

# Contract staffing supports businesses during economic downturn

*Aerotek*

During economic uncertainty, companies within the energy industry may cut back on spending by enforcing a hiring freeze. As a result, many companies struggle to complete projects and maintain their workload without the necessary staff — but this doesn't have to be the case. Aerotek can be an integral partner to help companies fulfill their business goals via contract staffing services.

As a leading international staffing provider, Aerotek offers the flexibility to add staff to an organization while still maintaining the bottom line. Regardless of the industry — oil and gas, power generation or renewable energy — contract staffing is an option that fits many business models.

Hiring an employee on a contractual basis offers the flexibility to add personnel for significantly less than it costs to hire an employee directly and to fulfill an immediate need for qualified employees while providing the freedom to continue and/or end employment at any time. This also allows companies to take full advantage of their internal resources and focus solely on current projects.

**Regardless of the industry, contract staffing is an option that fits many business models.**

Earlier this year, the national unemployment rate reached its highest level since December 1983 forcing companies to be creative when it comes to finding solutions to fit their hiring needs. Many companies have chosen to partner with staffing companies to staff short-term or time-sensitive projects with an anticipated end date.

For example, contract positions are prevalent in the energy industry, partially due to scheduled turnarounds and outages when refineries and power plants periodically shut down their processing and generation units to perform maintenance, inspections or equipment repair.

Contract positions are also utilized when hiring for new construction or other similar projects with definitive schedules. As projects of this magnitude and other new ones develop, Aerotek can provide qualified contract employees with an agreed upon start and end date. This alleviates having to conduct layoffs after the completion of projects as well as opens the door to potential future employment opportunities, such as converting the employee to a contract-to-hire position.

Contract-to-hire positions are mutually beneficial for the contract employee and the company. Both have time to assess the position and the work environment before moving forward with a more permanent position, when applicable.

By taking advantage of Aerotek's various contract staffing services, companies will save

time and money spent on hiring. Aerotek identifies, screens and places the candidate with a company and administers insurance, benefits and paychecks so internal resources are not overwhelmed with these tasks. Aerotek will take full responsibility for employee-related costs including unemployment, workers' compensation, vacation and sick pay, benefits,

401(k) and more. Aerotek can better absorb costs associated with workers' compensation, unemployment and benefits due to the sheer number of employees that Aerotek manages.

With more than 150 nonfranchised offices across the United States, Canada and Europe, Aerotek offers local recruiting expertise supported by an international resource base of

candidates and offices to help find the perfect fit for your operations.

**Whether you are searching for employment or seeking more information on staffing services within the energy industry, visit [www.aerotek.com/energy](http://www.aerotek.com/energy) or call (888) AEROTEK [237-6835] to see how Aerotek can partner with you. □**



MEMBER  
**ASA**  
American Staffing Association

BACHELOR'S DEGREE IN ELECTRICAL ENGINEERING  
EXPERIENCE WITH HIGH VOLTAGE ELECTRICITY  
ENJOYS CLEARING HIS HEAD AT 1,200 FEET

**The things that make our candidates unique also make them uniquely qualified.**

That's why at Aerotek, we take the time to really know the people we place. To find the person behind the resume. We already know they can do the job, but are they the right match for the position? We need to know. Because at Aerotek, we only send one perfect candidate to fill one perfect opportunity. *People. Fit. Perfectly.®*



**Nationwide & International Offices. 866.915.3441 [www.aerotek.com/energy](http://www.aerotek.com/energy)**

Engineers Craft Labor Quality Control Schedulers Specialty Technicians Various Industry Professionals

Aerotek is an equal opportunity employer. An Allegis Group Company. © 2009