



# Skills Provision International

Supplying Local, National and International Recruitment Services



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# **International Recruitment Solutions**

## **About Us**

Skills Provision is a UK based international recruitment agency. Our approach to sourcing and placing suitable workers is unrestricted by national boundaries.

In the modern corporate climate, sourcing the right manpower, from the outset, is crucial. High staff turnover rates are costly both in terms of time and finances. By placing the right people into employment positions, overheads are reduced. We view ourselves as the employer's partner, here to take away the burden of placement activity.

Our innovative technical approach and international coverage sets us apart from the competition.



## **International Footprint**

Skills Provision is active in all areas of the world. From remote locations in Africa, to the Australian outback to major cities like New York, Berlin and London.

Whatever the requirement, our team of experienced specialists are on-hand to deliver.

Our initial recruitment trawls generate a lot of interest, then the hard work begins. Our list of candidates is reduced to a level that fits a client's requirements. This often entails detailed documentary and personal checks as well as initial interviews.

## **Innovation**

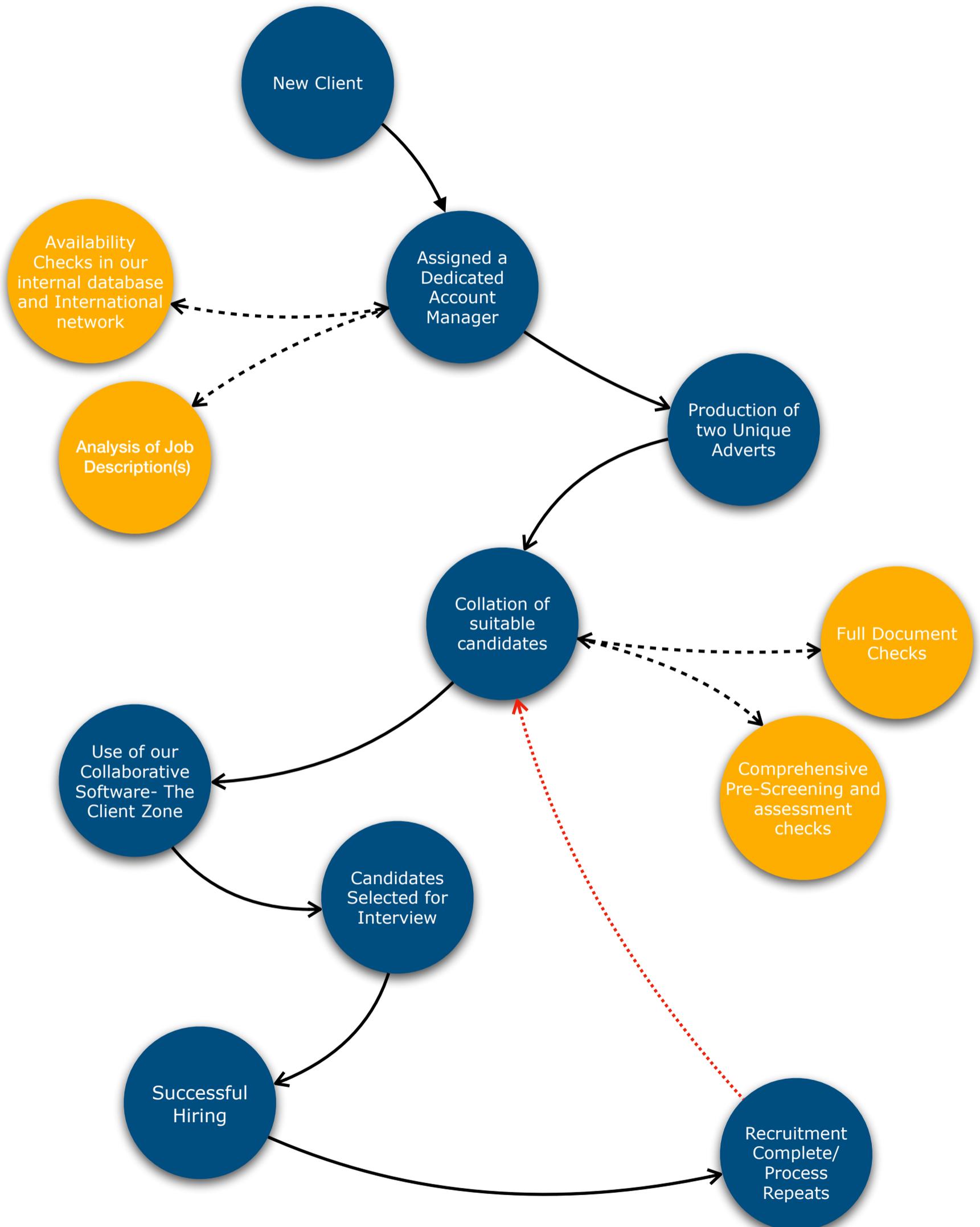
Our innovative approach is viewed as a breath of fresh air within the recruitment sector. All our digital systems have been fully optimised.

Through technical innovation we have streamlined our processes whilst improving overall efficiency.

Our yardstick for technical delivery lies in the hands of our clients and registered job seekers. Judging by our first-class reputation we are hitting the right notes, still innovation waits for no one, so this area will be one of continual improvement.



# Our Recruitment Process



# Sourcing External Candidates

## Job Advert Production

Working from a client's brief, copywriters at Skills Provision produce 2 bespoke job adverts:

- Version 1: Uploaded to our website
- Version 2: Syndicated out to 3rd party job boards

Our job adverts are meticulously constructed; the aim is to source top quality and suitable candidates, from any or specified locations. Our copywriters are fully aware their work represents a client's business, too that end accuracy and attractiveness are of paramount importance.

Where suitable, job adverts are supplemented with bespoke video clips. These are uploaded to our YouTube channel and attached to version 1.



## Advert Syndication

Our job adverts are syndicated in the following places:

- Skills Provision website
- Relevant 3rd party job boards
- Google jobs
- Social networks
- International partner network

Our syndication outlets produce exceptional results, even for those tasks, deemed difficult to fill. Our technical support team is constantly expanding our syndication network.



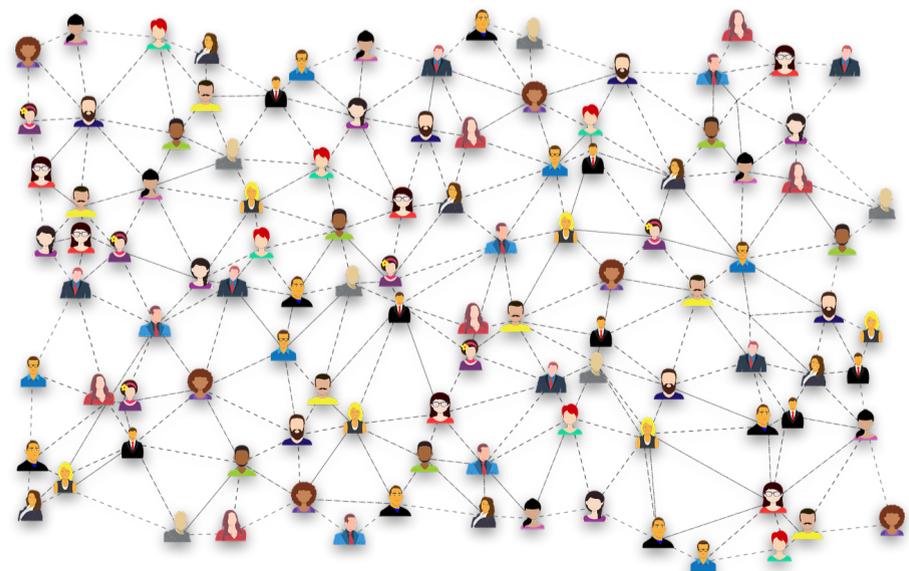
## International Network

Skills Provision have a vast international network. This emanates from:

- Our official Partner programme
- Relevant joint ventures
- Expansive list of international associations

Over the past 20 years, our network has developed naturally. Today our brand name is synonymous with international recruitment.

We are constantly looking at innovative ways to expand our global footprint.



# Internal Candidate Database

## Internal Database

Skills Provision holds a vast candidate database. The profile section is divided into two parts:

- Public
- Private

To supplement a profile, we also hold personal information and a CV/resume copy.

When a new recruitment task is undertaken job adverts are produced, following this the dedicated account manager activates the automated matching system. This selects relevant candidates and places them in the processing area.

Our growing candidate database is a powerful resource for clients and our recruitment specialists.



## Automated Matching System

Our technical team spent a year developing the automated matching system. This bespoke software selects relevant candidates and places them into a processing area. The system also sends out automated emails to those selected, inviting them to apply.

This state-of-art software is immensely powerful, it reduces the need to search through millions of entries, results are delivered in less than 5 seconds.

Our system algorithms are based around machine learning, this means the more it is used, the better the results.



## What are candidates looking for?

When searching for candidates, it is important to appreciate the needs and aspirations of the job seeker.

Approximately one third of candidates looking for a new position focus on salary and benefits.

Having a comprehensive and well-structured package will be viewed attractively by interested parties.



# Pre-Screening and Documentation Checks

## Consultation

Prior to commencing a recruitment task, a consultation session will be undertaken. During these discussions various aspects of recruitment will be discussed. These could include but are not limited to:

- Documentation e.g. Certificates/Driving licenses
- Time frames
- Training
- English levels
- Visa support

Our team offer an array of employment related advice and suggestions.



## Pre-Screening Checks

Due to the nature of our business, all pre-screening checks are diligently carried out. Following the publication of job adverts and the running of the automated matching system, large quantities of candidates are collated in the processing area.

The dedicated Account Manager then starts the process of checking and removing individual entries. It is common for many rounds of pre-screening checks to be carried out, until a desired number of suitable candidates remain.

Please note Skills Provision do not discriminate under any circumstance, candidates are moved forward to the next stage on merit.



## Documentation Checks

Following pre-screening, the remaining candidates are moved forward for processing.

At this time, many documents are checked for suitability and validity. On certain occasions trade certificates will need to undergo a process of third party validation. On request police checks will be carried out during this stage.

The number of entries are reduced by the dedicated account manager, until a suitable number remain. These are then moved into our Client Zone.



# Client Zone

## What is the Client Zone?

The Client Zone is a bespoke, collaborative software suite, that allows a dedicated Account Manager to work alongside the client.

This zone hosts all candidates that have made the recruiters final selection list.

In this password protected area the client can make their own short list, prior to official interviews.

Our Client Zone has received excellent reviews and feedback. Our aim when developing this software was to introduce a private location where the recruiter and the client could work together in an effective manner.

Client Zone

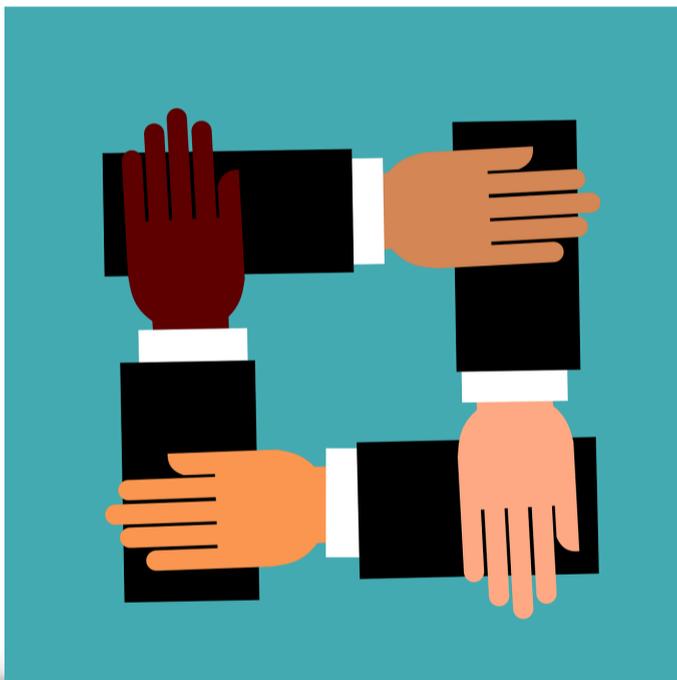
- ▼  [Vacancy for Diesel Mechanic Across Australia](#)
-  [Vacancies for Mechanics across Australia](#)
-  [Vacancies for CAT Diesel Mechanic across Australia](#)
-  [Vacancies for Franchised Diesel Mechanic, Australia](#)
-  [Vacancies Vehicle/Auto Electricians across Australia](#)

## Collaboration

Collaboration is a modern buzzword within the online environment. Teams and Slack lead the way with their generalised collaborative offerings. In the recruitment world, Skills Provision have stepped up to the plate.

Of course, collaboration is just a posh way of saying 'work together'. Never is that more important than when a recruiter and client merge. In truth, we have ripped up the rule book, the one where the recruiter emails a block of CV's/resume's to a client and then steps back. Our collaborative approach puts these key personnel together at the most crucial time, that being when the final selection decisions are made.

At Skills Provision we love collaboration as it helps us achieve our core goal, that being to select the most suitable candidate(s) for any given position.



## Returning Customers

Following the completion of a recruitment task, the Client Zone is secured but will remain live.

One of the biggest mistakes made in recruitment is not utilising 'near miss' candidates. Those that initially got close but failed to gain an employment contract. When a company requires more manpower for the same position, they previously trawled for, our Client Zone is the perfect starting point. We can by-pass the entire recruitment process and start looking at those who previously passed all the relevant checks but just missed out.

Returning clients who make use of the re-opened Client Zone will receive a discount from Skills Provision.



# **Recruitment Fees and Additional Services**

## **Recruitment Fees**

It is important to note, that every recruitment task is unique, so fees will be on a per-case basis.

The fee charged will depend on the type of recruitment solution chosen.

Some sectors are notorious for skills shortages or hard to fill roles, this will have an impact on fees charged.

On a typical project Skills Provision charge 10-15% of the candidates' annual salary.

Contracting rates are provided on a per-case basis.

A deposit may be requested.



## **Placement Services**

Our placement services include:

- Fast track
- Remote
- Permanent
- Temporary
- Seasonal
- Project-based
- Headhunting
- Interim
- Graduates

## **Additional Services**

As a major force within international recruitment, Skills Provision continually grow and expand.

We understand that companies require various elements of support. This is delivered through our third-party associations.

We have official partnerships with various respected organisations who specialise in visas, business expansion and blockchain.



**GLOBALIZATION  
PARTNERS**



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