



Industrial Staffing

# FAQS

for Staffing Clients

## DID YOU KNOW?

Industrial sector staffing firms provide a spectrum of services—temporary, temporary-to-hire, and direct placement to clients.



### What type of businesses use industrial staffing services?

Companies of all sizes—from small, start-up organizations to Fortune 500 corporations—use industrial staffing services to grow their businesses and to obtain the flexibility they need to keep fully staffed during busy times.

### Q Why would a company choose to partner with an industrial staffing firm?

Businesses say that workforce flexibility is an important reason to work with staffing companies, as it allows them to remain fully staffed during busy times. Whether it's a temporary job lasting a few months or several years—or a temp-to-hire placement—staffing companies allow businesses to adjust their workforces to meet their changing needs.

Partnering with a staffing firm can be a powerful business strategy for a company. Businesses can “try before they buy” to ensure that employees are perfect fits for positions. Staffing companies also are experts at recruiting. Many companies in the industrial sector decide to utilize the services of staffing firms for all of their entry-level recruitment needs. Staffing firms build strong professional relationships with their clients so that they can predict—and fulfill—staffing needs before their customers anticipate them.

Staffing firms serve as true business partners with their clients and provide pertinent industry information and updates—particularly related to worker safety and employment law—as the economic, legal, and regulatory landscape continues to evolve.

## What positions can my company fill using a staffing firm?

MANUFACTURING

FACTORY WORK

CONSTRUCTION

TRANSPORTATION

LOGISTICS AND DISTRIBUTION

SHIPPING AND RECEIVING

MATERIALS HANDLING

RETAIL

HOSPITALITY

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

Day-to-day oversight is typically 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 for the client and allowing the company to concentrate on other aspects of its business.

### **Q** Is it possible for me to hire one of the temporary employees that you provided? If so, what is the process?

Yes, many staffing firms also allow you to hire a temporary or contract employee as a permanent member of your team. This process varies by staffing firm, but typically a placement fee is negotiated with a staffing firm to complete the hiring process.

### **Q** What are staffing firms doing to ensure the safety of their employees on the job?

Safety is a top priority for staffing firms and their employees. Staffing firms work with their clients to ensure that temporary employees receive the training they need to work safely during their assignments. Most staffing firms provide general staffing training, and site-specific training typically is provided by clients.

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 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.

To review a comprehensive list of FAQs about industrial staffing, visit [americanstaffing.net/workforce-solutions-for-staffing-clients](http://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.