

JOB PLACEMENT PROGRAM



Welcome to our Job Placement Program, an essential milestone in your journey toward a successful career! We understand that the path to securing meaningful employment after completing your training can be both exciting and challenging. This program has been meticulously designed to bridge the gap between your educational endeavors and your professional aspirations, guiding you toward the ideal job placement.

Value-Added Benefits We Provide:


- We are available to you M-Th 8 am-5 pm Fri-8 am-Noon
- Provide you with the necessary resources to help you thrive
- Remote Agent Positions Available

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Introduction:

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At NR Swanks Freight Brokerage LLC, we are committed to your success. Our Job Placement Program is the culmination of our dedication to equipping you with the skills and resources needed to thrive in the competitive job market. Whether you have just graduated, completed a vocational course, or are looking to transition to a new career, we are here to help you navigate the intricate job placement process with confidence.

Our program is tailored to your unique needs, offering a range of support services, resources, and expert guidance to ensure you find the right employment opportunity that aligns with your skills, interests, and career goals. We understand that everyone's journey is distinct, and our goal is to empower you to make informed decisions and take confident steps toward your desired career path.

This introduction is just the beginning of your exciting journey with us. We invite you to explore the array of services and resources available through our Job Placement Program and look forward to partnering with you to turn your career aspirations into reality. Let's embark on this journey together and pave the way for your professional success!



Interviewing a freight agent requires assessing their knowledge, skills, and experience in the logistics and transportation industry. Here are some interview questions to help you study and be prepared to answer if asked by the interviewer:

- Can you describe your experience as a freight agent? What types of freight have you handled in the past?

A) Your experience is based on the 12-week training. That will be 90 days of experience including hands on. Name the type of freight you desire to master including the trailer type.

- How do you stay updated on the latest industry trends and regulations affecting the transportation and logistics sector?

A) Social Media, FMCSA, and Newsletters from companies you desire to work with.

- What software and tools are you proficient in for managing and tracking shipments?

A) Name a load board that offers tracking. (hint) DAT

- Can you explain the key differences between LTL (Less Than Truckload) and FTL (Full Truckload) shipping, and when would you recommend one over the other?

A) Explain the difference between the information in your study manual, and online google the difference. You would recommend LTL when the commodity doesn't fill the trailer entirely. Remember the answers are in the titles of these two shipments.



- How do you ensure accurate and on-time delivery of shipments? What steps do you take to prevent delays and address them if they occur?
 - A) Vetting carriers, pay attention to details and instructions given by the shipper making sure you share the correct information with the vetted carrier.
- Describe your approach to negotiating rates with carriers and securing the best deals for your clients.
 - A) Find out what the shipper's budget is. Ask the carrier what they are willing to take the load for. If it's within budget give the driver what they are asking for. If not find a carrier that will take the load at a cheaper rate.
- How do you handle issues related to damaged or lost shipments, and what steps do you take to resolve such situations?
 - A) Give the shipper all the imperative details pertaining to the carrier company and give all the carrier information to the shipper.
- In freight logistics, what role does documentation play? How do you ensure all required documentation is accurate and complete?
 - A) Documentation is important and it's the priority. Using a TMS system so that premature documentation isn't created.
- Can you walk me through your process for selecting the most suitable carriers for a given shipment?
 - A) Check the FMSCA website, Check references, Purchase RMIS to vet carriers.



- How do you prioritize and manage multiple shipments and clients simultaneously, ensuring that each receives the necessary attention?

A) Speak to the shippers about appointments and priority shipments. The shipper will be able to better assist the agent with prioritizing transports or the agent should pay attention to detail.

- How do you stay organized and maintain attention to detail in your work, considering the volume and complexity of freight transactions?

A) Stay organized! Start Early! Stay on task!

- How do you handle client communication and maintain strong client relationships? Can you provide an example of a satisfied client you've worked with in the past?

A) Client communication is done via email or phone. Relationships are built by serving the client's needs, being a solution to them, and or assisting with transports that seem to be an overwhelming issue to the client.

- What steps do you take to stay compliant with safety and regulatory standards in the freight industry?

A) Research, study, mentorship