

# Benefits of an employment firm:

their network of clients and experienced recruiters can be a vital support in your job search

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By Robert Holton

In this ever-changing economy, you may find yourself asking, "Where are the jobs?" Employment firms help employers with temporary employees to handle changes in production or recruit new employees to join the company on a long-term basis. But employment firms can help employees too. By decreasing the time it takes to hire new employees and by increasing employers' access to qualified workers, employment firms offer substantial advantages to job seekers. Using employment firms as a resource in your job search, you can gain three major advantages: greater access to companies, more detailed information and an automatic support network.

## Greater access

When Thomas Kuckhan graduated from the University of Minnesota, he began his job search armed with his bachelor's degree in civil engineering. He was disappointed to find few opportunities listed in the local paper for entry-level engineering positions, but his call in response to one of the advertisements put him in touch with a local technical recruiting firm.

"You're fresh out of college and you're looking at the papers and the traditional sources and you're wondering where the jobs are," Kuckhan says. "Then I walked into [the agency] and looked at their job board. It opened my eyes. It was like another world opened up with all the jobs I had been looking for."

Employment firms have staff dedicated to finding new opportunities for you. Imagine the opportunities you could discover if someone paid you to search for a job for eight to ten hours a day. You gain access to immense search power simply by walking through the door of an employment firm. Within three days of contacting the firm, Kuckhan received an offer from an international concrete product manufacturer to work as a drafter. Today, Kuckhan heads up the research and development department for the same firm.

"When I went back to my high school for a career day, I told the students to get their names in with employment firms," says Kuckhan. "They simply have the greatest access to jobs."

David Deming agrees. When he graduated of the University of Wisconsin, he came to an employment firm to establish himself in a sales career. Deming's decision to seek help from an employment firm was based on the efficiency, he says.

"Instead of spending all those hours researching and looking, I just let the agency do all the leg work," Deming says. "You really don't have time, while you're working to pay the bills, to stop and look for a job."

## More detailed information

Not only was the job search easier says Deming, but "[employment firms] have a better

idea of what the companies want. I received a lot more information than if I had just walked in off the street, which helped me prepare better for the interview. The agency had already done all the research."

That research helped Deming land a position in the sales department of HPD International, one of the fastest growing manufacturing firms in the greater Milwaukee area. The company's future mirrored Deming's ambitions.

Employment firms often have an established working relationship with their client companies, so they have access to basic information such as company size, hours and job description. They also have details on office culture and growth projections for the client company. The employment firm and client company may have a relationship that goes back for years, and you can utilize that relationship to your advantage.

**Employment firms benefit not only entry-level candidates but also veteran job seekers. In fact, the more experience you have gathered in the workforce, the more crucial a focused search becomes.**

"If I were to look for a job again," says Kuckhan, "I would be looking for something very specific. I could look for five years without finding the right job. So I would go to an employment agency first thing to find out what was available."

## Support network

Another advantage of working with an employment firm is emotional

support. The people you talk to at an employment firm actually have a vested interest in getting you a job; they are paid to do so. Having your own "cheering section" during the job search and interview process can lead to better results.

"It helps to hear from the agency," says Deming. "It's just one more place to get feedback. It was a boost of confidence."

Additionally, having someone to ask questions of before and after an

interview can be extremely useful, not only to put yourself at ease but to improve your interviewing skills as well.

"The extra backing is helpful," Deming says, "knowing that if this interview doesn't work out, there are other options. It takes a lot of the pressure off of the interview."

And it just may lead to the perfect job.

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