

# A-1 CAREERS Insight

MONTHLY NEWS & UPDATES FROM A-1 CAREERS

JULY 2020



## Career Trajectories

### Staffing Firms Provide Increased Access to Healthcare for Contractors and Continue to Provide Strategic Workforce Management Solutions.

According to a report from Staffing Industry Analysts, only 15% of temporary workers were without healthcare benefits in 2020, a great improvement from 2014. Even though 77% of temporary employees were granted access to healthcare through their staffing firm, only roughly 42% took advantage. This is likely due to married workers receiving benefits from their spouse's company.

Nearly 70% of employees were offered some sort of work from home option since the start of COVID, a trend a lot of experts seem to think could stick around. This ongoing pandemic has necessitated the need to lean on staffing companies for increased workforce management assistance — A good onboarding process is essential to help retain high quality team members. Focusing efforts on quality onboarding process through the use of a staffing firm, will help ensure your new, remote staff feel welcome and valued.

## Breaking News



In early June, Forbes and Statista announced that A-1 CAREERS was named one of "Americas Best Professional Recruiting firms" for the 3<sup>rd</sup> year in a row. We are so pleased that Forbes shared this news on their website as well as broadcasting throughout its other media channels and across professional trade media as well.

With over 20,000 staffing firms in the US, A-1 CAREERS is ranked 22<sup>nd</sup> which puts our firm and our dedicated staff of recruiting professionals at the top .001% of the industry. We could not be prouder of the accomplishment!

The award ranking is based on an independent survey of peers and clients. Feedback from external recruiters, hiring managers at client companies, and job candidates was considered. Over 26,500 recruiters and 5,400 job candidates and hiring managers were contacted for this analysis. Out of the 22,000+ recruitment agencies in the United States, less than the top 2% were selected for this award!

We owe a big debt of thanks to the current and past clients that have helped A-1 CAREERS achieve this remarkable milestone for THREE YEARS RUNNING! It would not have been possible without you.



### A-1 CAREERS WELCOMES THOMAS CURCIO TO DENVER AS OUR NEWEST RECRUITER

Thomas is a graduate from the university of Mississippi where he earned a degree in Business Administration with a concentration in Human Resources Management. He's experienced in both onboarding and recruitment.

**PLEASE JOIN US IN WELCOMING THOMAS!**

## From Our Blog



### Small businesses benefit from using Staffing firms? **ABSOLUTELY!!**

Whether you're hiring your first employee or your 50th, taking the time to find a [staffing firm](#) you can trust can set you up for years of successful growth in the future! We have tapped some of the most trusted recruitment and staffing resources across the internet to come up with the top 6 benefits of using a staffing firm when you operate a small business –

#### 1. Access to Expert Employment Specialists

Hiring a for your small business means accessing the expertise of seasoned [employment specialists](#). The employment experts you'll work with through a staffing firm will be able to provide tailored advice and share their knowledge—like prepping the best interview questions and utilizing the most advanced background check websites. Taking the hiring process of your plate means putting these processes into the hands of experts and reducing your workload.

#### 2. Streamlined Hiring Processes

Because staffing firms handle *all* stages of the [hiring process](#)—including recruiting, on-boarding and sourcing employees—you will have a much [smoother hiring experience](#). Having one team manage all hiring processes means fewer breakdowns in communications and faster hiring for your small business. Candidates move quickly and often have competing offers, so it's important to have a tightly run recruiting process in order to secure top talent. You will have your open roles filled sooner rather than later.

#### 3. Consolidated Costs

What is another benefit of working with a staffing firm? Cost. As your company scales and your bottom line becomes more profitable, outsourcing the hiring process becomes much more feasible, especially if you [hire a staffing agency](#) to do it all. Consider a staffing firm as a bulk deal—you will get rid of all the extra packaging that would come with hiring a recruiting agency, an employee vetting agency, and HR professionals for employee on-boarding. Because a staffing agency offers all these services in one bundle, they will likely be able to offer them all to you for a lower price.

#### 4. Expanded Network

I think we can be honest here, more often than not, new and growing businesses don't have the same name recognition that bigger businesses do. You will get there some day, but first you will need to find stellar employees to help you along the way to build up your brand and reputation. Finding rock-star employees can be a difficult, fruitless cycle for businesses that are just getting off the ground. Hiring [staffing firms](#) can help you get out of this cycle. With their extensive networks and often clout-backed names, [staffing firms](#) will be able to get in touch with industry leaders that you might not have been able to get in touch with without their help.

#### 5. Higher-Performing Employees

The benefits of hiring a staffing firm for your small business will extend far beyond the initial hiring and on-boarding processes. With small teams, each additional employee is—proportionately speaking—far more crucial than they are with large teams and hold more responsibility. As such, you'll need to take careful steps to hire someone who is the right fit for your team. Working with a [staffing agency](#) makes the odds of finding that person much more achievable. And the effects of this will reverberate through your business with every home run that your new stellar employee makes.

#### 6. More Time to Run Your Small Business

Face it—you didn't start your business so that you could spend hours at a time on the logistics of hiring a new employee. While growing your team *is* an exciting decision to make—and signals a promising trajectory for your business—it's not necessarily your specialty. You're here to make the big decisions and, deciding to hand your hiring processes over to a [staffing team](#) will give you time to make even more high-level, strategy-based calls for the future of your small business.