Bridge Your Short-Term Staffing Needs With Talented Temps

If you have a need for extra help, but aren’t sure the time has come to hire additional full-time employees, temporary or contract workers can provide the ideal short-term solution.

More and more businesses of all sizes are relying on temporary workers these days for one key reason: flexibility. According to the American Staffing Association (ASA), U.S. firms hire approximately 12 million temporary contract employees each year. What’s more, experienced temporary workers often make natural candidates for full-time jobs in your business, eliminating the need to go through the hassle of posting job ads and reading resumes.

For small businesses seeking part-time or temporary help, temp agencies are a good way to go. They handle the sticky parts that you’d rather not deal with, such as advertising, recruiting, paperwork and other chores, leaving you more time to concentrate on other things. You’ll pay for that help, but most business owners find it an amicable trade.

If the work is of the type that needs supervision under your direct control, temps are probably better than independent contractors. Your odds of success are best if you use resources and solutions that specialize in placing temporary workers, rather than those that offer it as a sideline. A search of temporary employment services in southeast Minnesota will result in well over 20 businesses that either provide a broad mix of employees or some that specialize in a limited kind of skills.

The Web has made finding suitable staffing agencies and workers easier than ever. For example, ASA’s (American Staffing Association) www.AmericanStaffing.net is a free online service that can help you quickly find a temp staffing agency perfect for what you need. Simply select your state, the skills you need, including office, clerical, professional, health care, technical and industrial, and the type of arrangement you want, such as temp or temp-to-permanent, and click “search.” This will deliver a list of agencies, locations, phone numbers and the types of employment placements they offer. ASA members operate over 15,000 offices nationwide. Check this site out for a wealth of information and suggestions about using temporary employees.

Other online temporary search options include Net-Temps.com, a Web site that specializes in placing temporary workers. For a fee, the “Recruiters” section lets you post a job, search candidates or request help from staffing specialists. You can search a continuously updated supply of temp job seekers, locally, regionally or nationally.
Several well-established national staffing firms that assist small businesses also provide helpful Web sites. They include Kelly Services at www.KellyServices.com; Manpower, Inc. at www.manpower.com; and Olsten Staffing Services at www.olsten.com.

To learn more about human resources issues facing your small business, contact a business mentor, "Your Success. Powered by SCORE." These volunteer counselors provide free, confidential business counseling as well as training workshops to small business owners.

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Dean L. Swanson
South East Minnesota SCORE
c/o Rochester Area Chamber of Commerce
220 South Broadway, Suite 100
Rochester, MN 55904
*Dean is a volunteer SCORE Counselor.

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Web Links related to this article:
For finding a staffing company: www.americanstaffing.net
For posting a job need: www.net-temps.com