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## TOP REASONS

### To Work With A Staffing Firm NOW More Than Ever

Chances are, COVID-19 has impacted your business in some way and dealing with these unexpected changes has probably been quite a transition. If you've found that you need to make changes to your current workforce, a staffing firm may be what you need. Here's a few advantages of partnering with a staffing firm during this time:

1



#### Flexibility

Not every job requires a full-time worker - and during these uncertain times temporary and contract work arrangements are a great way to take care of demand and give organizations flexibility.

Having a workforce that can adapt with the ebb and flow of a client's business demands is a necessity right now.

Also, hiring contract professionals for specific projects results in lower fixed employment costs by eliminating the price tag on health care and other benefits that full-time traditional employees require.



"90 percent of businesses say staffing firms give them flexibility to keep fully staffed during busy times or when special projects are in the works and additional expertise is needed"

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2



#### Reduced Risk

There are a lot of legal responsibilities involved with being an employer, like tax liability, providing access to health insurance and following labor laws. From a financial and operational standpoint, hiring employees also comes with financial risks, especially if someone has to be fired or unexpectedly leaves. When you use a staffing firm, the company assumes many of these liabilities for you.

From FLSA and FMLA to EEOC and ADA, having a strategic staffing partner in your corner can help to ensure you are maintaining compliance and keeping unemployment costs low.



3



#### Streamline The Hiring Process

Recruitment firms handle the most time-consuming aspects of the hiring process, including the initial interview, skills testing and reference checks. And because these specialists devote their workday to finding staffing solutions, they're able to move a lot faster. Staffing partners allow you to focus on running your business while delivering qualified candidates in a timely manner.

- Sourcing
- Interviewing
- Background Checks
- Onboarding

4



#### Access Hard To Find Talent

Businesses in all industries still struggle to locate candidates with the right mix of skills. When it comes to highly qualified technical talent, the candidates you're looking for most likely aren't on the job market. Considering the uncertain times and the fluctuation of the labor market, high-end, niche candidates are almost impossible to identify or reach with traditional job postings or hiring strategies. Staffing firms typically have access to this hard-to-find talent through the expansive networks they've developed over years of recruiting and developing personal connections.



"52% of hiring managers say one of their main obstacles in the recruiting process is gaining access to candidates with the right skills."

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Staffing Buyer Study

Furthermore, the best staffing firms specialize in specific industries and positions. By partnering with a firm that has a specialty for your type of position, you are immediately upping your chances of getting the best of the best.



As you navigate one of the most challenging business environments in decades, staffing firms have the resources and know-how to recruit and hire the right people for your team. It's no secret that hiring is a time-consuming and expensive process but partnering with a staffing firm can definitely ease some of that burden.