

## **Short-Term Staffing Provides Effective Solution During Economic Downturn**

Companies across all industries are feeling the effects of today's economic downturn. Money is tight, budgets are being cut and many businesses are reducing staff due to the financial climate. Even when faced with additional projects, companies are, understandably, reluctant to add permanent staff members to their teams during these challenging economic times.

So the question, of course, becomes how do these companies continue to provide exceptional products and services to their customers when faced with limited resources and a smaller workforce?

"Many employers are finding that short-term, supplemental employees are an extremely effective solution in today's difficult economic climate," said Patty McGrail, Senior Vice President of Leddy Group. "Companies across all industries are hiring short-term staff to assist them for a day, a week or even a few months. We provide high caliber candidates that can meet these companies' short-term needs – and extend to meet their longer term needs as well."

"There are a number of advantages to hiring short-term staff members, including the flexibility of being able to add staff as needed to help complete projects," McGrail continued. "These supplemental staffing solutions also offer a significant cost-savings, as companies don't need to pay these employees' benefits, unemployment or payroll taxes."

Additionally, working on a "trial basis" allows employers to determine whether an employee's experience, skills and other attributes would be an asset to their company in the long-term. That way, when their company has future job openings, they understand these candidates' qualifications and skill sets and can make educated decisions about whether to hire them.

Working with staffing specialists at Leddy Group allows companies to focus on their business, instead of worrying about the time consuming – and costly – process of recruiting job candidates themselves.

While working with supplemental employees is often an effective solution for companies with immediate, short-term staffing needs, jobs in certain industries may require these staffers to undergo training. For the most part, Leddy Group's clients find that training their supplemental employees is a fairly quick, seamless process.

While some clients may worry about the potential lack of continuity when working with supplemental employees, Leddy Group keeps a "call back" list to track their clients' favorite short-term staff members. That way clients can request their preferred employees again for future jobs. Leddy Group fulfills these requests

whenever possible, although occasionally, the requested employee is filling another employment request and may be unavailable for a specific project.

For companies that are considering hiring short-term employees, McGrail advises that they develop a comprehensive job description that articulates the specific skills they're looking for, including the experience level needed.

"Consider your staffing service to be your partner," McGrail said. "Let us tour your facility and talk to you about exactly what you're looking for so we're able to effectively recruit the best candidates to suit your needs."

As part of the recruiting process, Leddy Group is able to accommodate their clients' requests for employee background checks, including credit and criminal checks and drug testing. These checks can be conducted for both supplemental and core candidates.

Leddy Group has seen a gradual increase in short-term staffing requests across all industries over the past six to 12 months, according to McGrail. She attributed this trend to companies being cautious about adding permanent staff during these tumultuous economic times.

If your company is looking for supplemental, supplemental to direct or direct assistance, Leddy Group can help. With offices in New Hampshire, Vermont and Maine, Leddy Group works with more than 300 clients. For information, visit [www.LeddyGroup.com](http://www.LeddyGroup.com) or call (603) 749-4810.