

# Candidate FAQ guide: Working with a staffing agency



## 1: What is a staffing agency?

A staffing agency is a company that matches workers with open positions. Staffing agencies collaborate with companies to help them find workers for temporary, temp-to-hire, or direct hire positions. They also work with job seekers to help them find employment.

## 2: What types of job placements do staffing agencies provide?

Staffing companies provide job seekers with several types of placements, including contract, contract to hire, and direct placement. Each type of placement has its own advantages and disadvantages, so it's important to choose the one that best suits your needs.

### Contract

Hired for a specific period of time, after which the contract will be renewed or ended.

### Contract To hire

Has the possibility of being hired permanently by the company after the contract period is up.

### Direct Placement

Direct placement is when you're hired permanently by a company with no initial contract period.

## 3. Do staffing agencies charges fees to candidates?

No, it does not cost money to use a staffing agency to find a job. Staffing agencies are typically paid by the companies that they place workers with.

## 4. Do staffing agencies offer benefits to temp employees?

Some staffing agencies offer benefits to temp employees, including health insurance, vacation pay, and holiday pay. Check with your staffing agency to see if they provide these benefits.

At Astrix, we understand that a quality benefits package is essential to our commitment to you. As such, we provide several key benefits that support the health, happiness, and security of you and your family:

- Three Choices of Health Insurance Plans
- Dental Insurance
- 401(k) with matching contributions
- Holiday Pay
- Referral Bonus Plan
- Direct Payroll Deposit
- Paid Time Off

## 5. What are the benefits of using a staffing agency for job seekers?

A staffing agency can help you find a job that matches your skills and experience. They can also help you get your foot in the door at a company you might not have been able to get hired at otherwise. Using a staffing agency can also speed up finding a job.

## 6. How does the process work?

The recruiting process typically begins when a company contacts the staffing agency to request workers for an open position. The staffing agency will then work with the company to determine the job requirements and identify qualified candidates. Once a candidate is selected, the staffing agency will help them prepare for their interview and begin the placement process.

The typical process for job seekers includes:



### Applying or submitting resume

Job seekers can submit their applications and resumes online, in person, or through the staffing agency's website.



### Initial screening with recruiter

The recruiter will conduct an initial screening to determine if the job seeker is qualified for the position.



### Interview with the client

If the job seeker is qualified for the position, they will be scheduled for an interview with the client/potential employer.



### Placement with the client/employer

If the client gives an offer the staffing agency will help facilitate the placement process.

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

- Be clear about what you're looking for in a job. Staffing agencies can't help you if they don't know what you're looking for.
- Be specific about the type of job, salary, and hours you're interested in.
- Keep your resume up to date. Make sure your staffing agency has the most current version of your resume.
- Be responsive to staffing agency staff. Staffing agencies are trying to help you find a job, so it's essential to respond to their requests for information or meetings.
- Follow up after interviews. If you've had an interview with a company through a staffing agency, follow up with a thank-you note or email.
- Let the staffing agency know if you're no longer interested in a job. If you've been presented with a job opportunity that isn't a good fit, let your staffing agency know so they can continue their search for you.



Staffing agencies can be an excellent resource for job seekers. They can help you find a job that is a good match for your skills and experience and can provide professional support throughout the recruiting process. Be sure to keep these tips in mind when working with a staffing agency to ensure a successful job search.



## How Astrix can help you find your next job

At Astrix, we understand that you are more than just your skill set or resume. Our recruiters take the time to understand your goals and interests so that we can connect you to the perfect job opportunity. We are committed to supporting you throughout your job contract and being a long-term career partner.

**Visit our website to view our open positions or submit your resume and one of our recruiting experts will reach out.**

