



## What is a Staffing Agency?

by Dan Corredor on [January 3, 2018](#) in [WikiCFO](#)

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## What is a Staffing Agency?

A staffing agency is an entity that has employees that can be hired out for temporary or long term work. A staffing agency is also referred to as an employment agency. It provides temporary workers. Some agencies are industry focused or specialized. For example, The Strategic CFO's staffing line focuses on accounting and financial positions.

Staffing agencies are different from placement agencies or retained search services.

Placement agencies collect a fee to recruit a full-time employee. Those employees belong to the client company – not the agency.

## How Do Staffing Agencies Work?

Staffing agencies conduct both the hiring and firing of employees. They also pay for the employment taxes, Medicare, Social Security, etc. The client company specifies the amount of temporary workers needed and the hourly rate. Frequently, the agency specifies the hourly rate for each worker, but it is negotiable.

## Why Hire a Staffing Agency

One would hire a [staffing](#) agency if they need [employees](#) now and they want to offset [employment](#) costs (benefits, [employment taxes](#), etc.). There is either a time constraint or a resource [contract](#). Some of the benefits include getting a number of [employees](#) quickly and knowing that they are qualified for the position.

Oftentimes, agencies have run [credit](#) reports, criminal background checks, and drug tests on those [employees](#) so the client never has to worry.

## Difference Between Hiring and Working For a Staffing Agency

Whether you are seeking to work for an agency or [hiring](#) an agency, there are several things that you need to know.

### Working for a Staffing Agency

When you work for an agency, you can expect to work with companies for anywhere from a couple of months to a couple of years. You are technically an [employee](#) of the agent and working with the client. However during your time at a client's office, you act as a regular [employee](#) of the [company](#). In some cases, [companies](#) will hire the [employee](#) from the staffing agency. This is a great [opportunity](#) for those [employees](#) as they get exposed to different industries and [company](#) cultures. Temporary work also allows you for you choose your own [schedule](#). Only want to work a couple days a week? Or have the summer off? Some agencies will work around their staff.

The Strategic CFO's staffing line brings each staffer in every quarter to review their work and to further their [financial leadership](#) skills. If an [bookkeeper](#) wants to become a staff [accountant](#), then there is [opportunity](#) to get the [training](#) needed to make that leap.

### Hiring a Staffing Agency

When you [hire](#) an [employment](#) agency, you need to choose the right agency. Are you looking for positions that anyone can do or are you seeking for a more specialized trade? There are staffing agencies that supply [manufacturing](#) workers, domestic [workers](#), and/or professional [employees](#).

It is important the client **company** is communicating often with the agency to get the most out of the **relationship**. If a particular **employee** doesn't fit, then the agency needs to know in order to replace that **employee**. Agencies have access to a variety of staff and make it their goal to pair the right **employee** with the client **company**.

Looking to hire a staffing agency to fill your accounting department needs? The Strategic CFO has recruited the best talent to serve your staffing needs. Interested? [Click here to learn more about how we can serve you best.](#)



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## 4 Responses to *What is a Staffing Agency?*



**Admin** September 3, 2018 at 8:42 pm #

REPLY ↩

When searching for a recruiting agency to partner with on difficult searches for your company, it can be nearly impossible to know where begin. Multiple factors play an important part in placement agency selection and it isn't always as easy as just choosing a vendor. Rather than going through a length RFP process and interview a large selection of employment agencies, there are items you can prepare in advance to further your talent acquisition strategy.



**Amy Winters** October 10, 2018 at 12:02 pm #

REPLY ↩

I'm glad you pointed out that staffing agencies are a great resource if you have a time constraint and need to find a quality employee quickly. At my work we had a couple of people quit last week, and it's caused us to fall behind our quarterly requirements. I'll definitely suggest we use a staffing agency so we can find quality replacements as soon as possible!



**collection agency nyc** February 8, 2019 at 2:38 am #

REPLY ↩

This is informative. The staffing agency is very useful when it comes searching the good employer.



**Adrian Jones** February 21, 2019 at 7:50 pm #

REPLY ↩

I like how you mentioned that hiring the correct agency in order to help you grow your business is crucial, especially when it comes to looking for specialized positions in a particular job field. It's also important that the client company maintains an open line of communication with the agency in order to make the most out of the relationship, especially when it comes to staffing concerns. If I were given the chance to work with a staffing agency, I would first make sure that the people that would potentially be hired are fit for the business and are capable of fulfilling the job requirements.

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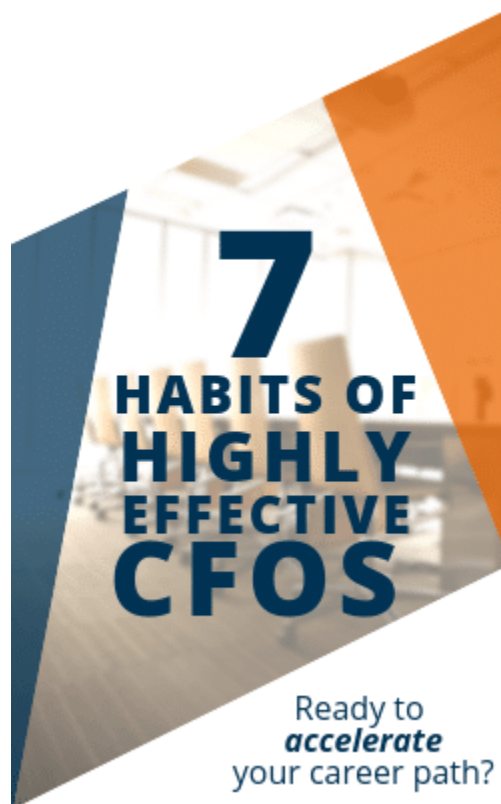
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