

# New Year, New Clients, New Staffing Concerns (& Solutions!)

It's a new year and in the months ahead your company may need to expand its workforce. To quickly find qualified candidates that meet your requirements — from short-term to direct placement — you may look to a staffing resource like Leddy Group. Your company wouldn't be alone in doing so. According to the American Staffing Association, 90 to 95 percent of large employers use staffing services.

Leddy Group has been specializing in staffing and related services for 25 years. Our mission is to create opportunities for success in your workplace by enhancing your productivity. Our field employees meet our highest standards and are pre-screened, trained and ready to fill a variety of positions. Generally, our employees fall into three categories:

## **1. Supplemental — Extra Resource**

Leddy Group can provide non-core workers to add to your workforce to complete a specific project, assist during a peak period or to replace staff that may be unavailable for a myriad of reasons. The field employee is employed by Leddy Group and is the responsibility of Leddy Group at all times. At the end of the assignment, the field employee returns to Leddy Group for reassignment. Any worker's comp, taxes and/or unemployment are the responsibility of Leddy Group. "Supplemental workers are a convenient and quick way to fill interim personnel requirements," says Mary Leddy, Vice Chair of Leddy Group. "They allow your company to remain nimble and flexible while reducing traditional personnel costs."

## **2. Supplemental-to-Direct — Try Before You Buy**

Leddy Group can provide non-core workers to add to your workforce in the event that you need additional manpower and would prefer the opportunity to work with the field employee and determine if this person is the right candidate for your position. There is typically a 16-week/640-hour supplemental-to-direct period. At the end of the 16 weeks/640 hours, you can convert the candidate to your payroll for a minimal acquisition fee. "Supplement-to-direct employees give you a trial phase that doesn't exist in a traditional hiring situation," says Leddy. "It's a great opportunity to test the waters and only hire someone you know will work out for the best."

## **3. Direct Placement — The Perfect Employee, Guaranteed**

Should you decide you want to hire a candidate directly onto your payroll, Leddy Group will advertise and recruit for your position. We will screen all applicants, interview, evaluate skills, check references and forward you only the best applicants for the position. We will coordinate interviews with the candidates for you or we will place the most qualified candidate in the position. There is a 90-day guarantee with this process and the fee is a one-time fee based on the individual's annual salary. "Direct placement is the *only* way you'll ever enjoy a guarantee during the hiring process," says Leddy.

Since 1982, Leddy Group has been specializing in staffing as well as human resource, strategic planning and organizational development consulting services. We wish you great success in 2008!