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3 Big Benefits of Temporary Staffing

Provided by Deb Gray, Owner of Express Employment Professionals Pittsburgh West

There are many decisions hiring managers and business leaders face each day. But perhaps the most important decision has to do with your people, specifically, deciding when it's time to add more staff.

When business demands push you toward increasing headcount, but you aren't sure how long you'll need the added help, consider using a staffing company like Express Employment Professionals for access to a temporary workforce. Here are three reasons why it could make sense for your situation.

More Flexibility

Whether your business experiences seasonal fluctuations in demand or you have staff that will be out for a short period of time, and you need their role covered, temporary staffing is a great way to be flexible in your hiring.

Why go through the headache of the recruiting and hiring process for a role that you may not need in a few months? Working with a staffing company provides you with the flexibility to increase staff when needed without adding to your core workforce. You also get the added benefit of maintaining high production levels during peak seasons requiring a larger staff.

Reduce Turnover Costs

As you determine whether you should add staff to cover for a worker who will be out for an extended period or for an expected or unexpected increase in demand, make sure to consider your current staff.

Pushing core staff to work additional hours impacts more than your overtime costs. Increased workload can lead to burnout and eventually [turnover](#)—the exact thing you don't need when your business is already trying to keep pace.

The true cost of turnover varies depending on factors including advertising the open position, time spent on interviews and reference checks, and more. Ultimately, the total cost of turnover can be as high as 150% of an employee's annual salary. Determine the true cost of turnover for your business at ExpressPros.com/TurnoverCalculator. Using a temporary workforce can help you reduce and avoid unnecessary costs.

Lower Your Risk

Temporary employees don't need to stay temporary. When you make the decision to add staff for a short period, you're not only able to make sure your business can keep up with demands, you also get the chance to evaluate employees to see if they could be a permanent fit.

If one of your temporary employees stands out and fits with their team and your company culture, you can work with your staffing provider to hire them full-time. This concept lets your business avoid the risk of making a permanent hire without really knowing if it will work out.

Using a staffing company to help with temporary needs in your workforce provides multiple benefits to your business, but perhaps the biggest advantage is the weight taken off your shoulders. Instead of increased stress and long hours trying to decide how you can maintain or increase your workforce to meet demand, partner with Express to address your hiring challenges.

Express Employment Professionals Pittsburgh West office is located at 6200 Steubenville Pike, Robinson Township, PA and our second office is located at 699 Pennsylvania Avenue, Monaca, PA. Our offices serve the western suburbs of Pittsburgh and the Beaver County area. Local businesses and applicants are encouraged to stop by our office, visit our [website](#) or call 412-494-2000.