

## Industrial Staffing

# FAQS

for Job Seekers

### DID YOU KNOW?

Industrial staffing firms place employees in all industries: hospitality, distribution, transportation, manufacturing, retail, and more.



### What positions can I find using a staffing firm?

BOTH THE SKILLED AND UNSKILLED TRADES IN

MANUFACTURING

FACTORY WORK

LOGISTICS AND DISTRIBUTION

SHIPPING AND RECEIVING

MATERIALS HANDLING

RETAIL

HOSPITALITY

AND MORE

### Q What is industrial staffing?

Industrial sector staffing firms provide a spectrum of services—temporary, temporary-to-hire, and direct-hire placements—to their employees and clients. Positions are available for both the skilled and unskilled trades in manufacturing, factory work, logistics and distribution, shipping and receiving, materials handling, hospitality, retail, transportation, and more. Assignments include both light labor—for instance cleaning, assembling, and maintenance—and heavy labor—like construction, moving, and storage.

### Q What kind of pay and benefits do industrial temporary and contract employees receive?

Temporary or contract employees in the industrial sector earn competitive wages. To attract qualified employees, most staffing firms offer health insurance, many offer vacation and holiday pay, and some offer retirement plans. Virtually any temporary or contract employee who wants benefits can find a staffing firm that offers them.



“It is very difficult to move all the way across the country and then try to find a job with no local references. The staffing firm I worked with did a great job for me and I would recommend them to anyone.”

—staffing employee

“The best part of working for my staffing firm is feeling like I am part of a ‘team.’ I would recommend my staffing firm because they were kind, courteous, and a pleasure to work with. I couldn’t be happier!”

—staffing employee

**Q What kind of safety training can I expect before I begin work?**

Safety is a top priority for staffing firms and their employees. Your staffing firm will work with your on-site employer to make sure you receive the training you need to be safe during your assignment. Staffing firms provide general safety training, and specific training is typically provided by the client.

On-the-job worker safety is critically important to ASA staffing firm members. In fact, the U.S. Occupational Safety and Health Administration and ASA recently entered into an alliance to help provide association members and others with information, guidance, and access to training resources to help protect the health and safety of temporary and contract workers. ASA also dedicates a whole section of its website—[americanstaffing.net/safetymatters](http://americanstaffing.net/safetymatters)—to educate staffing firms and clients about critical worker safety considerations.

**Q What can I expect after I apply with a staffing firm?**

After applying and if your profile matches a job opening, a representative of the staffing firm may contact you via email or phone. You will be screened and interviewed by the firm.

To review a comprehensive list of FAQs about industrial staffing, visit [americanstaffing.net/job-seekers](http://americanstaffing.net/job-seekers).



## Reasons for Choosing Industrial Staffing for Employment

**1 Bridge to Permanent Employment.**  
If a permanent position is a current career goal, staffing employment offers a proven bridge to permanent jobs.

**2 Work Schedule Flexibility.**  
Flexibility is a compelling draw for employees when considering working in staffing.

**ASA members pledge to adhere to a code of ethics and best practices**—most of which deal with employee relations. Moreover, because ASA promotes legal, ethical, and professional practices for the staffing industry, you can be assured that 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 the association is to encourage high standards of ethical conduct in dealings with employees, clients, and competitors.