



STRATEXPORT INTERNATIONAL

- Capital
- Technology
- Market Access
- Human Resources

TEMPORARY FOREIGN WORKERS *RECRUITMENT SERVICES*



You Deserve the Best !

About Stratexport

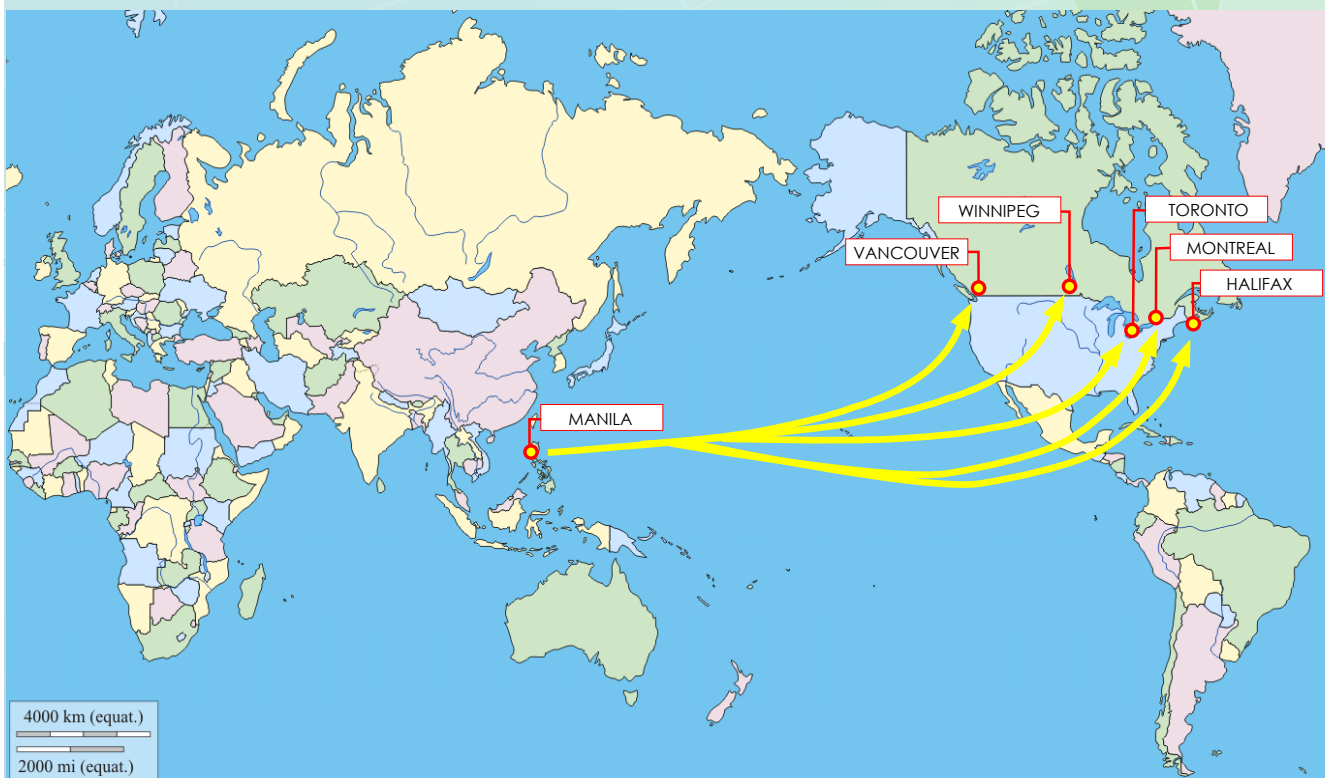


STRATEXPORT is a Canadian corporation with 25 years experience in assisting small, medium, and large size enterprises to be competitive on the global market.

To be competitive, a company must have:

- > Access to Capital,
- > Access to Technology,
- > Access to Market, and
- > Access to Human Resources.

Whether your company needs access to fast emerging markets, to the latest technologies, to low cost capital, or to performing and motivated workers, we are here to serve you.



Recruiting Foreign Workers



Recruiting **Foreign Workers** is a highly regulated process that can be frustrating when not managed by experienced specialists.

STRATEXP provides assistance in every steps of the recruitment process, from securing a positive Labor Market Opinion to post-arrival labor integration services.

There are 10 main steps involved when recruiting foreign workers:

1. Securing a Favorable Labor Market Opinion from HRSDC;
2. Securing Authorization to Recruit in the Foreign Country;
3. Advertising Job Opportunities in the Foreign Country;
4. Validating Education, Work Experience, Skills, and Track Records;
5. Interviewing, Selecting, and Approving Candidates;
6. Processing Quebec's Certificate of Acceptation;
7. Securing Canada's Work Permit;
8. Managing Workers Transportation to Canada;
9. Ensuring Workers Integration in Canada;
10. Managing Challenges during Employment Period;

This process may take from 4 to 8 months depending of the complexity of the recruitment mandate, including the numbers of workers, diversity of job descriptions, and skills level needed. Therefore advance planning and proper preparation is essential to ensure success.



Recruiting Services



STRATEXPORT recruitment services covers every steps of the recruitment process described in the last page.

We assist you in:

1. Securing a favorable Labor Market Opinion from HRSDC;
2. Securing authorization to recruit in the foreign country;
3. Advertising job opportunities in the foreign country;
4. Validating education, work experience, skills, and track records;
5. Interviewing, Selecting, and Approving candidates;
6. Processing Quebec Certificate of Acceptation;
7. Securing Canada's Work Permit;
8. Managing Transportation Logistics;
9. Preparing Workers Integration;
10. Managing Challenges during Employment Period;

Although we do most of the work, your Human Resource Department remains in control during the entire process. It is your company that:

- > Establish the recruitment mandate (type and number of workers);
- > Provide the job description and skills level needed;
- > Approve the candidates;
- > Establish terms and conditions of the Employment Contract;
- > Decide when they will arrive in and depart from Canada;





Industry Covered

We have specialized recruitment approach for each target industry including:

- Information Technology
- Engineering & Construction
- Manufacturing
- Agriculture
- Health Care Services
- Security Services
- Special Request

Duration of the Employment Contract

What you hire are Temporary Foreign Workers, and by definition they are expected to work for you for a limited period of time that need to be established in the Employment Contract.

However, if your company is satisfied with your Temporary Foreign Workers and that you wish to retain them on a permanent basis, they are allowed to apply for Permanent Residence in Canada, and remain your permanent employees if you decide so. Otherwise, they will be obligated to return to their country of origin at the end of their Employment Contract.

Salaries and Benefits Paid to Workers

Salaries paid to Foreign Workers must be conformed with your collective employment agreement. However, if your collective agreement allows it, you may have different class of workers with different wage levels. Your foreign workers that secure a work permits will be submitted to the same rules and regulations than your Canadian workers. The company will pay and deduct the same contributions to their Foreign Workers including Provincial and Federal Income Taxes.

Costs Involved



Recruiting Foreign Workers involved the following costs:

Costs to Manage the Recruitment Process:

- > Service Agreement with Recruitment Agency

Costs Related to Secure Government permits:

- > HRSDC LMO Application Fee
- > Quebec CAQ Application Fee
- > Canada Work Permit Application Fee

Costs related to Candidates Selection and Validation:

- > Job Advertisement Cost (TV, Radio, Newspapers, Banners, Circular)
- > Criminal Record Check
- > Medical Check Up
- > Drug Test
- > Skill Test (if needed)

Costs Related to Transportation:

- > Land Transportation from Assembly Point to Airport of Origin
- > Return Air Fare in Economy Class
- > Airport Departure Fees
- > Land Transportation from Airport of Destination to Place of Work

Costs Related to Workers Integration:

- > Activities to connect with existing workers
- > Activities to adapt to new environment

Stratexport will prepare a detailed budget of these costs at your request.



Benefits of Recruiting



Recruiting Temporary Foreign Workers may appear costly and complex, but the benefits far outweigh the costs. Consider the following:

- > Ability to replace indispensable retiring employees;
- > Ability to accept temporary contracts that require large quantities of workers for a short period of time;
- > Ability to accept contracts in foreign countries;
- > Business opportunities (value of contracts) that your company loses because of lack of workers;
- > Ability to increase production output of your existing facilities by adding a 2nd or 3rd work shift;

Missing on all these opportunities have a huge cost for your company as any contract not accepted, product not sold, or services not provided will be accepted, sold, or provided by your competitors.

Another underestimated benefit of recruiting foreign workers is to provide you with the ability to get the best workers, those who have been hired by other companies, that performed on several contracts abroad, that developed amazing skills, and that can be available to serve your company.





STRATEXPORT INTERNATIONAL

- Capital
- Technology
- Market Access
- Human Resources



Contact Us

Stratexport International Inc Recruitment Department

Suite 29B, Saphirre Tower, North Bloc,
Saphirre Road, Ortigas Center,
Pasig City, Metro Manila, Philippines

Tel.: +1-418-376-9795 (Canada)

Email: pycote14@gmail.com

Permis de recrutement : [AR-2202277](#)