



Why hire contractors?

There are several reasons why utilizing contractors may be the right strategy for you and your team. Contractors can help with special projects, covering leaves, summer/seasonal help, and also often offer cost savings for your company. Additionally, many great candidates out there actually prefer contract work!



Special projects

You may just need help temporarily for data clean-up, filing, data entry, reconciliations, collections, research, or other special projects

Seasonal help

If you need extra staff or interns over the summer or busy seasons, contractors are a great solution

Cost savings

Temporary/contract workers can help reduce overall staffing budget while ensuring potential employees will be a great fit for your team

Long-term uncertainty

Your company may be unsure of long-term staffing needs or concerned about the economic climate. Contractors are a great way to remain fully staffed during uncertain times (and often wind up becoming full-time employees when the time is right!)

Covering a leave

Contractors can help provide coverage during medical leaves, maternity/paternity leaves, long vacations, holiday coverage, etc.



We'd love to help you find the right contractor(s) for your team. Reach out to learn more!

****Don't forget that we specialize in contract-to-hire and direct hire as well, so if your needs are more long-term, we can help with that too!****

March is Women's History Month!

As a women-owned business, Lakeshore Talent is excited to recognize Women's History Month! It's a great time to reflect on all of the achievements of women and their vital role in American history.



In honor of the month, we asked our team members to share some of their favorite women-owned businesses. Check out their responses below and show some support for these awesome women-owned organizations!

A collection of colorful ovals arranged in a cluster, each containing the name of a women-owned business. The colors include shades of green, brown, blue, orange, and purple.

- Inkwell Press
- Twist Fitness
- Roughly Rose
- Jack and Jill Children's Salon
- Bobo's
- Vitality
- Lume Deodorant
- Spanx
- 23 & Me
- Maria Empanada
- Burly Brewing Company
- Improve it!
- Ida's Artisan Ice Cream

Women in the work place: Quick Stats



- The women gender pay gap has narrowed over the years: 30% in 1989, 24% in 1999 and 16.3 % in 2023
- Top 3 industries dominated by women: Healthcare and Care Services (64.7%), Education (54.0%) and Consumer Services (51.8%)
- The 5 best jobs for women projected to experience the most growth in the coming years: Finance, Engineering, Computer Programming, Construction and Healthcare (link below)
- The number of women-owned businesses between 2019 and 2023 increased at nearly double the rate of those owned by men; and from 2022 to 2023, the rate of growth increased to 4.5 times (link below)

Fostering Employee Development

Offering employee development is a great way to enhance the culture of learning and development, and to also improve employee engagement. Here are some creative development ideas to implement on your team!

1. Lunch and Learn Sessions: Host regular lunchtime sessions where employees can gather to learn about topics of interest, either led by internal experts or external speakers.
2. Organize a Book Club and Employee Forum - This is a fun way for employees to learn and share the latest ideas or trends in their industry or roles.
3. Encourage team-building while giving back to the community: Organize volunteer projects or community service activities that allow employees to develop new skills while giving back to the community.
4. Offer Employee-led learning: Encourage employees by offering a forum where they can share knowledge, resources, and experiences related to their areas of expertise or interest
5. Incorporate Learning into Performance Reviews: Demonstrates a company's commitment to individual growth and provides employees with clear incentives to engage in development activities.



Featured Candidates

Contact us to connect with any of these candidates or see all of our featured candidates at the link below.

PAYROLL PROFESSIONAL

- 20 years of experience in payroll including management and specialist experience. Experience includes multistate and multisite processing for multiple industries including hospitality, restaurants, outdoors, and government
- Strengths include being a self-starter, interpersonal skills, and problem solving
- This candidate is friendly, communicative, professional, and flexible.
- Software skills include Microsoft Office Suite, ADP Workforce Now, Paylocity, Oracle, PeopleSoft

PAYROLL AND BENEFITS PROFESSIONAL

- Bachelor's Degree
- 9+ years of HR experience with a heavy emphasis in payroll processing, payroll taxes, and employee benefits within the nonprofit, HR services, healthcare, and fintech industries
- Looking for supplemental work - full time or part time
- Strengths include adaptability, organization, and drive
- This candidate is polite, professional, and presents as highly capable
- Software skills include MS Suite, and Salesforce

IT PROJECT MANAGER

- Bachelor's Degree in Web Design
- Certified Scrum Master and Product Owner
- Self-driven candidate with over 10 years of experience in web design and development with a focus on planning and management. Has experience organizing and executing various IT initiatives from beginning to end
- Expert in different project methodologies including Waterfall, Agile, and Scrum
- Presents as a polished, articulate, sharp, and analytical candidate
- Some of their software skills include HTML 5, Javascript, Adobe Creative Suite, Microsoft Office, Google Analytics, and ServiceNow

“Pam and Connie with the Lakeshore Talent team were both fantastic! We had a great experience working with Pam - she was quick to respond, understood what we were looking for and provided us with fantastic service. Would highly recommend to anyone who needs support in recruiting.”

-HR, Payroll, and Safety Manager



Client Testimonial



REFER AND EARN

DON'T FORGET THAT WE OFFER REFERRAL BONUSES FOR BOTH CANDIDATES AND CLIENTS

CONTACT US FOR DETAILS