

From Quick Jobs to Career Moves: Veterans' Guide to Staffing Agencies

Finding a job as a veteran can be challenging, especially if you're transitioning from military service or dealing with employment gaps. Fortunately, staffing agencies can be a powerful resource, helping you secure immediate or flexible work opportunities that align with your skills. With an increasing demand for veterans in the Greater St. Louis area, especially in industries like manufacturing, healthcare, technology, and logistics, utilizing staffing agencies can be an effective way to jumpstart your employment journey.

What Are Staffing Agencies?

Staffing agencies, also called temp agencies, work with companies looking to fill short-term, part-time, or temp-to-hire positions. These agencies have a network of employers who need workers immediately, making them ideal for veterans seeking quick employment or those looking to gain experience in a new industry. They handle the recruitment process, including interviews, background checks, and sometimes even training, making it easier for you to find a job without navigating the job search alone.

Staffing Agencies vs. Employment Agencies: What's the Difference?

Understanding the difference between staffing and employment agencies is essential for veterans considering their job search options:

- **Staffing Agencies** primarily focus on filling temporary or contract positions. You might be hired for a specific project, seasonal work, or a role that could turn into a permanent job if both you and the employer feel it's a good fit. These agencies often handle your payroll and benefits while you're working, providing a seamless employment experience.
- **Employment Agencies**, on the other hand, focus on helping job seekers find permanent employment. They match candidates with employers seeking long-term hires. Once you're placed in a job through an employment agency, you become an employee of the hiring company, which handles your payroll, benefits, and career growth.

Benefits of Working with Staffing Agencies as a Veteran

1. **Quick Access to Job Opportunities:** Staffing agencies have access to job openings that aren't always advertised publicly. This means you get a head start on positions that could be filled before they're posted elsewhere. Many employers are eager to hire veterans for their skills, reliability, and experience, making agencies an excellent avenue for quick placement.
2. **Flexible Work Options:** Whether you need a part-time job, flexible hours, or a chance to try out different industries, staffing agencies offer a variety of work arrangements. This flexibility is beneficial for veterans juggling family commitments, adjusting to civilian life, or looking to build skills in a new field.
3. **Support for Justice-Involved Veterans:** If you have a justice-involved background, finding employment can be more challenging. However, many staffing agencies have

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experience working with veterans in this situation and can help you connect with employers who understand your unique circumstances and are willing to give you a chance.

4. **Help with Employment Gaps:** Staffing agencies understand that life circumstances can lead to employment gaps, whether due to military service, caregiving, or health issues. They work with you to present your skills and experiences in the best light, ensuring employers see your potential rather than focusing on gaps.
5. **Career Coaching and Development:** Many staffing agencies offer resume building, interview coaching, and skill development workshops. They help translate your military skills into civilian job qualifications, making it easier for employers to understand how your experience applies to the job.
6. **Temp-to-Hire Opportunities:** Temp-to-hire positions allow you to test out a job and see if it's the right fit before committing to a permanent role. This can be a great way to explore different industries and find a job that aligns with your interests and career goals.

Industries with High Demand in Greater St. Louis

In Greater St. Louis, staffing agencies are currently seeing a rise in demand in the following sectors:

- **Manufacturing:** Veterans with experience in logistics, equipment handling, or maintenance find their skills highly transferable to manufacturing roles.
- **Healthcare:** Positions range from administrative support to clinical roles, perfect for those with medical training or a background in managing health operations.
- **Technology:** There's an increasing need for IT professionals, cybersecurity experts, and data analysts.
- **Logistics and Transportation:** Veterans familiar with supply chain management or vehicle operations can find numerous opportunities in this field.

How to Get Started with a Staffing Agency

1. **Research and Choose the Right Agency:** Find agencies that specialize in your field of interest or have a history of working with veterans. Some staffing agencies are even dedicated to helping veterans transition into civilian employment.
2. **Prepare Your Resume and Documents:** Highlight your skills, military experience, and any relevant certifications. Staffing agencies can assist in translating your military experience into terms that civilian employers understand.
3. **Be Clear About Your Job Preferences:** Let the agency know your employment goals, whether you're looking for temporary, part-time, or temp-to-hire positions. If you need flexible hours or have other requirements, communicate them upfront.

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4. **Stay Engaged and Follow Up:** Once registered with a staffing agency, keep in regular contact. Check in about job leads, update them on your availability, and respond promptly when they reach out with opportunities.

Questions to Ask When Choosing a Staffing Agency

- **“Do you work with employers who hire veterans?”** Ensure they have experience with veterans and understand your unique skills.
- **“What industries do you specialize in?”** This will help you find agencies that match your career goals, especially in fields like manufacturing, healthcare, or technology.
- **“Do you offer support for justice-involved individuals or those with employment gaps?”** Choose an agency experienced in working with veterans facing similar challenges.
- **“What types of positions do you offer?”** Clarify if they have temporary, part-time, or temp-to-hire roles that align with your needs.

These questions will help you find a staffing agency that understands your background and is committed to finding opportunities that suit your career goals.

Staffing Agencies as a Short-Term Solution

While staffing agencies can be an excellent tool for veterans needing immediate employment, it's important to continue seeking long-term employment aligned with your goals. Keep applying for permanent roles, networking within your industry, and working with your VHA Vocational Specialist. They can help you develop a long-term career strategy and connect you with resources that align with your broader aspirations.

Success Tips When Working with a Staffing Agency

- **Be Open-Minded:** Don't limit yourself to one type of job. Temporary work can lead to full-time opportunities or help you gain valuable experience.
- **Stay Positive:** It may take time to find the perfect job, but stay motivated. Each interview and assignment is a step toward your goal.
- **Use Agency Resources:** Take advantage of any career coaching, resume reviews, or skill-building workshops offered by the agency.

Real-Life Success Story

John, a Navy veteran, struggled to find a job due to a two-year employment gap after leaving the military. He reached out to a staffing agency that specialized in placing veterans. Within two weeks, John was offered a temp-to-hire position in a logistics company. The agency helped him adjust his resume, practice interview skills, and translate his military experience into skills needed for the role. Today, John is a full-time logistics manager, thanks to the guidance and support he received.

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Call to Action: Take the Next Step Today!

As a veteran seeking employment, you don't have to navigate the job market alone. Staffing agencies are here to help you find a job that matches your skills, needs, and lifestyle. Take the first step by reaching out to a staffing agency today.

Reach to me for a complete list of local staffing agencies ready to assist veterans. With the right support, you can find the perfect job opportunity that aligns with your career goals and desired work-life balance.

"TEAMWORK CULMINATES IN VETERAN'S WORK"

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