

Traditional Staffing VS Strategic Staffing

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



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Staffing Industry Resource Guide 1993

J Dewey



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