Employer FAQ guide: Working with Staffing Agencies

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Many employers are unfamiliar with the process of working with a staffing agency. Here are answers to frequent questions employers ask about staffing agencies.

1: What is a staffing agency?

A staffing agency is a company that provides temporary, contract, and permanent employees to businesses. Staffing agencies specialize in recruiting, screening, and placing employees in jobs. They can be a helpful resource for employers who need to fill positions quickly or do not have the time or resources to recruit candidates.

2: How do staffing agencies find candidates?

Staffing agencies use various methods to find qualified candidates for open positions. They may post job ads online, search resumes in their database or network with other professionals in the same industry. Staffing agencies typically have a large pool of candidates to choose from and can fill positions quickly.

3. How long does it take to find a candidate?

There is no easy answer to this question, as it will depend on the specific skills and experience you're looking for in a candidate. However, most staffing agencies have access to large databases of qualified and pre-screened candidates and can typically provide a list of qualified candidates within a few days.

4. How do I know if a candidate is a good fit for my company?

When you work with a staffing agency, you'll have the opportunity to interview candidates before making a decision. This allows you to get to know the candidate and determine whether they would fit your company culture well.

5. Will the candidate be interested in working for my company?

Most staffing agencies will only submit candidates for positions they feel are a good match for their skills and experience. This ensures that the candidates are interested in the work and decreases their chances of quitting after starting the job.

6. How Does the Staffing Process Work?

When you work with a staffing agency, they'll get to know your business and your specific needs. From there, they'll start searching their database to find candidates who might be a good fit. Once they've identified some promising candidates, they'll contact them on your behalf and arrange interviews. Then, it's up to you to choose the candidate you want to hire!

The great thing about working with a staffing agency is that they handle all the initial legwork for you. This can save you a lot of time and energy during what is often already a very stressful process.

7. What are some tips for working with a staffing agency?

When working with a staffing agency, it is essential to clearly communicate your needs and expectations upfront so that the agency can identify candidates best suited for your company. It may also help to meet with the candidates the staffing agency provides. This will allow you to get to know them better and ensure that they are indeed a good fit for your company culture. Finally, make sure you keep lines of communication open with your point of contact at the staffing agency; this will help prevent any misunderstandings or miscommunications down the road.

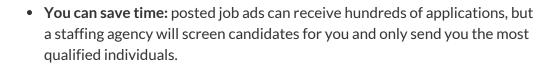## 8. How Can I Find a Reputable Staffing Agency?

When it comes to finding a reputable staffing agency to work with, ask around for recommendations from businesses similar to yours. You can also check out online reviews from other employers who have worked with staffing agencies in the past. Finally, make sure to do your research on any agencies you're considering partnering with. An excellent place to start is by visiting their website and seeing if their values align with yours.

Read our blog for some tips on evaluating and hiring a staffing firm.

Read the Blog

9. How can a staffing agency help my business?

There are several ways working with a staffing agency can help, including:

- **You can save time:** posted job ads can receive hundreds of applications, but a staffing agency will screen candidates for you and only send you the most qualified individuals.

- **You can reduce legal risks:** when you work with a staffing agency, the agency is responsible for running background checks and ensuring that the candidate is legally eligible to work in the United States.

- **You can access hard-to-find talent:** some positions are difficult to fill because there is a small pool of qualified candidates. Staffing agencies have networks of potential candidates and access to databases of resumes, so they can help you find the right person for the job.

- **You can increase your flexibility:** if you only need someone for a short-term project or during busy times, working with a staffing agency can give you the flexibility to increase or decrease your workforce as needed without increasing your overhead costs.

Conclusion

We hope this FAQ guide has helped answer some of your questions about working with a staffing agency. They can be a valuable resource for businesses that need to fill vacant positions quickly and efficiently. By taking the time to research different agencies and understand how they operate, you can find an agency that is reputable and has experience placing candidates in similar positions. Working with a staffing agency offers several advantages for employers, including saving time on screening candidates, reducing legal risks associated with hiring employees, and increasing flexibility in managing workloads.

Work with an experienced staffing firm like Astrix

Astrix can provide your business with the flexibility, speed, and talent access it needs to succeed. We have over 25 years of experience in the scientific and technical staffing industry and know how to find the best talent for your organization.

About Astrix

Astrix is the unrivaled market leader in creating and delivering innovative strategies, solutions, and **people** to the life science community. Through world-class people, processes, and technology, we work with clients to fundamentally improve business and scientific outcomes and the quality of life everywhere.

Founded by scientists to solve the unique challenges of the life science community, Astrix offers a growing array of strategic, technical, and staffing services designed to deliver value to clients across their organizations.

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