



March 2009 Newsletter

Since launching Part-Time Pros, one of the areas we specialize in is job sharing. We have had several clients choose job sharing as an alternative to hiring one person full time and every one of the clients is extremely pleased with the results. Below is a list of why job sharing can be a win/win for both employee and employer:

Double the talent – In a job sharing situation you have two sets of skills and we all know two brains are better than one. – In job-sharing the professionals bring a broader range of talents and experience to the position than a single person. This type of pairing generally results in a better work product.

Productivity increases - Because job sharing eases the strain of balancing work and outside personal responsibilities, each job share partner can devote greater energy and focus when [s]he is on the job. With two people, there is also a built-in checking system on the job, maintaining quality control and preventing errors. Increased productivity generally follows increased morale which results when people have better control of their personal and professional lives.

Continuous job coverage - Job coverage will be continuous during vacations, sick leaves and other absences. Furthermore, if one person moves on, there is at least part-time coverage in a position (until a replacement partner is recruited) that would otherwise go empty. There is also the possibility that the remaining partner could work more hours than usual until another partner fills the shared position. However, loyalty and retention are generally higher and absenteeism is typically lower among job sharers.

Retention - Employee retention and recruitment/training savings that come from reduced turnover are especially valuable. The cost of losing a single professional to turnover is estimated at 1.5 to 2.5 times the position's annual salary.

Lower Costs to Employers: Many employers do not provide benefits to part-time employees which will reduce your overall staffing costs. However, we do have clients that offer reduced benefits coverage for employees who work at least 25 hours a week.

To learn more about job sharing or to speak to us about how we can help please feel free to call or e-mail me directly at carey@parttimepros.net.

Happy Spring,

Carey Baker

President, Part-Time Pros