

# Temp-to-Hire

Benefits of An Initial Short-Term Contract



**Staff Depot**



The notion of “temp-to-hire” might sound a bit confusing.

Temporary-to-hire staffing, or “temp-to-hire” is a talent management option that offers unique business benefits.

## **Temp-to-Hire: An Introduction**

Temp-to-hire employees are brought on for the duration of a predetermined, short-term contract.

At the end of the contract, the employer can decide to hire that employee permanently. If they do well, an offer is made. If not, the contract expires and the temp is off to the next opportunity.

Unlike a “probation period”, temp-to-hire doesn’t have the same payroll investment. The cost savings on the wrong hire, is a lot higher. This also comes with a lot lower risk to the bottom line.

But why is temp-to-hire the right choice for your business? Here are four key benefits:

## **1. Test Drive with the Team**

Sometimes you aren’t sure what skills or personality traits you’re looking for. A great hire can prove they are the best person for the job.

Temp-to-hire gives employers an opportunity to audition an employee. Before deciding whether a full-time hire is the best choice, you can offer them [projects that test their abilities](#).

If the candidate isn’t the best person for the role, the employee simply moves on.

## **2. Low Risk, Higher Savings**

HR employees can spend dozens (if not hundreds) of hours posting ads, reading resumes and interviewing candidates.

Once a hire is made, the cost of on-boarding and training can quickly add up.

So what happens if that person ends up being a bad hire?

Lost hours of productivity, and more importantly – a significant hit to the budget. Sourcing and interviewing of temp-to-hire candidates is typically handled by your staffing partner. This frees focus to strategize on business goals, while assessing your temp-to-hire candidate.

### **3. Short-Term strategy, Long-Term Benefit**

Managing your talent to workflow can be a challenge. But it's critical to reaching your short- and long-term goals.

Short-term, this can be the extra hand needed to get the job done.

Temp-to-hire staffing allows you to assess whether a permanent new hire is necessary for your business. A full-time position isn't always needed. The management will know best for the quarter.

### **4. Temp-to-Hire gives Flexibility**

This staffing strategy gives the organization has the ultimate flexibility to have needed resources on hand.

When finalizing budgets for the year, or when waiting to see how any legislative changes will affect the company; temp-to-hire allows you to bend before you break.

If full-time hires are the right choice for the organization, offer them a full-time contract. Most temp-to-hires are eager to drive their career and help build a business.

While temporary-to-hire employees may no longer be a mystery, you might still have questions about how they can help you maximize your talent investment.

We're here to help! Give us a call here at Contact Staff Depot. We specialize in helping businesses like yours maximize their talent investment through strategic staffing.