

What Is the Difference Between Staffing & Placement?

by Jessica Jones



Expanding your staff to include additional temporary and permanent employees may be necessary to keep up with the demands of your business. But hiring qualified employees takes time and effort. Staffing and placement services handle both the recruitment and hiring of temporary and permanent employees. And while both services provide businesses with capable employees, staffing services typically provide temporary help, while placement services provide permanent employee

solutions.

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Staffing Services

Staffing services provide temporary employees to businesses in need of additional help for a short period of time. Temporary employees typically work in offices, warehouses, factories, retail stores or other customer service positions. The length of time a temporary employee remains depends on business need. For example, businesses that have increased demand for customer service or order fulfillment during the holiday season hire temporary employees to meet these demands. Staffing services screen potential candidates, provide a description of job tasks, handle payroll and monitor job performance.

Placement Services

Unlike staffing services, placement services specialize in filling jobs within specific industries, such as healthcare or IT, for permanent employment. These include employment agencies, in-house or corporate recruiters, headhunters, and consulting firms. Most placement services receive a commission or percentage of the employee's first year earnings from the hiring business or the candidate. Businesses trying to fill permanent positions turn to placement services to test, interview and recommend qualified candidates. While a business may conduct its own interviewing after that, initial interviews are conducted by the placement service to select the best candidates from a wide pool of applicants.

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Finding the Right Candidates

When hiring a staffing or placement service, ask how qualified candidates are found and screened. Staffing and placement services typically use local newspapers, online job boards, social media platforms and job fairs to recruit potential candidates for both temporary and permanent positions. Staffers also network with small businesses and other staffing and placement professionals, and they often ask for referrals from clients placed in temporary and permanent positions. Employment services also build candidate databases to match people with specific skills to job openings. Candidates may be given reading, writing and basic math aptitude tests, along with computer processing tests. Additional tests for specific fields may also be used to determine candidate qualifications. Staffing and placement services also conduct resume and reference checks as well as criminal background and credit checks.

Additional Staffing Solutions

If you need to fill permanent positions but want to be confident of the candidates, consider temp-to-hire employees. Temp-to-hire allows you to determine whether the candidate is qualified to handle all job tasks required. Staffing and placement agencies may both provide temp-to-hire options. Other types of staff fulfillment options include hiring independent contractors to work on specific projects and interns to work for a pre-determined amount of time in various areas within the business.

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About the Author

Based in the Washington metro area, Jessica Jones has been a freelance writer since 2006, specializing in business topics. Her fiction has also been featured in publications such as "The Jamaican Observer Sunday Literary Supplement" and at websites including HackWriters. Jones earned a Master of Fine Arts in fiction writing from Lesley University.

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