



Temp vs. Perm Hire

PROS & CONS



US IT Staffing Overview

US IT Staffing is a Talent Acquisition Industry that focuses primarily on the Information technology sector and brings together the Human Resources and Vendor Management Departments of Clients with Staffing Companies/Agencies to hire the best talent in the shortest possible time.

After the great recession of 2009, the US Staffing industry has created more jobs than any other industry. This happened because :

- US staffing and recruiting industry is more resilient than any other industry when it comes to economic expansions and contractions.
- There is an exponential rise in demand for contractual workers.
- The average tenure of an employee within staffing and recruiting industry is around 24-36 months which is 35 to 40% higher than the average tenure of an employee within any other sector.

US Staffing Process?

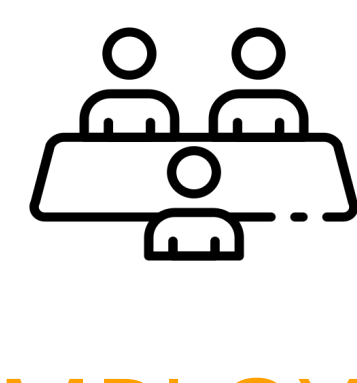
There are generally eight stages of the US IT Staffing process, regardless of company size or needs. They are as follows:

- Recruitment Planning
- Strategy Development
- Searching
- Technical Screening /Background Check
- Evaluation
- Submission to Client
- Client Interview
- Onboarding



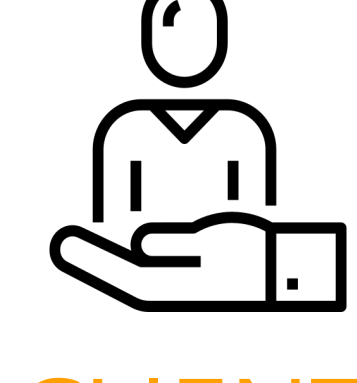
STAFFING AGENCY

A Staffing Agency is an entity that has employees that can be hired out for temporary or long-term work.



EMPLOYEE

Experienced IT Professionals working for staffing agencies and available to work with clients on temporary or permanent basis.



CLIENT

Employers who use staffing agencies to find suitable experienced IT professionals to fill job openings in their teams.

Types of Staffing in the US?

Clients recruit IT Professionals from staffing agencies for their teams and help these candidates find career opportunities in their field of expertise. The positions can be full-time, contract/part-time/temporary, or on a contract to hire basis.



CONTRACT HIRE

Contract Staffing is a staffing model where the client hires a skilled IT Professional from a staffing agency on a temporary basis on the basis of a written contract /MSA that outlines the terms of the service arrangement.



CONTRACT TO HIRE

Contract-to-Hire is an intermediate staffing model where an IT Professional is hired on a temporary basis with an intention to absorb on a permanent basis after evaluating their performance during the pre-defined period of the service agreement.



FULL TIME HIRE

Full Time /Direct hire/Permanent hire is a staffing model where the client hires an IT professional from the staffing agency on a permanent basis with benefits. The staffing agency is involved during the hiring process but after the position is accepted by the candidate, they go directly on the client's payroll.

Temp vs. Perm Hire

TEMPORARY HIRE

PROS

- Saves client's time and money
- Staffing flexibility
- Provides time to build skills
- Can convert into full-time hire

CONS

- Low Morale
- Temp Employees are not eligible for benefits
- Additional training time required

PERMANENT HIRE

PROS

- Better quality of hire
- Stronger employee commitment
- Better perks, better motivation
- Cost effective hire

CONS

- Lesser flexibility in compensation
- Longer duration to onboard
- No trial period
- Client assumes full scope of hiring process

US IT Staffing Lifecycle

Employers that want to attract top talent need to ensure that they adopt the 7 stage staffing lifecycle for attaining peak efficiency. To do that, clients need to break down the different staffing stages and optimize them to their benefit.

There are several options for clients based on the level of need, frequency of hiring, complexity of process etc. Clients can outsource the process to and/or partner with a staffing agency to fulfil their staffing requirements and hire experienced IT professionals.

US IT STAFFING LIFECYCLE



Closing Thoughts

Finding top talent can be like looking for a needle in a haystack, therefore having a robust staffing process in place through a strong staffing agency is very important. The most efficient way of sourcing the right talent is to have a well-defined and effective staffing process - this includes finding candidates with the right skills sets and experience, candidates that will fit the company culture, smart workers who collaborate well with others and help the company succeed.

There is no preferred staffing model when it comes to US IT Staffing, and the best kind of recruitment program is the one that attracts a large number of qualified applicants who will make it through the screening process and ultimately accept the offer and join the existing team. However, one very important aspect of success in the staffing process is the availability of flexible staffing options for clients. From Temporary Hire to Contract-To-Hire to Permanent Hire, clients can specify what their staffing needs are and staffing agencies will work towards aligning the appropriate staffing model that suits the client's needs.

