

Talent On Demand - Survey Shows Temporary Staff Filling Multiple Needs; Accountemps Offers Five Tips for Working With Interim Professionals

TORONTO, Feb. 21, 2013 /CNW/ - Companies are using temporary professionals for a range of roles, from ensuring productivity remains on track to assessing potential full-time staff, a new [Accountemps](#) survey finds. Nine in 10 **90 per cent** chief financial officers (CFOs) interviewed find it very or somewhat beneficial to use temporary workers when maintaining productivity. **Eighty-nine per cent** of [survey respondents](#) said hiring contingent staff is an effective way to evaluate prospective first-time employees firsthand.

The survey was developed by Accountemps, the world's first and largest specialised staffing service for temporary accounting, finance and bookkeeping professionals, and conducted by an independent research firm. It includes responses from more than 116 CFOs who use temporary workers, from a stratified random sample of Canadian companies with 20 or more employees.

"Given the uptick in demand for temporary professionals in the current market, more employers are feeling the need to rely more heavily on the flexible workforce," said Greg Scileppi, president of Robert Half, International Staffing Operations.

"Supplementing core teams with project professionals is not only a cost-effective staffing strategy, but allows firms to be more nimble and access specialised expertise at a much quicker pace."

"Job seekers who wish to get their foot in the door with a particular company may also find this arrangement ideal, as it allows the individual to gauge their potential fit for the position, and assess a company's culture before determining whether to pursue a full-time role at the organisation," added Scileppi.

Accountemps highlights five ways for managers to help temporary professionals get off to a good start:

- **Get everyone on the same page.** Before the new employee starts, let your team know why he or she is being brought on, the type of work to be performed and how the contributions will help alleviate workloads in the department.
- **Set a game plan.** Temporary professionals can contribute more quickly if they know what is expected of them from day one. Give clear direction, such as project details and deadlines, at the start of any assignment.
- **Select a single point of contact.** It's best to have you or someone on your staff who thoroughly understands the scope of work oversee the interim professional's progress. Just as you would with a full-time employee, establish open lines of communication to ensure a smooth project transition.
- **Stay in touch.** Continue to check in with the temporary staff member to answer questions, provide feedback and ensure the project is on track.
- **Give updates.** If you are working through a staffing firm, let your contact there know how the interim employee is performing. This will provide valuable feedback for his or her future assignments. Also, let the staffing firm know upfront if you are contemplating a temporary-to-hire arrangement. Temporary assignments can be a good way to evaluate prospective new hires firsthand.

About Accountemps

Accountemps has offices worldwide and offers online job search services at www.accountemps.com. Follow Accountemps for workplace news at twitter.com/accountemps, and gain insights into the latest accounting and finance hiring and salary trends at www.accountemps.com/salarycentre.

Accountemps has produced a series of videos highlighting Bob from Accountemps, the fast, efficient, go-to accounting professional. Find out why Bob is so popular with his clients and coworkers alike: www.accountemps.com/whoisbob.

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