

Temp Agencies

Finding a good temp agency can be a difficult task these days. Temp agencies are Job Placement Agencies that focus on providing employers with an easy way to hire new employees. A Temp Agency signs an agreement with a business to provide them with employees on a temporary basis. Job seekers submit their resumes to Temp Agencies and are interviewed by their staff. There may also be some computer or skills testing to determine their skill level. The agency then matches them up with those temporary positions. Sometimes they are needed only for a few days, a few weeks, etc. The job seeker receives a cheque directly from the agency and is actually working on their behalf when they fill a temporary position.

If an employer wants to hire a temporary employee from the agency for a full-time position they must pay a "permanent placement fee", which is all outlined in the initial agreement. If a company wants to hire that person without paying the "permanent placement fee" they must usually wait from 6 months to 1 year, depending on what the initial contract outlined. There are some drawbacks to working with a temp agency:

- a. You can't get work with a previous company you worked at until after the designated period has elapsed
- b. The temp agency may promote you to the wrong types of jobs
- c. The temp agency does not actively promote you to employers
- d. The temp agency doesn't have many job openings
- e. The wage scale your are offered is too low for the jobs they want you to work
- f. There are hours of testing and there is no outcome from that (i.e. feedback)
- g. They offer you jobs way below your skill level

I recently interviewed a 24 year old client who found employment through an agency. Here are some of the recommendations for other job seekers:

1. Research the temp agency

Talk to other job seekers for tips on good ones, as well as question their staff about success rates. The less time it takes for you to be assimilated into their business the better your chances of securing that full-time employment.

2. Find out if the agency does skill testing

Especially when it comes to applying for office support jobs. If they don't, they may be a waste of time.

3. Find a Temp Agency

Look for temp agencies in the yellow pages, online, in the newspaper, or even see their ads on TV. One good site to search for agencies is on www.mybc.com where you can search the online yellow pages for information.

4. Consider the job suitability

Make sure that the job you are offered matches the general area you feel comfortable working in. In some cases temp agencies send people to work in jobs that don't match their background or requested work area. Feel free to ask the temp agency questions about any job opportunity they present you. The more information you have the better prepared you will be.

5. Problems with an agency ?

If anyone at a temp agency is rude to you don't let it stop you. Talk to the manager of the agency and explain the situation.

6. Try not to get on an agency "blacklist"

This means that you shouldn't accept a job that you know you would probably quit after a few days. Quitting a temp agency job can reduce the agencies trust in you, and you may be excluded from future opportunities based on this.

7. Maintain a good relationship with your agency

Be professional and send a thank-you note or small gift whenever you find more permanent employment through them. Appreciate their efforts because you never know when you or someone you know will need their services.

8. Use your free time to become more marketable

If you lack a few skills, especially computer software skills you can always take out instructional books and tapes from the library. By studying in your free time you will become more marketable to your agency, and in turn more valuable to employers.

TIP:

Make sure that your temp agency has a good understanding of who you are and what you have to offer. Communicate with them regularly and find out if you need to upgrade any skills to apply for a different category of work. One software package on your resume may make a big difference to how they present you to employers and what opportunities they see you applying for.

WE WANT SUBMISSIONS:

If you or your friends have a particularly bad experience with a temp agency please write it down, keeping the story to strictly the facts and send it to me. I will be compiling a list of the best and worst agencies in the coming weeks. Stay tuned for the list in our upcoming issues.

Also, if you have a topic that you think would be of interest to other job seekers please feel free to e-mail me at jakes@pepjob.com.