



How NCIVC Differs from Staffing Agencies and Recruiting Firms

We are a Workforce Development & Career Services Partner –
Not a Staffing or Recruiting Agency



COMPARISON	STAFFING AGENCIES	RECRUITING FIRMS	NCIVC (NCI Virtual Careers Resource Center)
PRIMARY FOCUS	Fill immediate openings with temporary or contract workers.	Fill direct-hire positions for employers.	Develop career-ready talent and build long-term workforce partnerships.
HOW WE ARE COMPENSATED	Charge fees for placing temporary/contract workers.	Charge fees for finding and placing direct-hire candidates.	No placement fees. Supported by training, grants, workforce funds, and employer partnerships.
WHO WE SERVE	Employers (They are the customer.)	Employers (They are the customer.)	Employers AND job seekers. We serve both.
OUR ROLE	Provide workers to fill short-term or seasonal needs.	Recruit candidates to fill specific job openings.	Prepare, support, and connect candidates while partnering with employers to meet workforce needs.
TYPE OF WORK	Often temporary, seasonal, or contract assignments.	Direct-hire placements.	Direct-hire, Work-Based Learning, internships, and entry-level to career-advancing roles.
OUR APPROACH	Transactional. Fill the opening.	Transactional. Fill the opening.	Relationship-based. Build talent pipelines and long-term partnerships.
OUR GOAL	Fill positions quickly.	Fill positions efficiently.	Build stronger futures for individuals and stronger teams for employers.

THE NCIVC
ADVANTAGE

Career-Ready Candidates
Our candidates are trained, certified, and job-ready.

Reduced Hiring Risk
We help employers connect with qualified talent before making a hire.

Workforce Incentives Available
We facilitate Work-Based Learning opportunities that may include training wage reimbursement incentives.

Ongoing Support
We provide continued support to both employers and employees for long-term success.

Stronger Community Impact
Together, we create economic opportunity and a stronger workforce.

We are not a staffing agency. We are your workforce development partner.
NCIVC connects motivated, trained professionals with employers who want dependable, career-ready talent—today and for the future.