TEMPORARY VS. DIRECT HIRE

Choose a staffing approach around the work you need completed, the expected duration and who will employ and manage the worker.

TEMPORARY STAFFING

Best suited to defined assignments, events, seasonal demand, absences or short-term capacity needs. Discuss headcount, schedule, assignment duration and the staffing bill rate. Confirm payroll, supervision and worksite responsibilities in the agreement.

TEMP-TO-HIRE

May fit an ongoing role when both parties want an assignment period before a potential transition. Confirm whether this option is offered for your role, conversion conditions, fees and the process before the assignment begins. A permanent hire is not automatic.

DIRECT HIRE

May fit a permanent role in your organization. Discuss search requirements, compensation range, recruiting fee, payment timing and any written replacement terms. The selected candidate generally joins the client organization directly.

QUESTIONS TO ASK BEFORE CHOOSING

1. Is this a defined assignment or an ongoing position?
2. How quickly do we need someone, and what training is required?
3. Who handles payroll, benefits, supervision and time approvals?
4. What costs are included, and what triggers extra charges?
5. What happens if the scope changes or a placement ends?

PLAN YOUR NEXT HIRE

MNCP Staffing can discuss options for your workforce needs. Call 844-579-6627 or visit mynextcareerpath.com/request-talent/.

Availability, fees, replacement provisions and conversion terms depend on the written agreement. No fee percentage or guarantee is established by this guide.