

# Traditional Staffing VS Strategic Staffing

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	Traditional Staffing	Strategic Staffing
Focus	Primarily on <b>immediate hiring needs</b> , but may also consider future growth in decision-making.	Proactively addresses both <b>current and future</b> workforce needs.
Recruitment Methods	Relies on <b>reactive recruitment</b> but may also incorporate strategic elements like employer branding.	Utilizes a <b>wide range of targeted strategies</b> , including proactive sourcing and employer branding.
View of Employees	Sees employees as essential to <b>current operations</b> , with growing recognition of their long-term value.	Views employees as <b>long-term strategic assets</b> , including contingent roles for organizational flexibility.
Planning Horizon	Tends to be <b>short-term focused</b> but with growing awareness of the need for longer-term planning in certain areas.	Integrates talent acquisition with <b>long-term business strategy</b> , including flexible workforce planning.
Sourcing Channels	Primarily relies on <b>traditional channels</b> .	Employs a <b>broad spectrum of channels</b> , including innovative and non-traditional sources.
Use of Contingent Workforce	Uses contingent workers <b>as needed</b> , with some strategic consideration for flexibility and skill gaps.	<b>Strategically</b> employs contingent workers for flexibility, specialized skills, and scalability.



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# Staffing Industry Resource Guide 1993

**IM Harris**



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