

AllenComm L&D Staffing Decision Kit

You're busy! That's probably why you're looking for additional L&D capacity or expertise. Well, we've got you covered. This brief guide covers five key decisions when choosing a staffing partner.

1. L&D Expertise: The Need Behind the Need

AllenComm places the highest priority on understanding the needs of your **L&D team** and these needs align with **learner** and **organizational needs**. Your AllenComm talent expert is also a learning and development expert—someone with **firsthand experience** who can qualify and vet the best available talent. After all, the underlying need isn't for an instructional designer or for a learning strategist. We focus on the outcomes for which you're looking.



Instructional Designer

Need: Expand our capacity by augmenting our in-house team.



LMS Administrator

Need: Provide specialized expertise to bridge a talent gap.



Learning Strategist

Need: Help us to innovate or solve a problem.



Learning Project Manager

Need: Deliver a critical program on time.

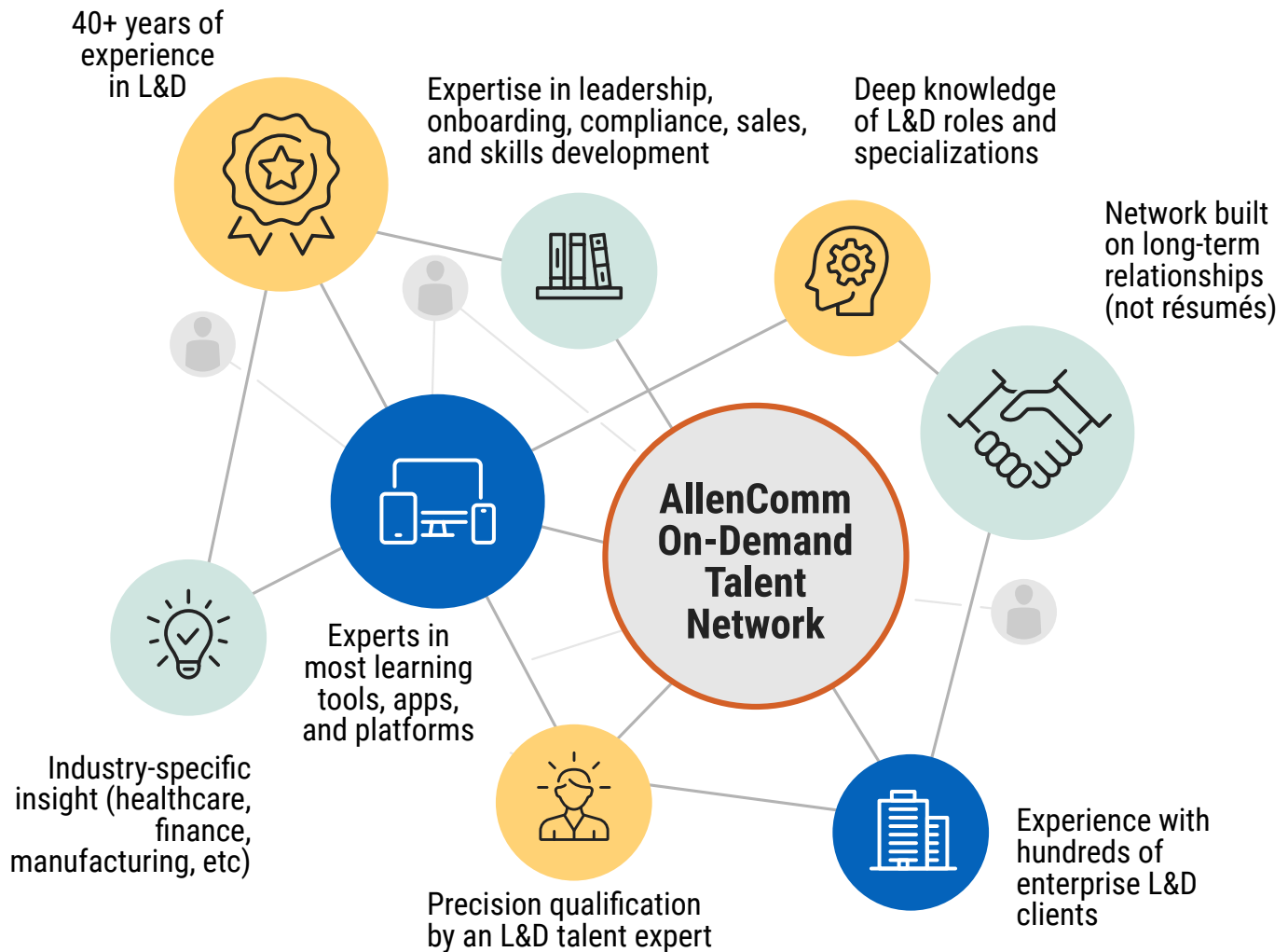


Learning Media Specialist

Need: Meet a tight budget for media production.

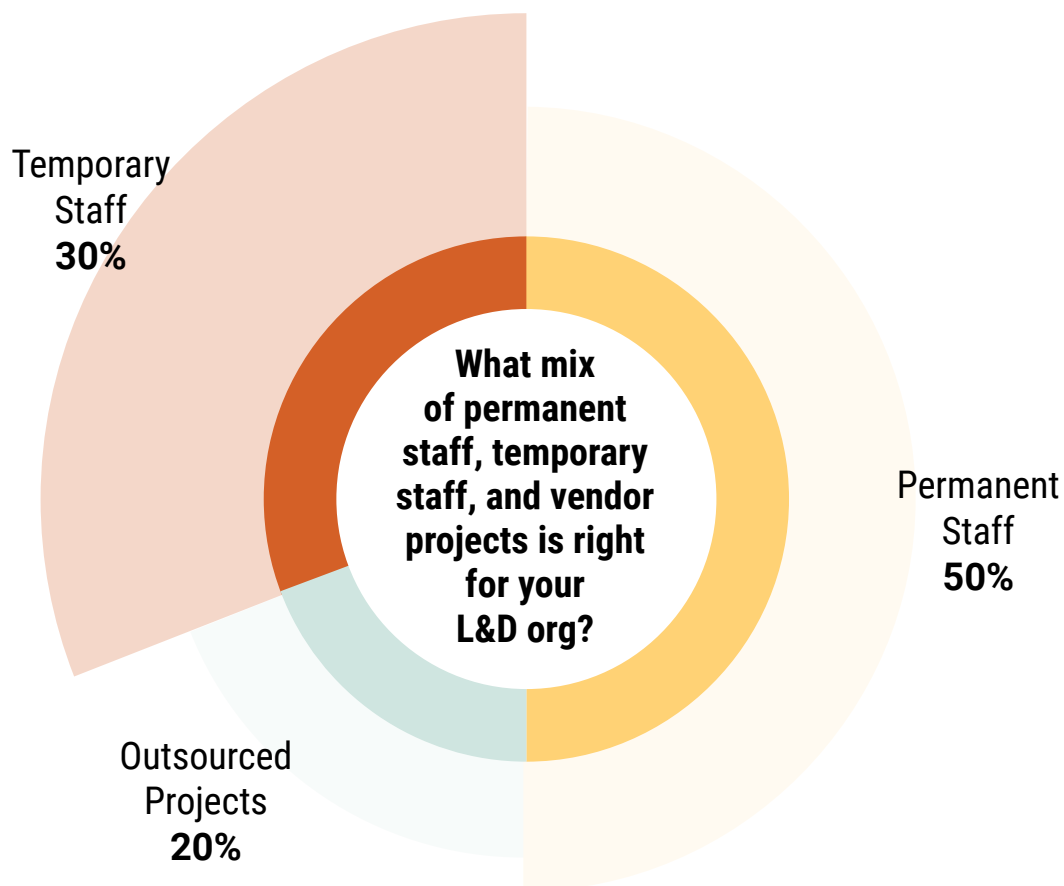
2. Talented People: All Networks Are Not the Same

Once we know what “best” looks like—in terms of your goals and objectives—we can then source the right talent. To source the best talent, you’ll need a staffing partner that has a robust talent network.



3. Flexibility and Scale: Assess Your Agility

It can be expensive and wasteful to plan L&D resourcing based on all anticipated needs. An intentional resource strategy that includes temporary staff and vendor outsourcing can provide you with valuable flexibility.



Talent Readiness Checklist

- Can we accommodate **unexpected changes** in priorities?
- Can we manage either **expansion** or **contraction**?
- Can we increase our **capacity** in less than **two weeks**?
- Do we have options for different **geographical locations**?
- Can we meet **large, unexpected needs** requiring several additional team members?
- Can we **onboard** and **support** rapid team expansion?

4. Long-Term Success: After a Rapid Talent Deployment

Getting started quickly can be a game changer when it comes to responding to the needs of the business. However, without a realistic plan to scaffold the new talent, communicate effectively, or manage unforeseen complications, it likely will not be enough. AllenComm supports our staffing solutions for the full lifecycle of the client engagement



5. Cost-Effectiveness: Apples and Oranges

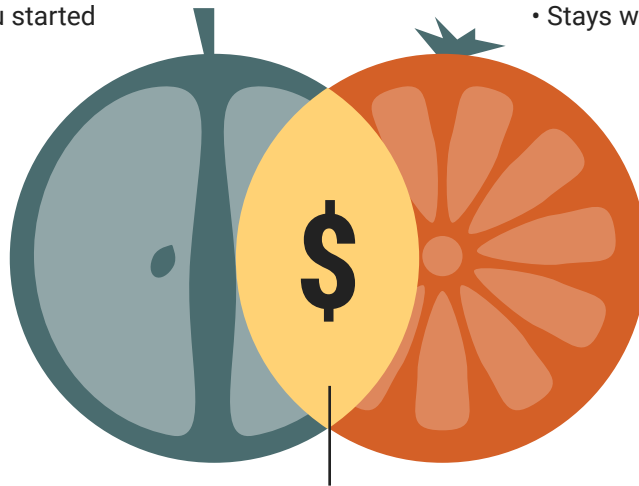
If you simply compare hourly rates based on generic role descriptions or titles, you aren't likely to see much difference between staffing agencies. When comparing options, the real differences won't be as obvious. Keep in mind that we are talking about unique human beings—none of whom will perform in precisely the same ways.

Most Staffing Providers

- Focus on job titles
- Bring lots of résumés
- Follow a transactional process
- Get you started

AllenComm

- Focuses on the outcomes
- Brings lots of relationships
- Follows an L&D expert process
- Stays with you



The real difference isn't on hourly rates — it's long-term value

A Final Recommendation

One of the best ways to get started is to speak with an AllenComm learning talent expert. They can guide you through all of the considerations and provide you with insight on your particular needs. For a complimentary talent consult, visit [allencomm.com](https://www.allencomm.com).