Am I paying too much to staff my facility?

Staffing your organization is not cheap, and it's not likely to get cheaper anytime soon.

Staffing agencies charge a markup – a percentage on top of what they pay the employees.

The markup can feel like an unnecessary expense.

But what does it **cost to NOT create a staffing partnership** with your favorite agency?

The cost of recruiting, hiring and nurturing your workgroup talent goes way beyond payroll.

Here are some areas that may be leaking money in your organization:

HR RESOURCES

Somebody has to plan the headcount numbers, create job descriptions, identify training requirements and processes, develop compliance procedures, order and manage background checks, keep records, deal with accommodation and FMLA requests, run postings, make calls, do interviews, and on and on.

Even in modest workgroup sizes, **this is a very significant administrative burden and cost.**

EMPLOYMENT LIABILITIES

Accidents can unpredictably and quickly add enormous costs to your employment expenses.

Sudden **lawsuit filings** are equally unwelcome.

Insurance costs are tied to outcomes, as an employer there is no escaping these profit-damaging risks.

LABOR SHORTAGE

Production goals become pegged to labor availability, rather than the other way around.

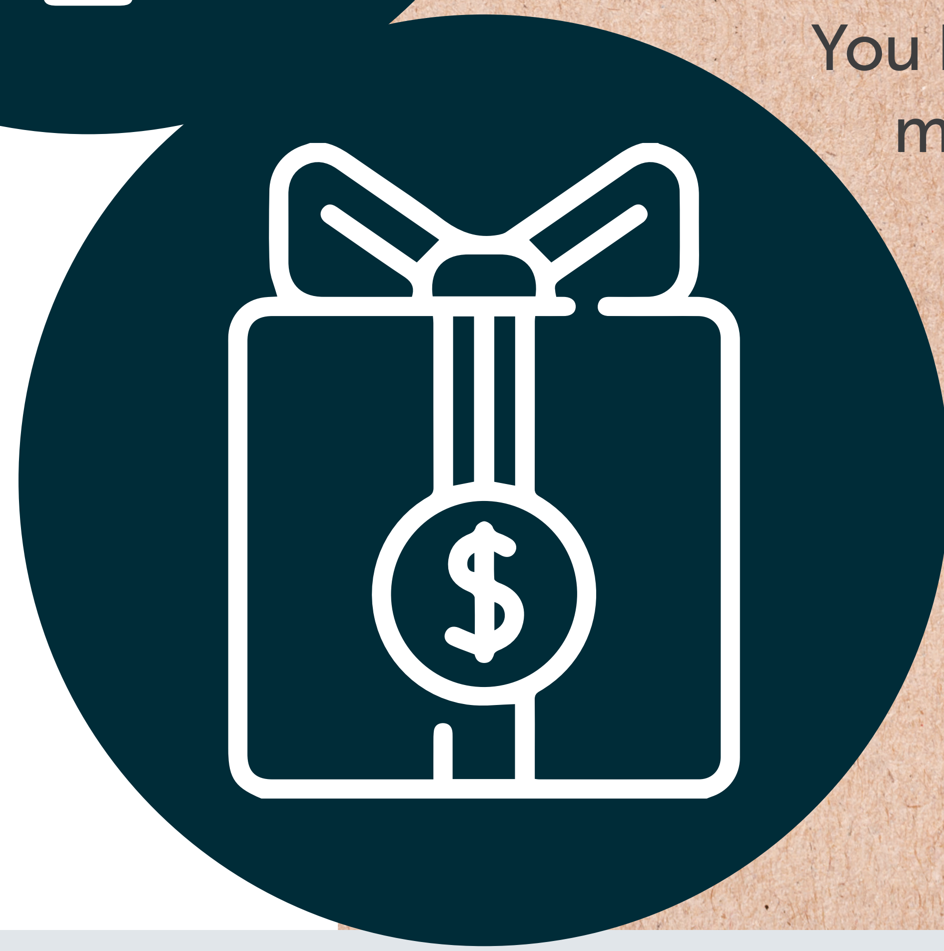
Growth is jeopardized, customer relationships are compromised, and profit is adversely impacted.

FLEXIBILITY

Organizations with highly variable or unpredictable production schedules **require a flexible labor supply**.

Lack of resources that allow you to flex your labor supply creates additional exposures.

Workgroups that are too large, too small, or inflexible drain resources and damage goal achievement strategies.



BENEFITS

The cost of employment benefits like medical insurance and retirement programs apply to every person on your payroll.

Whether the new guy is productive or not, or even predatory, you're paying for extremely expensive and **ever-increasing insurance programs** for that employee.

You know it's important to provide medical and other benefits to those who help you succeed, and you want to take care of your employees.

But paying these costs to support those who turn quickly and never do become productive employees is a **huge hit to the bottom line**.

PARALYZED HR TEAM

Maybe the **most expensive and underappreciated cost** associated with in-house staffing strategies is the cost of turnover.

When your HR team is tasked with talent acquisition they often don't have the bandwidth to do HR.

Training the Team Leads, building a productive culture, worker compensation mitigation, and other turnover control measures are discussed but never really implemented because the HR team is overwhelmed by the effects of turnover.

Everybody knows this week's new group won't last long and sure enough, they don't.

It's a **never-ending cascade of problems** that drives off your better talent, makes life miserable for the leads, dampens productivity, diminishes quality outcomes, and drains profit.

See the TalentTeam whitepaper "**How Can a Staffing Partnership Make Me More Profitable?**" for a roadmap to modern, effective and affordable solutions through a well-designed staffing strategy.

For more information about how to make your staffing partnership more effective, efficient, and profitable, give us a call or shoot us an email.

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For more TalentTeam whitepapers, visit **https://talentteam.com/staffing-strategy-whitepapers**