

Observations from the Bridge

Industry Staffing News

For the Industrial and Consumer Goods Industry

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Reasons to Hire Employees Using an Employment Agency

Employment agencies provide businesses with potential employees on a daily basis. You may be wondering why it can be a good idea to hire prospective employees through an employment agency. Here are a few reasons why you should consider using an employment agency to help fill some of those positions that you've been recruiting for.

Prescreening

Employment agencies help businesses seeking new recruits save time by prescreening employment hopefuls. They do their best to match recruits with the needs and wants of the business in order to ensure that the people they are interviewing match the job position being filled. This helps the business save precious time that could otherwise be spent on other business matters.

Employment Training

Many employment agencies provide basic job skills training that will benefit both the prospective employer and employee. These basic job skills include general computer

Hot Topic - The Benefits of Working With a Staffing Agency:

In today's increasingly competitive environment of talent acquisition, staffing agencies become more and more important in finding the right talent. Working with a recruiting agency can boost your hiring efforts and improve the quality of your employees.

Today's newsletter provides you with two articles about the benefits of staffing agencies and why you should consider working with one to improve your recruitment process.

We, as The Q Works Group, have assisted numerous international companies in finding the right talent for their individual recruitment needs. Working with clients from different industries and cultural backgrounds has always been a cornerstone of our approach. Our diverse knowledge in the field of international recruitment allows us to serve different clients' needs and to improve their hiring initiatives. To find out more about our recent placements please take a look at the last section of this newsletter.

We are looking forward to also assist you in finding the right candidates for your recruitment needs and to make your hiring initiatives more satisfying.

Please feel free to contact us for further information.

Sincerely,

Joachim Woerner
Managing Director



What Are the Benefits of Staffing Agencies?

Employers who use staffing agencies realize several benefits.

Staffing agencies perform recruitment and selection processes for organizations that don't have the time, expertise or resources necessary to manage the employment processes. Some staffing agencies provide temporary workers, and others provide candidates for temp-to-hire arrangements. Regardless of the employment type, there are certain advantages to employers' use of staffing agencies, including expertise, cost, availability of workers and employee retention.

Expertise

Staffing agencies often have a level of expertise that far exceeds some employers' human resources departments. Hiring

skills training, customer service training, and employee ethics training. Many of these skills are often taught within the first few weeks of new employee training. Think how much time can be saved if these skills have already been taught.

Background Checks and Drug Screenings

Many employers require background checks and drug screenings to be completed prior to the employee being hired. Employment agencies can help speed up the hiring process and save the employer valuable time by having these items completed for them. These tasks are generally done and the results are ready to be presented before the agency presents the employee for recruitment.

Payroll Services

Often new employers are wary about putting new employees on the payroll only to have them not work out. It can often mean a lot of paperwork for the human resources department that could have otherwise been avoided. This is why many employment agencies provide payroll services for newly hired recruits. These services are temporary and are meant to cover the probationary hire period until the new employee proves they will be able to remain employed permanently.

By: James Bowmer

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recruiters, employment specialists and an employment or recruiting manager to supervise staff could require a lengthy recruiting period to find qualified employees. Staffing agencies provide services that rival the best qualified recruiters and employment specialists, usually at a lower cost. Employees of staffing agencies generally have a higher level of expertise related to job knowledge, employment trends and recruitment practices by virtue of continuous placement of employees. They also have industry expertise if they work for staffing agencies that specialize in certain fields, such health care providers.

Cost

Using staffing agencies can result in lower costs associated with hiring adequate staff to recruit applicants. However, because staffing agencies manage the entire employment process, they also relieve employers of costs related to pre-employment testing, background investigations and drug screening. In addition, employers save money related to the expense of payroll processing and benefits administration. Small employers find that they can rely on staffing agencies to provide them with qualified employees at remarkable savings.

Network

Staffing agencies have a larger network of available workers than do many employers. Employers looking to hire seasonal workers, for example, would need to advertise job openings, interview candidates and process new hire documentation for a relatively short period of employment. Staffing agencies, on the other hand, may have relationships with workers they've already identified as dependable, reliable and conscientious and who can fill a vacancy in a matter of days, or even hours. The network that staffing agencies maintain is a broad one from which they can tap potential employees who can fill any position an employer might have or anticipate.

Retention

Employers that engage the services of staffing agencies for temporary employees get an opportunity to observe employee performance, qualifications and work habits before offering the temporary worker a permanent job. This can cut down on turnover once the trial period is complete and both the employee and employer are satisfied the job is a good fit. Using staffing agencies for high-volume placements can result in tremendous savings related to turnover, training costs and the intangible costs of turnover, such as employee morale.

By: Ruth Mayhew (Demand Media)

References

If you know somebody who wants to look at a next career step, please let us know.

We will keep all information highly confidential.

Follow us on **twitter**

View our profile on **Linked in**



Our success is based on your referrals! Thank you!

Recent Placements

Director Sales - Industrial fittings manufacturer

Senior Product Manager - Commercial plumbing manufacturer

Director Operations - Agricultural chemical manufacturer

Sales and Marketing Manager - Adhesive tape manufacturer