

Putting Contract Staffing to Work for You



MANAGEMENT RECRUITERS
OF EDISON
MRINetwork
➤ EXPERTS IN GLOBAL SEARCH

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Contingent work has been on the rise for years, but until recently many have viewed temporary positions as less favorable or less secure. All of that has changed as employers and employees alike consider contingent solutions. Since March 2020, the number of people [taking full-time jobs has declined](#) by 56 percent, while the number of people taking temporary jobs has increased by 66 percent. As employees and employers embrace contingent work, recruiters and search firms that offer temporary staffing solutions have increased their share of the business.

Flexible staffing offers many advantages. Among them, it allows for quick and easy hiring of qualified temporary candidates without the need for extensive recruitment and onboarding processes. Companies can easily scale their workforce up or down without any employment risks, and their access to top-tier talent is improved with lower costs, especially for difficult or specialized roles. And of course, it doesn't require additional benefits or overtime pay.

Tim Ozier, Senior Sales Director of **MRINetwork** says, "Every major workforce demographic trend shows that 'contingent' workers will continue to represent a bigger and bigger percentage of the overall workforce. There are myriad reasons for this growth, including labor law, regulatory, compliance, financial, lifestyle and strategic. Bottom line is that smart companies rely on contingent workers to be a major part of their talent acquisition strategy."

When you're weighing the pros and cons of going with a contingent rather than a permanent hire, keep in mind these factors:

- **Long-term vision.** Evaluate the company's long-term goals and strategy to determine whether a permanent or flexible staffing model would better support the organization's growth and development.
- **Workplace requirements.** Evaluate the specific needs of the project or role, including the required skill set, experience and time commitment.
- **Budget and timeframe.** Compare the [cost of the hire](#), including the cost of benefits and training, and the time required for recruitment and onboarding.

- **Company culture.** Assess how the company culture aligns with the values and expectations of potential employees and whether permanent or flexible staffing would be more compatible.
- **Availability of workforce.** The access to skilled workers in the job market and the level of competition for top talent should also be considered to determine which staffing method would provide economical value.

By 2030, it's projected that more than 85 million jobs will go unfilled because there are not enough qualified professionals. But there's no need to go it alone when it comes to recruiting contractors. Capitalize on recruiting firms and their expertise to source, screen and place top talent. Experienced recruiters save you time and money on background checks, compensation negotiations and paperwork. Plus, many have a pool of talent available that the average company can't assemble on short notice.