TFDL
The Finance Department

Tempted to Go Temporary?

10 Compelling Ways to Drive Performance and Increase Productivity with Temporary Workers

Do more and spend less!
Every employer in Canada has heard this message over the past few years, and as the economy continues to tentatively recover, we are all being challenged to complete more projects without hiring.

But how? In short, flexible staffing.

Here are 10 ways you can add more flexibility and power to your workforce – without increasing your overhead:

1. Match your workforce to your workload

In an uncertain economy, using temporary staff can help to keep your work force flexible. Using temps to supplement your direct staff gives you the flexibility to increase production when demand is high...and keep your fixed overhead low.

2. Offload low priority tasks

Boost the productivity of your core staff by allowing temporary employees to handle administrative duties. A good temp may be more efficient at administrative tasks and will free your staff to focus on the more skilled aspects of their job.

3. Specialized expertise – on demand

The contingent workforce has grown to include engineers, IT specialists and other professionals. Highly skilled temporary professionals can be used to teach new skills to your organization and drastically reduce learning curves.

4. Test new ideas before you hire

Before increasing your permanent workforce to implement a new concept, try testing the idea with temporary employees. The temporaries can be directly involved in the testing or they can fill in for your direct staff who are working on the new concept.

5. Ease the pain of rapid growth.

Staffing services can reduce the many burdens created by rapid growth. Temporary workers can be used to fill in for staff who are developing plans for further growth. Temps can also be used to alleviate the additional administrative work that comes along with growth.

6. Eliminate overtime – Prevent burnout

Overtime can often be very stressful on employees, which can lead to burnout and decreased productivity. Using temporary workers can reduce or eliminate the need for overtime, which helps your staff stay fresh and productive.

7. Increase capacity

Using temporary employees gives you the flexibility to increase your capacity without increasing your fixed costs. It also gives you the time to evaluate the rise in demand and make educated hiring decisions for the long-term.

8. Eliminate process bottlenecks

Peak production periods often leave businesses understaffed. Using temporary employees can eliminate bottlenecks and allow companies to increase production levels and ensure no sales are lost.

9. Keep business staffed while you're hiring

Using temporary workers to fill in during job candidate searches can help ensure that nothing falls through the cracks. Temps can provide the needed support so that hiring decisions don't have to be rushed and productivity doesn't fall while you're searching for the perfect candidate.

10. Bring in new business

Temporary employees can be used to develop campaigns to bring in new business. Telemarketing and direct mail campaigns can be implemented by temporary help without distracting your current staff from their core job duties.