

Decisions, Decisions: Contractor or Full-Time Hire?

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Sometimes deciding between bringing on a contractor or hiring a full-time employee is an easy call. But there are times when hiring managers struggle with the decision.

Completing this can help you determine your path. Put a check mark in the column that best answers each question.

Category	Contractor	✓	Full-Time Hire	✓
Urgency	Do you need your resource immediately?		Do you have weeks or months to find the right candidate?	
Certainty of demand	Are you uncertain about the demand for your products/services in the coming months?		Are you certain about the demand for your products/services in the coming months?	
Speed of company growth	Will your company be growing rapidly over the next 10-12 months?		Over the next 10-12 months will your company's growth occur at a manageable and predictable pace?	
Culture	Does your company culture support contract workers (good at communicating, inclusive, etc.)?		Would a contractor struggle in your company culture?	
Special skills	Do you need workers with unique skills for a limited period of time?		Are the required skills not part of your current employee base and you think they'll be needed on a permanent basis?	
Life cycle of company projects	Do your company projects tend to come in waves with downtime in between?		Is the demand for project resources relatively consistent?	
Funding	Can your internal clients provide the funding for the project?		Is your funding fixed and paid by your department regardless of fluctuating needs?	
Ease of hiring	Is your internal process to hire and release FTEs long and cumbersome?		Does your company hire and release employees quickly without much paperwork?	
Total				

If the total in the Contractor column is higher than the Full-Time Hire column, your next step should be to [schedule a consultation with a TrainingPros relationship manager \(training-pros.com\)](https://www.training-pros.com). When you have more projects than people, we can provide you with the right L&D consultant to start your project with confidence.