



Avenica's Placement Process

Avenica is an education-to-work platform. Working with students as they finish their education, we help prepare them for their first job through skill identification and development, then provide high-impact training in our client's most in-demand skill areas. We place candidates into a variety of different positions including accounting, administrative support, customer service, finance, human resources, logistics, marketing, purchasing, sales, tech, operations, and many others.

Placement:

Avenica places candidates in Evaluation-To-Hire and Short-term/Project positions.

Evaluation-To-Hire Positions:

- In many cases clients prefer to hire employees on an Evaluation-To-Hire (ETH) basis to allow the candidate and the company a period of time to identify if it is a mutually agreeable match
- In an ETH position, it is our client's intent to hire our candidates on a full-time, permanent basis after the ETH period
- Candidates typically go through an interview process with the client and are given ample opportunity to learn about the position and the company
- Over 85% of our ETH assignments result in a job offer from our client
- The ETH period is approximately 4 months

Short-Term/Project Positions:

- Typical assignments last from one to six months
- Employees are paid competitive hourly wages, ranging from \$15-\$20 per hour, variable by position and metro area
- Candidates filling short-term assignments are often offered a full-time position by our client company

If Avenica believes your background, experience, and interests align with an ETH or short-term position, one of our Account Managers will contact you and provide you with information related to the company environment, day to day details of the position, career paths, management style, etc. to help you make an informed decision about possible opportunities. Additionally, the Account Manager will prepare you for conducting research on the position and company as well as prepare you for the interview process.

Please keep Avenica up to date on your availability and employment status, so we can work as efficiently and effectively as possible on your career development.