

Global Network Personnel

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ABOUT GLOBAL NETWORK PERSONNEL (GNP)

Global Network Personnel is a licensed employment agency based in Vancouver, British Columbia, founded and owned by Marites (Tess) Ancheta. Our company policies are guided by the applicable laws of the provincial government and the Ministry of Labour Employment Standards Branch.

TESS has been involved in the healthcare sector for many years. This includes working with people with physical and mental difficulties, as well as children and the elderly. Tess enjoys helping people and finds it fulfilling to assist her friends and clients with the challenge of finding and hiring caregivers. She is well liked and respected by her peers and friends because she possesses a kind and compassionate heart. Not surprisingly she is fondly regarded within the community.

GNP's main focus is healthcare, providing live-in or live out caregivers to fulfill full-time, part-time and on-call positions. With a significant number of employee referrals coming her way, GNP now has a substantial database of potential employees in the field of Nursing, Hospitality, Retail, IT, Architectural and Engineering. GNP has the ability to provide manpower in these areas and more.

MISSION STATEMENT

GNP's mission is to represent the human face of employment services, to cater to a variety of jobs and careers and to specialize in healthcare professionals. We are client and employer-driven, committed to providing an exceptional service in a sincere, caring, and friendly manner. Our foundation is honesty and integrity.

COMPANY VALUES

- ❖ Building strong relationships with employers and candidates
 - ❖ Taking care of our people
 - ❖ Respect for all people

COMPANY OBJECTIVES (what we hope to achieve as a company)

1. Provide manpower according to the client's specific needs utilizing candidates who are highly trained, skilled and professional.
2. Respond to the client's changing needs through constant consultation and communication.
3. Provide candidates for client's who:
 - Offer advancement and mobility within their organization
 - Foster a positive work environment
 - Offer excellent pay and benefits
 - Appreciate, recognize and reward deserving employees
4. Assist foreign workers with resettlement and an easy transition to living in Canada

OUR GOALS (how to accomplish our objectives)

1. Ensure candidates are job-ready.
 - Candidates are legally allowed to work in Canada
 - Candidates are licensed with the appropriate provincial professional regulating body
 - Candidates possess exceptional training and work experience
 - Candidates possess the appropriate security and medical checks
2. Select companies who value, support, and nurture cultural diversity in workplace environment.
3. Select companies who offer competitive salary and benefits, leadership and guidance, as well as progressive employee retention programs.
4. Cooperate with Immigration Consultants to provide assistance to candidates with their resettlement in Canada, including the following.
 - Assist with setting up bank accounts/credit card applications
 - Assist in obtaining SIN, Care Card, BC ID, and other identification
 - Assist in finding housing and transportation information
 - Assist in acquiring extra language training when required
 - Provide them with information about government programs that can help with job search, additional training and skills upgrade
 - Assist in resume preparation
 - Connect candidates with the local community associations to help them expand their network of friends and business associates

PROFESSIONAL SERVICES OUTLINE

The following is an outline of our professional services to assist Canadian companies in various industries wishing to recruit locally based workers and/or obtain Labour Market Opinion/Work Permits for qualified foreign workers to fill the current labour shortages in their specific field.

We currently have in our database healthcare workers, nurses, IT, engineers, hospitality workers (hotel cleaners or housekeeping attendants, maintenance persons, front desk agents), and food and beverage servers/waiters/waitresses with extensive experience.

In this regard, Global Network Personnel is pleased to offer the following professional services.

For local workers, based on the requirements of our client company, we will:

- 1) Identify appropriate persons through either any one or a combination of means such as external advertising, in house search of existing data banks, and headhunting.
- 2) After assessment of relevant skills and interviews, the Agency will send resumes of short listed appropriate candidates to the Client for their review.
- 3) Based on the Client's input, the Agency will arrange for interviews with the Client for final selection.
- 4) The Agency will conduct an initial follow-up after two weeks of the selected candidate's hiring, regarding the adjustment of both the caregiver/employee and the employer.
- 5) An evaluation after 3 months will be conducted by the Agency in tandem with the Client as to the performance of the caregiver/employee and his/her overall adjustment to the position and relationship with the household.

For locally and foreign based temporary foreign workers, in addition to the above, we will:

- 1) Assist the Client with the application for Labour Market Opinion (LMO) to Service Canada/HRSDC.
- 2) Work with the Client throughout the process of obtaining LMO confirmation, advertisement and development of job descriptions and other conditions as required by Service Canada/HRSDC.
- 3) Select prospective applicants, including those from foreign registered employment agencies, collect, identify and screen resumes for education, skills and qualifications, language ability, and references. Those selected will be forwarded to the Client for review prior to the interview.
- 4) Work with foreign recruitment agencies and training institutions to ensure applicants are job-ready.
 - o Candidates are licensed with the provincial regulating body according to their profession's requirement
 - o Candidates possess exceptional training and work experience
- 5) Coordinate language assessment test for all potential candidates.
- 6) Coordinate interviews once suitable candidates have been selected either in person at the candidate's source country, by telephone or video conference in consultation with the Client.
- 7) Once a positive LMO has been obtained for the applicants, we will assist in the processing of their Work Permits and Visas through the overseas Visa offices and advise about the medical health examination as required by CIC.
- 8) Organize and coordinate all travel arrangements for the successful candidates; from source country to Canada.
- 9) Assist in pre-arrival orientation for successful applicants.
 - o Explain job description/duties to foreign workers
 - o Familiarize them with the company and their immediate supervisors
 - o Explain weather conditions and what to expect/anticipate in their work location.
- 10) Provide assistance to successful candidates with their settlement in Canada:
 - o Set up bank accounts/credit card applications
 - o Apply for SIN, Care Card, BC ID, and other identification
 - o Source housing and transportation options
 - o Acquire extra language training when required
- 11) Upon arrival in Canada, selected foreign workers will be presented to the Client prior to their official start date for work place orientation and familiarization.
- 12) Post-employment follow-up with the foreign workers to get feedback on their adjustment at work and provide assistance when needed.

OUR FEES

Global Network Personnel's professional fees are for recruiting only and are paid for by employers.

Global Network Personnel is committed to excellence in matching our clients with prospective employees. We know that our success can only be considered after your success has been assured.

As per the Labor Standards Act, we do not charge applicants for providing them with an employer. Applicants may choose to accept other fees for services provided by our associates. An example of this is a temporary foreign worker requiring help with a work permit application.

Please contact Marites (Tess) Ancheta for more details about our fees.

Global Network Personnel is looking forward to working with you!

MARITES (TESS) ANCHETA
President

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