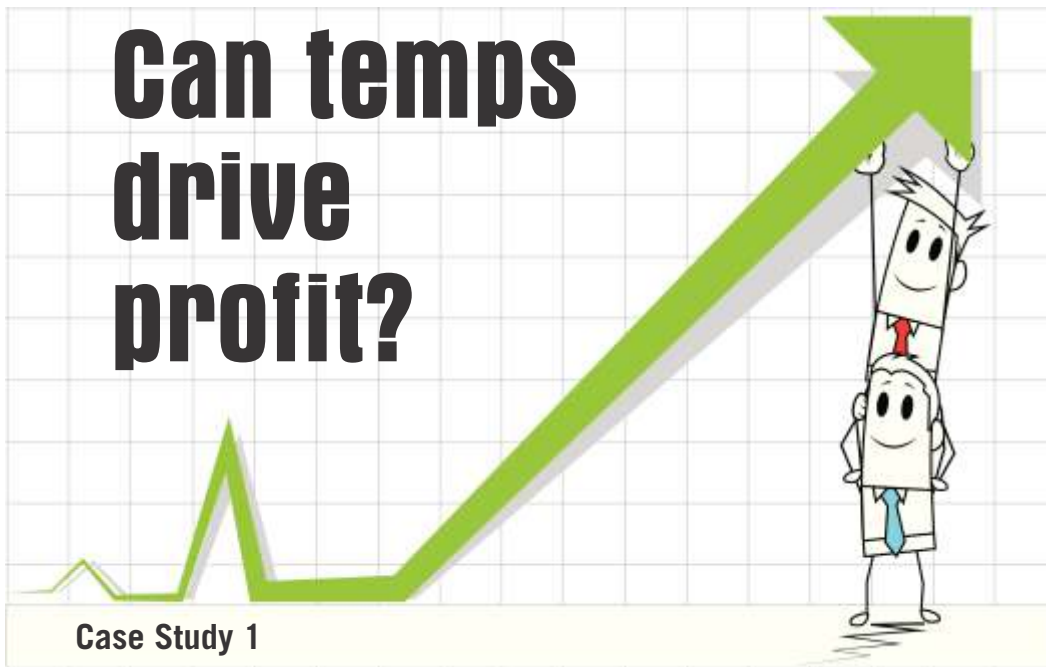


We know that demand drives profit. Cost containment drives profit. Efficient processes drive profit. But...

Can temps drive profit?



As a business manager, you are ultimately responsible for your organization's financial and human resources. By deploying the right staffing strategy, you can greatly enhance your ability to control costs, improve productivity, and manage risk. Need proof? Read on to discover how two businesses used strategic temporary staffing to enhance their profits.

Enacting a new plan

The Challenge

A public transportation department decided to expand their service offerings by building a new trade and transit center. As a result of this expansion, the department needed to hire ten additional employees, ranging from bus operators, to service reps, to a project manager. To make the task even more difficult, the department had to find these new employees without the aid of a human resources department. And they were under tight budget constraints.

The Results

Thanks to this staffing services' recruiting capabilities, the transportation department reviewed at least three qualified candidates for each position. And using their hiring system, all of the positions were filled on time and within budget. By outsourcing the recruiting process and using temporary and temp-to-hire services, the department shifted and reduced overhead expenses, enjoying a significant cost savings. Productivity also improved. Because staffing specialists focused on hiring, the departments' employees could concentrate on core job concerns.

Finally, the transportation department minimized their exposure to hiring risks. By allowing the staffing service to define hiring specifications, interview, test, and reference check, the department reduced their chances of making bad hiring decisions. Legal exposure was also reduced because the service followed non-discriminatory hiring practices for direct hires and assumed all tax and reporting requirements for temporary employees.

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The Solution

The transportation department turned to a staffing service for help. Immediately, the service began sourcing candidates, using a combination of classified ads and database searches. To fill positions quickly – without sacrificing quality – they used several service options, including temporary hires, temp-to-direct options, and direct placement.

In addition, the staffing firm developed specialized application forms to gather critical records such as residency, drug screen consent forms, background check releases, and drivers license clearances.

Can temps drive profit?

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Case Study 2

An economical swap

The Challenge

A private medical practice employed five permanent clerical employees—a receptionist, a file clerk, a medical biller, a transcriptionist and an office manager. The transcriptionist went on a sudden eight-week medical leave. The practice was now faced with quickly finding a skilled interim medical transcriptionist.

The Solution

The office manager turned to their staffing firm with the intention of placing an urgent order for a medical transcriptionist. To her delight, the staffing firm made a different suggestion. Because qualified transcriptionists are more difficult to find, they suggested temporarily moving the medical biller into the transcriptionist's position since she was just as familiar with the medical terminology, office procedures and patients. The staffing firm could quickly find an experienced medical biller instead.



Looking for ways temporaries can drive profits? Consider these...

- **Fill-ins** Keep operations running efficiently by using temps to fill in for employees on vacation, medical or military leave, jury duty or other short-term absences.
- **Seasonal Support** Control personnel costs by using temporaries to supplement core staff during your peak work periods.
- **Job Shifting** When capacity constraints occur, move your core staff to focus on your most critical work functions and use temporaries to back fill the easier administrative and support tasks.
- **High Turnover Positions** Some job functions have inherently high turnover rates. Using temporaries can alleviate the stress and expense of constantly finding replacements.
- **Project Expertise** Temporaries are not just for clerical and industrial situations. Professional and technical temporaries can offer the expertise you need to successfully implement a critical project – and you only have to pay for their expertise for as long as you need it.
- **Capture Opportunities** Ever forgo an opportunity due to a lack of resources? Qualified temporaries can be used to evaluate new opportunities without adding overhead, or to free up your current staff so they can work on the new projects.

There is virtually no limit to the ways in which temporary employees can be used to enhance your profits. For more ideas, we invite you to schedule some time to sit down with us to discuss your goals, challenges and opportunities. We will help you to brainstorm the most cost-effective means of managing your staffing requirements. You may be pleasantly surprised by the recommendations we can offer!

The Results

The office manager agreed to the arrangement. The staffing firm promptly found several skilled medical billers through its database. Within three days the perfect candidate was placed. The office suffered minimal consequence as a result of the temporary transition. The staffing firm's advice contributed to a noteworthy savings in time and money—it was more cost-effective and less time-intensive to place a medical biller rather than a medical transcriptionist.

Area Temps would like to help you and your organization profit from the use of strategic staffing. Please call us at 1.866.995.JOBS to help drive your profits today!