workforce. Here, we explore 7 strategies where temporary staffing can have a big impact.

Filling In for Permanent Staff

One of the most common uses of temporary staffing is filling in for permanent employees on vacation or extended leave. This ensures continuity in operations and maintains productivity levels without overburdening existing staff. Temporary workers can integrate into roles, providing the necessary support during these periods.

Handling Odd Jobs

Smart operations managers use temporary staff to handle odd jobs that full-time employees (FTEs) won't. Tasks such as cleaning, trash hauling, digging, moving equipment or material handling, or other miscellaneous jobs can be done by temporary workers. This allows permanent employees to focus on their core responsibilities, while this other necessary work gets done.

Managing Peak Loads

Factories and production facilities frequently experience peak load periods where demand increases beyond normal levels. Temporary staffing can help manage these spikes by providing additional labor to meet production goals. This strategy not only ensures that deadlines are met but also prevents burnout among permanent staff, fostering a safer, healthier work environment.

Supervisory Only Models and Outsourcing

Another effective strategy is to hire only supervisors and outsource some or all of the workforce. This makes sense in moving, as well as some construction, logistics, stadium and hospitality jobs. This model allows businesses to maintain control and oversight while leveraging the flexibility and scalability of outsourced labor. Companies can adjust their workforce according to demand, ensuring cost-efficiency and adaptability without the overhead of too many FTEs.

Jobs with High Turnover

Certain roles within a company may experience high turnover due to the nature of the work. By bringing in temporary staff for monotonous or repetitive tasks, businesses reduce turnover and the associated costs. Temporary workers are often more willing to undertake these roles for short assignments. Examples include some machine operations and hospital linens handling and similar jobs. Using temporary staff decreases the strain on hiring and training resources when permanent employees leave.



Temporary to Permanent Hiring

"Try before you buy" is a valuable strategy where businesses hire staff temporarily before transitioning them to permanent roles. This approach allows employers to assess the performance, fit, and work ethic of temporary employees before making a long-term commitment. It also provides temporary workers with an opportunity to test drive a job and company, prove their capabilities, and secure permanent positions. Often there are usually no recruiting fees when a temporary employee works the 320 hour minimum before taking a permanent position.

Tailored Talent Solutions

Having a staffing firm in your corner means you will meet whatever labor needs your business has. It may be the case that you need someone on very short notice or a crew on a weekend. It may also be the case that your firm's HR team can't handle your needs. A good staffing firm can help you. Good ones take a personalized approach to understanding your needs and company culture. They will also have a local office in which that can meet and screen candidates for you and deliver the right professionals for your organization

Conclusion

Temporary staffing offers numerous benefits, including flexibility, cost-efficiency, and the ability to adapt to changing business needs. By using it, companies can optimize their workforce, enhance productivity, and maintain a competitive edge in the market. Temporary staffing is a powerful tool that, when used effectively, can drive business success and growth.

Questions to consider

Based on your answers to these questions you might consider temporary staffing.

1. How do you replace permanent workers when they go on vacation, take leave, or have an unexpected time away from the job?
2. What tasks would you like to get done that are not being handled by your full-time employees?
3. Do you have enough staff to handle peak loads of operation?
4. How often do you not have enough work to keep everyone very busy?
5. Does your operation have roles with higher-than-average turnover because of the type of work?
6. What would it mean to your organization if you could "try before you hire?"
7. Have you ever been caught in a jam where you were short of workers, and no one was there to help you?

About LaborWorks

LaborWorks is a national, privately held industrial staffing specialty company based in Gig Harbor, Washington. Since it was established in 1998, LaborWorks has expanded its offices into four states including Washington, Oregon, Nevada and Colorado. LaborWorks has been recognized by



customers, trade organizations, and publications for its leadership in the industry, establishing its reputation as the premier industrial staffing specialists. By offering consistent customer service of the highest quality and recruiting thoroughly screened workers, LaborWorks always puts the vision and objectives of its customers first.

For more information visit: www.laborworks.com or call 1-888-637-9675.