



DRA | **25**
Don Richard Associates | YEARS
The Employment Professionals

Why Do Employers Use Staffing Firms?

Ever wonder why clients use staffing firms like Don Richard Associates? The American Staffing Association conducted a survey of clients who have recently used staffing firms and the top two reasons were flexibility and access to talent.

When employers decide to use a staffing firm they already have an idea of the type of candidate they need and whether or not this is a permanent or temporary position. They are able to give a description of the daily responsibilities, minimum requirements and what they expect out of a candidate. This allows the recruiter to identify the appropriate candidate for each position.

Flexibility refers to the ability of staffing firms to work with clients who are looking to find a candidate who is willing to work for only a few days or to find a candidate to permanently place within the organization. Staffing firms have access to candidates who are only looking for temporary positions. These candidates are a great match for companies who are only in need of a candidate to fill in for an employee who is out of the office or even to fill in during a particular time of year (ex. tax season). Staffing firms also are a great source for candidates who are looking for permanent placement within an organization. One misconception of staffing firms is that it is just a temporary service. Although there are some staffing firms who specialize in temporary work, the majority of staffing firms acquire more temp-to-hire and direct-hire positions. This allows the client to decide on how long they will need a candidate and it also gives them time to decide if the candidate placed within their organization is a good match.

Another reason employers use staffing firms is because of the access to talent and the ability of the recruiters to find passive candidates. Staffing firms have an extensive database in which to find the appropriate candidate for any position. There are some candidates who prefer to work with staffing firms before they begin sending out resumes to employers because staffing firms also have access to positions that may not be advertised yet. This works to both the employers and employees advantage.

Staffing firms can offer benefits to an employer. Recruiters specialize in sourcing and placing the appropriate candidate within an organization. This eliminates a lot of the guess work that employers have to take on. Staffing firms only send candidates who are qualified for a particular position, they have already interviewed the candidate, had their references checked and also testing their skills to ensure they understand the various different software. All of this information is available to the employer for review, which allows them to make a more educated decision when hiring a candidate for their office.

These are just some of the reasons that employers use staffing firms like Don Richard Associates.