

THE INTERNATIONAL WORKFORCE PROGRAM

Providing staffing solutions:
CONSTRUCTION | ENERGY | MINING



Connecting you with
the **RIGHT** people
at the **RIGHT** time
for the **RIGHT** job.

WHO WE ARE

RAKIA RECRUITING is a global workforce company that provides professional labour solutions for the construction, mining and energy industries.

Our exceptional staff, specialized processes, and flexible services enable our clients to staff their operations confidently and keep their projects running on time, on budget, and at maximum efficiency.

Rakia Recruiting can help your company gain an advantage over your competitors by helping you secure skilled and experienced professionals, in areas such as project managers, engineers, skilled workers, labourers, and administrative staff.

Understanding that qualified personnel are in short supply, Rakia Recruiting has access to extended recruiting networks through our international partnership. Additionally, we have developed long-standing relationships based on mutual loyalty with hundreds of specialists throughout the sectors we service.

OUR PARTNERSHIP



RAKIA GLOBAL

Servicing the international trades and engineering recruitment industry since 1995, Rakia Global has staffed numerous large-scale projects around the world. The Company helps avert impending economic challenges by bringing experienced workers to economies that need them. Rakia Global specializes in project management, industry-specific solutions, and providing the global labour market with skilled workers from around the world. Since 2011, Rakia Global and Rakia Recruiting have been working hand in hand on offering worldwide recruitment expertise.



WHAT WE DO

Recruitment

Professional international and local recruitment services.

Project Staffing

Keeping your project on time and within budget.

Immigration Services

Processing applications and connecting you with experts.

International Workforce Program (IWP)

Bringing you skilled workers from around the world.


Canada's Current Marketplace Trends

Bringing international workers into your company is an effective way to address labour shortages while increasing diversity and building connections to international markets. Rakia Recruiting is here to assist your business from recruitment and selection to adjusting your retention strategies and integrating international workers into your workforce.

Finding experienced and skilled workers is one of the main challenges that Canadian businesses in Canada will face over the next decade. In fact, as outgoing Chair of the Canadian Construction Association Dee Miller states, "by 2020, the Canadian construction industry is projected to become the fifth largest construction market in the world." As a sign of what is to come, many companies in the last 2-3 years have already reported difficulties filling management and professional positions in the construction, energy, and mining fields.

The central factor behind these trends is the demographic profile of Canada. With relatively low birth rates and prolonged emigration (outmigration) of young people, the number of people entering the labor market is declining dramatically and will continue to do so, for at least the next fifteen years. Meanwhile, the number of workers leaving the workforce will increase as a growing number of baby boomers reach retirement.

(source: <http://www.journalofcommerce.com/article/id44345>)

A photograph of a bright yellow maple leaf resting on a dark, wet rock in a stream. The water is dark and flowing, creating a blurred background. A thin red line is visible on the left side of the image, passing through the leaf.

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experienced and
skilled workers will
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-The Canadian Construction Association

THE SOLUTION

Bringing diversity to your workplace gives your company access to skills that are not readily available in Canada and the opportunity to work with some of the most skilled individuals in the world.



International Workers Meeting Recruitment Challenges

To remain competitive, companies need to develop a recruitment strategy to respond to labour force challenges. Many companies have increased wages and other benefits to attract and retain workers. Tailoring compensation packages and work arrangements to better meet the needs of different groups of workers will become increasingly common and thus create more competition in the labour market.

Our team of specialists at Rakia Recruiting will help you determine the best strategy for your company to bring workers into Canada and navigate each part of the recruitment process from beginning to end.

Benefits:

HIGHER PRODUCTIVITY

Hard working and loyal employees, often achieving more in less time.

SKILLED WORKERS

Certified and educated staff whose skills are transferable to the Canadian Market.

DEDICATED WORKERS

Employees that strive to achieve the utmost results for your project.

COST EFFECTIVENESS

Hiring foreign workers keeps your project running on time and within budget.

QUICK RESPONSE

An abundant supply of workers readily available for your staffing needs.

CASE STUDY

International Recruitment: A system that benefits Canadians

In 2010, about 182,000 temporary foreign workers (TFWs) entered Canada. Of that, more than a tenth (more than 21,000) of the overall number of TFWs entering Canada in the previous year were issued to particular kinds of workers under international trade agreements, such as the North American Free Trade Agreement and the General Agreement on Trade in Services. It is important to note, however, that as part of these international agreements, Canadians also receive reciprocal treatment that allows Canadians to more easily work in other countries.

The TFW Program is operating successfully as a tool for employers to use when they cannot find suitable Canadian or permanent resident employees for the jobs they have available.



(Source: <http://www.cic.gc.ca/english/resources/enewsletter/tfw.asp>)

HIRING ADVANTAGES

Rakia Recruiting's International Workforce Program (IWP) is a single-source solution for all your recruitment, project, and staffing needs

Experience World-Class Service:

- International background, recruitment expertise, customer focused, round-the-clock support and a reputable team of experienced professionals.
- Achievements based solely on reliability, professionalism, loyalty, efficiency, and a fundamental understanding of the economic principles underlying your industry.

Flexibility and Transparency:

- Transparent communication system for both clients and candidates.
- Timely client updates throughout our on-going project management.
- Complete candidate information on details, requirements, and risks associated with various projects and assignments.

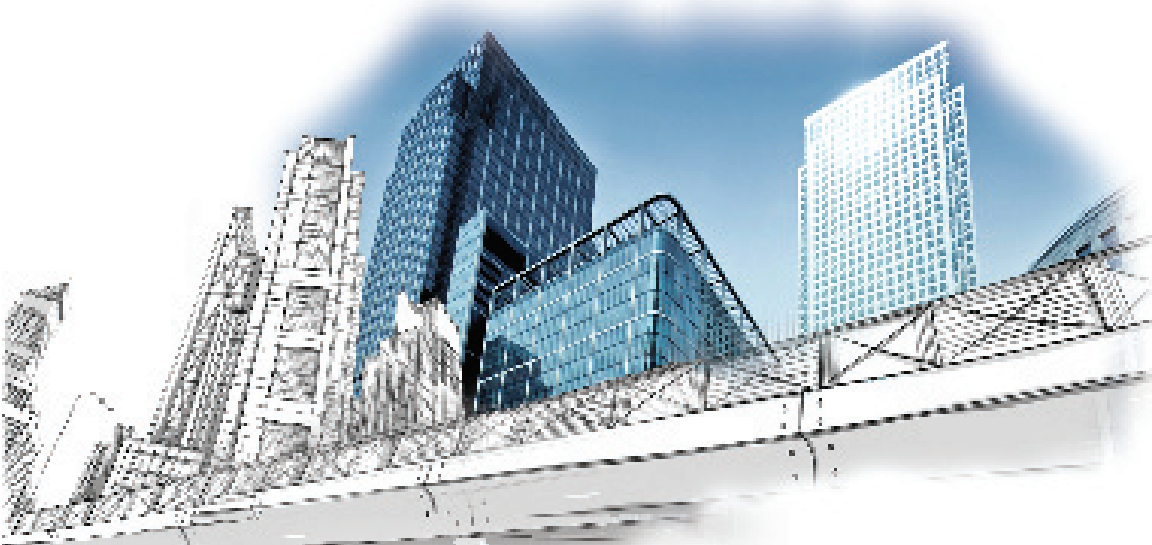
Access to a Comprehensive Database of Skilled and Experienced Professionals:

- Perfected infrastructure to tap into the global talent pool, an active and diverse portfolio of external websites on which vacancies are advertised on and through our partnership.
- The option to use either direct employment of the selected candidates or to subcontract their services.
- Targeted combination of search, selection and database services, individually tailored to satisfy specific client requirements.
- Pre-set, user friendly structured profile designed to increase screening efficiency.

Save Time and Money Screening Candidates Through our CVApp Digital System:

We understand the hiring process can be costly and time consuming. That is why we have designed a digital system that saves time and is a cost effective way to screen international and local candidates.

CVApp serves as a recruitment portal and career development center. It allows candidates to broadcast their skills and qualifications via webcam with the option to customize and tailor their recording. This unique application then generates the finalized digital CV with the option to send to various companies of the candidate's choice.



Rakia Recruiting's Hiring Process

Defining Job Requirements

The first step in Rakia Recruiting's recruiting process is to develop a job description that is clear and concise. A detailed job description will guide our team in finding the closest match between candidate profiles and our clients' requirements.

Assessment of Qualifications

Rakia Recruiting gives a preliminary interview focusing on the key needs of our clients' project and recruiting needs.

Assessing Language Proficiency

Rakia Recruiting ensures that the language requirements of our clients match the abilities that required on the job. For example, a position working with clients or the public may require higher language proficiency than a position that only involves interaction with a small number of colleagues.

Interviewing Applicants

After Rakia Recruiting completes a preliminary short-listing, we follow-up with select short-listed candidates by completing an in-depth interview.

Interview Scheduling

Rakia Recruiting oversees all interview arrangements; our recruitment team will also ensures the arrangements are in line with the client's requirements and technical demands (i.e. video interview or conference room). Rakia offers assistance during the interview, making sure that all targeted objectives of the interview are met.



Client Submittal

Rakia Recruiting only presents the qualified candidates, and can use our unique CVApp to give our clients the opportunity to choose the right candidate via a video introduction.

Reference Check

Rakia Recruiting reference checks every candidate to ensure that the most suitable and qualified individuals are selected and hired to work for your organization.

Immigration Services

Rakia Recruiting will put you in touch with experts in this field to handle the process for you.

Placement Services

Rakia Recruiting proceeds with all the necessary arrangements surrounding the offer and hire such as: employment contract signing, work permits, travel arrangements, medical coverage, relocation, housing, insurances, and any other arrangements according to our clients' needs.

Follow-up

We ensure that the candidate is the right fit through our follow up consultation.

Replacement Insurance

In the event that your new employee needs to be replaced for any reason other than work shortage or layoff, the Replacement Insurance resets with the start of the replacement employee.



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