

Temporary Solutions to Workforce Challenges

Hiring a temporary worker has many benefits and can have a huge influence on the success of your business. They provide specialized skills at times when you need them the most and they can relieve many burdens for managers and over-worked staff. By strategically hiring temporary workers when your workload is busiest, you can turn your largest fix cost -labour- into a variable expense. But how do you maximize the productivity of your temporary employees? Here are some helpful pointers on getting the most out of your temps.

Have an ideal candidate in mind.

Before you even approach a staffing agency, draw up a job description and clearly define the skills and experience needed to complete the job. Giving the staffing agency a list of any industry-specific knowledge or certain software knowledge, will make sure the right person is fit for the job.

Take the time to prepare an orientation.

Prepare your current employees by informing them of the new employee and the duties they will be performing. Make sure the new employee feels welcome and that all staff introduce themselves. Sit down with the new employee and review the job description and expectations. Ensure your new employee knows who to report to and how they will be evaluated.

Communicate frequently and create a positive team environment

Invite temporary staff members to team meetings and encourage an open door policy. Offer feedback frequently and provide a clear sense of direction.

Assign a mentor

Pair your temporary employee with an experienced employee who can guide, train and provide answers to any questions they may have.

Conduct an Exit Interview

Once their contract has ended, conduct a short exit interview to gather valuable information on their experience with your company. They may be able to provide you with insight into the morale of your workforce or help you tweak a job description for the next time a temporary employee is needed.

B&M Recruitment Solutions offers Temporary Employee Services. We cater for both light industrial and office positions and have access to a large database of local candidates with a wide range of skills. It is a simple, cost effective process that will ultimately take the strain off you and your workforce. For more information please email brad@bmrecruiting.com or call 1-866-52BANDM.