

Professionals for Hire

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What does a Senior Staff Accountant, Human Resource Specialist, IT Manager and Project Engineer all have in common? They hold professional occupations, are college educated with years of experience and all work for a local staffing firm.

One of the fastest growing areas within the staffing industry is professional occupations. The employment industry with a strong history in administrative, clerical and light industrial positions, now includes professionals specializing in accounting, human resources, marketing, legal, financial, information technology and engineering. It is not unusual today to find a Chief Financial Officer, Senior Recruiter or Marketing Manager working on an engagement through a staffing firm.

Professionals have a wealth of knowledge and experience. They bring their talent to companies to support revenue growth, enhance productivity and complete projects on time. The length of these engagements can span from several months to over a year.

The benefits of having professionals join your organization on an engagement are numerous:

- **Access to Talent** – Ability to engage professionals with the desired industry experience, advanced skill sets and business acumen to complete projects on time with minimal training and supervision.
- **Just in Time Resources** – These are professionals available immediately and upon completion can move to another engagement. In some instances, the same employee often returns to provide support throughout the year.
- **Hiring Options** - Staffing firms known for temporary work, also assist with permanent placement and provide various hiring options. The advantage of utilizing a temporary to permanent hiring option provides the company more time to validate performance before an actual hire offer is made.

There are advantages to professionals and companies effectively using a staffing firm. A Human Resources Director of a local manufacturing company has enhanced their human resources and accounting departments with the talent they have obtained through a staffing firm. She shared their reasoning, “This allows us to see the employee in action and also allows them to experience our culture and work environment before we extend a permanent hire offer. Our goal is less turnover and better talent.”

Why would professionals take an engagement with a staffing firm? A senior accountant working through a staffing firm with a Fortune 500 company shared his thoughts. “When an engagement is limited to a few weeks or months, the employee benefits by gaining experience in a new industry or within their professional field. The advantage of hiring professionals through a staffing firm is the ability to ensure that there is a good fit for both parties.”

The world of staffing and employment continues to evolve. Building a relationship with a staffing provider that focuses on quality and excellence is the best approach to find a professional resource whether temporary or permanent.

Special note: Tomorrow the staffing industry is celebrating National Staffing Week from September 14-19. This is a week long celebration honoring the contributions of America's temporary and contract employees and the companies they support. Over 2 million employees are employed by staffing firms everyday.

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