

Seven Reasons You Need a Staffing Agency



The staffing industry plays a critical role in meeting the growing demand for skilled, qualified employees. Here are some of the critical ways staffing agencies can help your organization.



They Can Save You Time

Hiring, onboarding, and training people takes time. A staffing agency can take on all the steps in the process and handle them efficiently and effectively.

They Make the Process Efficient

Staffing agencies already have a network of workers and connections. They can reach deeply into a pipeline of passive candidates. And as they do, they can review hundreds of resumes and perform background checks.

They Free Up Your Staff

When your company is growing, you need to focus your internal talent on your core business. Staffing agencies take on critical tasks—everything from contractor payroll taxes to workers comp and unemployment benefits—that can bog down your personnel. And, quite often, they do so more quickly and with better results.

They Save Money

It costs a lot of money to run your own HR department. In addition to salaries, there are healthcare, 401k retirement plans, sick days, vacation pay, and employer taxes. When you work with an outside vendor, you can dramatically reduce these costs.

They Can Deliver in a Hurry

Quite often, staffing needs appear suddenly. When they do, delays can have a negative impact on profitability and workforce morale. Staffing agencies give you a rapid-response team with connections to possible candidates that can help you fill vacancies with the right people fast.



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They're Flexible

If your business typically sees a seasonal spike or has a temporary need for additional staff, a staffing agency will get you the people you need for the time you need them.

They Let You Hire an Employee on a Trial Basis

With a staffing agency, you not only can find an ideal candidate, but you can also work with that person on a temporary basis, to see if he or she is a good fit.

The experts at EG Workforce Solutions are ready to share more ideas, feedback, and support to help you choose a staffing agency. To get the conversation started, email us at info@egnow.com.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

¹ <https://www.celarity.com/blog/benefits-of-using-a-staffing-agency-employers/>

² <https://blog.o2employmentservices.com/why-do-companies-use-staffing-agencies-and-why-yours-should-too>

³ <https://www.apollotechnical.com/why-companies-use-staffing-agencies/>

Look Before You Leap

If you decide to hire a staffing agency, don't choose the first one you find.

- Interview multiple agencies.
- Talk to their former and current clients.
- Speak with agency staff about the recruitment process and policies.
- Discuss a communications process that will fit the way you operate.
- Look for a partnership that matches your culture and needs.

Types Of Staffing Partnerships

- **Contract/Temp:** The staffing agency provides candidates for short-term assignments at an agreed-upon hourly billing rate and covers the costs associated with those personnel.
- **Contract-to-hire:** The employer and the staffing firm agree to terms on a trial period of employment. Once the contract period is complete, the employer can bring the candidate on as a full-time employee, continue the contract, or end the contract.
- **Direct hire:** The staffing agency hires candidates and places them directly with the employer, who pays the employees' salaries and all other compensation, as well as paying a predetermined fee to the agency.¹²³



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