

5 Temporary Staffing Myths Debunked



A contingent workforce model allows employers to pivot their staffing needs to match the ups and downs of the economic landscape. On average, 67,400 temporary employees are working at Wisconsin employers each week. Still, misconceptions regarding temporary employees prevent organizations from accessing this key part of the workforce. Uncertain if temporary staffing is right for you? Here are five myths debunked that prove temporary employees can be vital for any organization.

1

Myth: Temporary employees are only suited for entry-level roles

Fact: While temporary employees are great for filling entry-level roles, they can be an asset for positions at any skill level. According to the American Staffing Association (ASA), 64% of staffing employees work a temporary position to fill a gap between roles or find the next step in their career, bringing a wide breadth of experience and skill to their temporary role. Additionally, 40% of staffing employees work in high-skilled occupations across all sectors, including:

- Industrial
- Office and Clerical
- Professional and Managerial
- Engineering
- IT, Healthcare, and Sciences

2

Myth: Temporary employees can only work in a role for a limited amount of time

Fact: There is no legal limit for the duration of a temporary role. The arrangement can continue so long as both the employer and the temporary employee find the placement model acceptable. Many employers choose to employ temporary employees for assistance with projects lasting six months or more. A temporary placement strategy meets the demands of your business, allowing your workforce to expand and compress depending on your need at a given moment.

3

Myth: Temporary employees do not receive overtime pay

Fact: Employees paid on an hourly basis are not exempt from overtime pay, regardless of being employed by your organization or a staffing agency. Many staffing agencies bill at a different mark-up for overtime pay, so be sure to ask for this information if overtime is needed.

4

Myth: Hiring a temporary employee is more expensive than hiring in-house

Fact: Your bill-rate or mark-up for temporary employees includes factors that are not always evident in the hourly pay to your employee. For example, fees charged by a staffing agency, include FICA, FUTA, SUTA, unemployment, and more. Temporary employees can provide significant cost savings for your organization.

5

Myth: Your organization can't hire on a temporary or contract employee directly

Fact: Hiring a temporary employee is a great way to trial a person in a new position with limited risk. If the temporary arrangement is unsuccessful, your organization is not responsible for unemployment costs. If the arrangement is successful and the employee is hired on, the staffing agency will negotiate a conversion fee that transitions the employee to your payroll, making temporary work arrangements mutually beneficial for the employer and the employee.

Ready to get started? With 67 years of experience connecting organizations top talent, we are here to help with your industrial, administrative, and professional talent needs. At QTI, we don't take a one-size-fits-all approach. Our experienced recruiters will work with your organization to understand your unique acquisition needs and goals, and ensure you find the very best talent fit.

About The QTI Group

Founded in 1957 as a small staffing agency, The QTI Group has grown to be a privately owned human resources firm that focuses on staffing, recruiting, executive search, and total rewards consulting. With a people-first focus and a commitment to helping organizations reach their full potential through people. The QTI Group is headquartered in Madison, Wisconsin, and has branch offices in Baraboo, Beaver Dam, Milwaukee, and Portage, Wisconsin.