



Do-it-Yourself vs. Staffing

The value of flexibility

More than ever, you need to be able to adapt

- ◆ In 2011, more than 500,000 businesses added temporary positions to fill workforce gaps left by the economic downturn, a trend that continues to grow as companies begin to proceed cautiously.
- ◆ Need to move quickly? Add a temporary worker whose skills are equal to (or better than) your regular employees. To the temporary worker, staffing also offers the flexibility of diverse, challenging work without a long-term commitment.
- ◆ Have no crystal ball? Reserve the right to respond to demand and opportunities by keeping a pool of temporary workers. Because they have access to benefits and competitive wages (our average clerical employee is earning \$15.60/hour), temporary workers are not necessarily seeking permanent employment with you either.
- ◆ With no meetings, email, or water cooler conversations, **the typical temporary worker is productive over 90% of the work day.** That compares to an average of 50% productivity for full-time employees.

The value of the right partner

- ◆ Average staff turnover in this industry is less than one year. Personnel Partners' average seniority: **10+ years.**
- ◆ **40%** of the candidates we placed on assignment last year were offered permanent employment by our clients.
- ◆ Average number of applicants walking through our doors weekly: **78.** Percentage of those NOT added to our database: **19%.**
- ◆ Over **25%** of our candidates are referred to us. Nearly **20%** of our new applicants have never been to a staffing service.
- ◆ Percentage of our placement staff who are Certified Staffing Professionals: **100%**
- ◆ Average length of time spent in our office by one who ends up eligible for placement: **90 minutes.**
- ◆ Repeat customers account for **70%** of our job orders.



The value of your dollar

Spending your resources inefficiently

- ◆ Typical Cost-per-Hire in our region according to the Society for Human Resource Management's benchmarking report (This includes recruiting costs such as ads, Internet, reference and background checks; cost of a manager spending time on recruiting, interviewing, testing, orientations, and paperwork) **\$1,989**
- ◆ Say you add a new employee to payroll at \$12/hour with all associated costs (and remember, the cost of benefits is still rising regardless of the economy) for first 90 days of employment **\$8,674**
Your total investment **\$10,663**

Making the process efficient and cost-effective

- ◆ Cost of manager's time spent to make a phone call to describe your needs. **\$4**
- ◆ Since we recruit constantly, we typically can check our files and find one or several candidates who match your requirement and are already screened, interviewed, and tested (by our staff, while yours were busy doing other productive work) **\$0**
- ◆ Say you approve the addition of a candidate to our payroll at an hourly bill rate, paid to us weekly over first 90 days as hours are worked **\$9,984**
- ◆ If business conditions are right, you might choose to add the employee to your own payroll at the end of 90-day "probationary" period **\$0**
Your total investment **\$9,988**

Do the Math

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