

Engineering, Information Technology, and Scientific

FAQS

for Staffing Clients



What types of positions can my company fill using a staffing firm?

SPECIFIC POSITIONS INCLUDE, BUT ARE
NOT LIMITED TO

ENGINEERS

SCIENTISTS

LABORATORY TECHNICIANS

ARCHITECTS

DRAFTSMEN

PROGRAMMERS

TECHNICAL WRITERS AND ILLUSTRATORS

DESIGNERS

INSTALLERS

OTHER INDIVIDUALS WITH SPECIALIZED
SKILLS OR TRAINING IN TECHNICAL
FIELDS INVOLVING MATH OR SCIENCE,
COMPUTER SCIENCES, AND COMMUNI-
CATIONS TECHNOLOGY

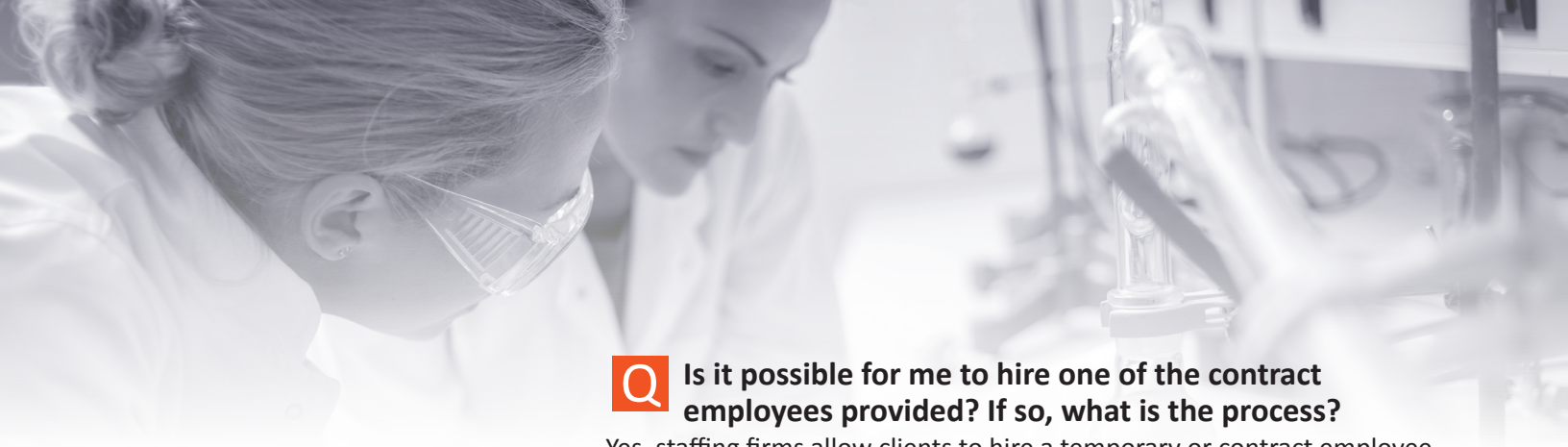


Why do companies partner with engineering, information technology, and scientific firms as a workforce solution?

Organizations seek the services of engineering, IT, and scientific staffing firms for workforce flexibility to keep fully staffed during busy times. Contract employees can effectively address labor fluctuations and staff vacancies, assist with project-based work, help with fluctuations with business project management, assist with software conversions, and address other critical challenges.

Whether it is a contract job lasting a few months or several years—or a permanent placement—staffing companies allow businesses to adjust their workforces to meet their changing needs.

The types of positions that engineering, IT, and scientific staffing firms fill are exceedingly varied, and range from contract and project-based work, temporary-to-hire, and direct-hire placements in a wide variety of environments.



What types of businesses use engineering, IT, and scientific staffing services?

ORGANIZATIONS OF ALL SIZES—FROM SMALL, START-UP ORGANIZATIONS TO FORTUNE 500 CORPORATIONS, AND GOVERNMENT AGENCIES—USE ENGINEERING, IT, AND SCIENTIFIC STAFFING SERVICES TO AUGMENT THEIR WORKFORCES BASED ON NEEDS AND PROJECTS AND TO STRATEGICALLY GROW THEIR OPERATIONS.

Q Is it possible for me to hire one of the contract employees provided? If so, what is the process?

Yes, staffing firms allow clients to hire a temporary or contract employee as a permanent member of their teams. This process varies by staffing firm, but a placement fee may be negotiated with the staffing firm to complete the hiring process.

Q How do I protect my intellectual property?

Engineering, IT, and scientific staffing firms can require their contract employees to sign a confidentiality agreement to protect client intellectual property.

Q What responsibility does a staffing firm have for the employee placed on site?

Day-to-day oversight of the employee varies for each specific staffing firm and negotiated arrangement, but is generally provided by the client's on-site supervisor. Other responsibilities are managed by the staffing firm, including, but not limited to, payroll, insurance and other benefits, and workers' compensation—alleviating human resource-related paperwork challenges, allowing the client to focus on its core business.

Q How large is the engineering, IT, and scientific sector?

One in 10 U.S. temporary and contract employees (13%) work in the engineering, IT, and scientific sector.

To view a comprehensive listing of FAQs about engineering, IT, and scientific staffing, visit americanstaffing.net/workforce-solutions-for-staffing-clients.



What accounts for growth of the staffing industry?



Flexible labor force. Companies are tapping into the flexible workforce to keep fully staffed during busy times.

ASA members pledge to adhere to a code of ethics and best practices—most of which deal with employee and employer relations. Moreover, because ASA promotes legal, ethical, and professional practices for the staffing industry, its members are kept abreast of the latest developments in labor and employment laws and human resource best practices. One of the principal missions of ASA is to encourage high standards of ethical conduct in dealings with employees, clients, and competitors.