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HRM@WORK: THE LEADING CENTRE FOR ELECTRICAL AND INSTALLATION TECHNOLOGY





HRM@WORK: THE LEADING CENTRE FOR ELECTRICAL AND INSTALLATION TECHNOLOGY

We provide companies in the electrical and installation technology marketplace with facilitation and advice concerning quicker and easier solutions for the inflow and outflow of personnel. Our services cover workers of all levels, from those with secondary vocational through technological university education, and from operational through management positions.

Our combined experience within this field spans more than thirty years.

With results!

SUSTAINABLE PROCUREMENT

SUSTAINABLE RECRUITMENT AND SELECTION

We provide sustainable recruitment and selection services from a deliberate vision that truly distinguishes us from the rest. The essential vision of HRM@WORK is as follows:

- **Clients make deliberate choices.**

We consider ourselves an extension of our client's recruitment channels. We are open and realistic, and we point out the shortcomings of candidates. This allows our clients to make deliberate choices. As a result we produce a low staff turnover rate of two or three percent.

- **Candidates make deliberate choices**

We do not draw candidates out of a CV database. Candidates apply individually and directly for specific openings.

SUSTAINABLE SECONDMENT

We approach choices regarding sustainable secondment no differently than we approach recruitment and selection. We apply the same principles for temporary jobs - which are often involved in specific projects - that we apply in recruitment and selection for permanent positions. Both the client and the candidate make deliberate choices.

SUSTAINABLE OUTPLACEMENT

Sustainable outplacement involves systematic guidance of employees who have been terminated or who are threatened with termination in finding an appropriate position in another company. Outplacement prevents people and organisations from becoming 'stuck' in unsatisfactory situations. Outplacement offers people prospects for the future.

SHORTLIST

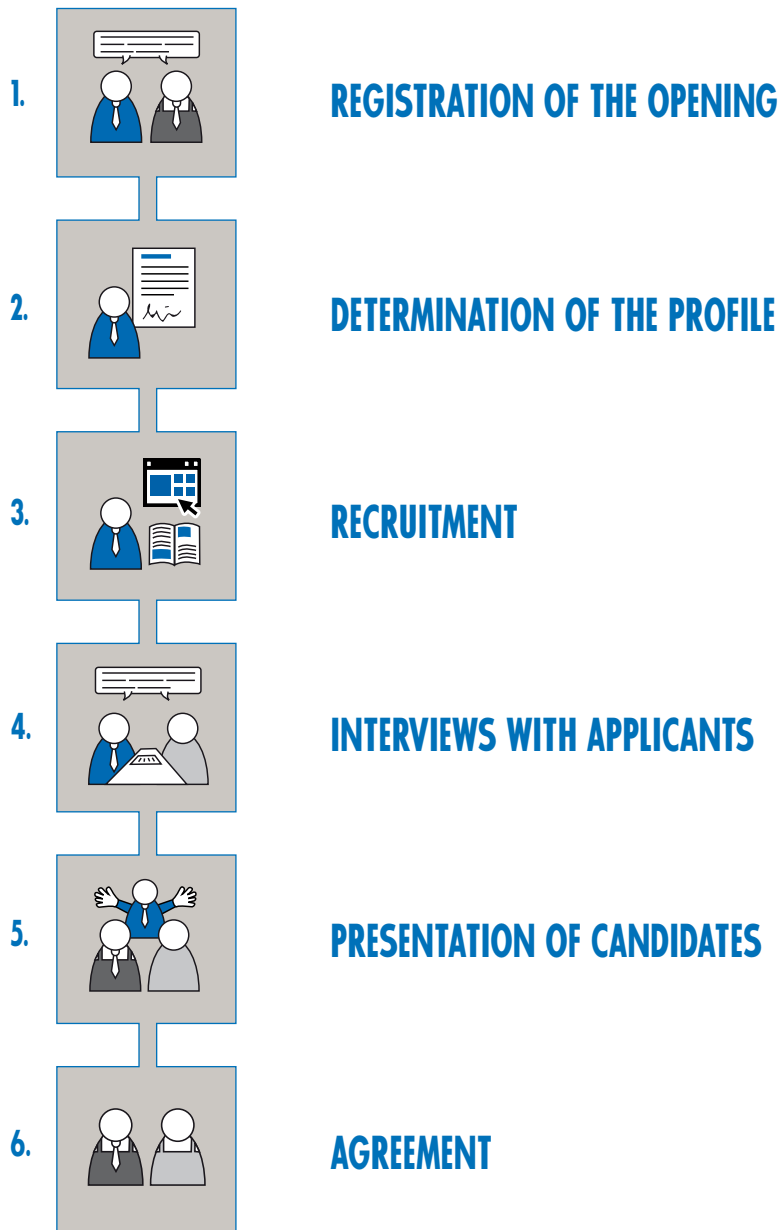
HRM@WORK aims to present you with candidates for whom you have asked. We proceed from your demands in our recruitment and selection processes; we do not simply search through an existing file of available personnel. Approximately once every three weeks, we will provide you with a brief overview - the shortlist - of available candidates. We sometimes recruit a number of suitable candidates for a single position. Only one will eventually receive an offer for the position. We place the remaining candidates on a shortlist, which we use to inform you of candidates who would like to be considered for other positions.



RECRUITMENT AND SELECTION

At HRM@WORK, we proceed from the client's demand. We do not 'fish' candidates out of a database of CVs. Our candidates have made a deliberate choice to apply for specific positions. We seek candidates who are qualified for the opening and who are likely to fit in with the company.

We find such candidates by consistently performing the following activities:





■ 1. Registration of the opening

We accept orders only after having discussed them in detail with the client.



■ 2. Determination of the profile

We prepare a description of the client's needs. This step includes drafting our client's company profile and culture, and - for recruitment and selection - the profile of the position. After we have registered the opening, we present this information to the client, along with the request to evaluate the profile critically.



■ 3. Recruitment

After the profile has been approved, recruitment begins, complete with advertisements in trade journals and on websites, including the website of HRM@WORK. If desired, recruitment activities can be tailored and carried out according to the client's specifications.



■ 4. Interviews with applicants

After evaluating the responses, we invite suitable candidates for application interviews. These interviews follow a set structure, which allows us to compare the candidates with each other. They are conducted by a specialist who is experienced in recruitment and selection, and who possesses thorough technical professional knowledge. The goal of the interview is to obtain answers to the following questions: 'What can you do?', 'What do you want?' and 'Who are you?' The answers are compared with the needs of our client.



■ 5. Presentation of candidates

We subsequently present one or more candidates to our client. In this step, we lay all of our information on the table. Our goal is to build a long-term relationship. We therefore discuss any areas in which the candidate may be in need of development.



■ 6. Agreement

The client and the candidate reach an agreement concerning the primary and secondary terms of employment. If desired, HRM@WORK can provide advice in this matter.

CONTRIBUTION TO THE BRANCHE



HRM@WORK makes a strategic contribution to the branche. To this end, we have developed the following services.

ADVICE

The marketplace is changing. Your company is changing. This has direct consequences for your organisation. We serve as a sounding board for owners, managers and supervisors by using our market and professional knowledge with regard to labour-market communication in our procurement and by providing advice in the areas of leadership and behaviour, education and training, interviews (application, performance and evaluation), mediation and reorganisations.

WORKSHOPS

Several times a year, we organise workshops involving the selection of candidates (when there are few positions and many candidates) and the recruitment of candidates (when there are many positions and few candidates, as is currently the case).

INFLOW

We support initiatives in the marketplace and develop our own initiatives to encourage inflow. This is necessary, given the fact that fewer and fewer people are choosing careers in electrical and installation technology.

Our initiatives include collaboration with a university of professional education in Germany. Several students from this university are following internships with companies in the Netherlands.



CONTACT, APPOINTMENT AND INFORMATION

By working from the client-demand perspective, we have already solved a good many problems for many companies in the Dutch Randstad area.

If you would like to see how our knowledge and experience could be applied to your specific situation, feel free to call us at +31 (0) 79 - 750 22 17 or send an e-mail to info@hrmatwork.nl. We will arrange for a personal appointment.

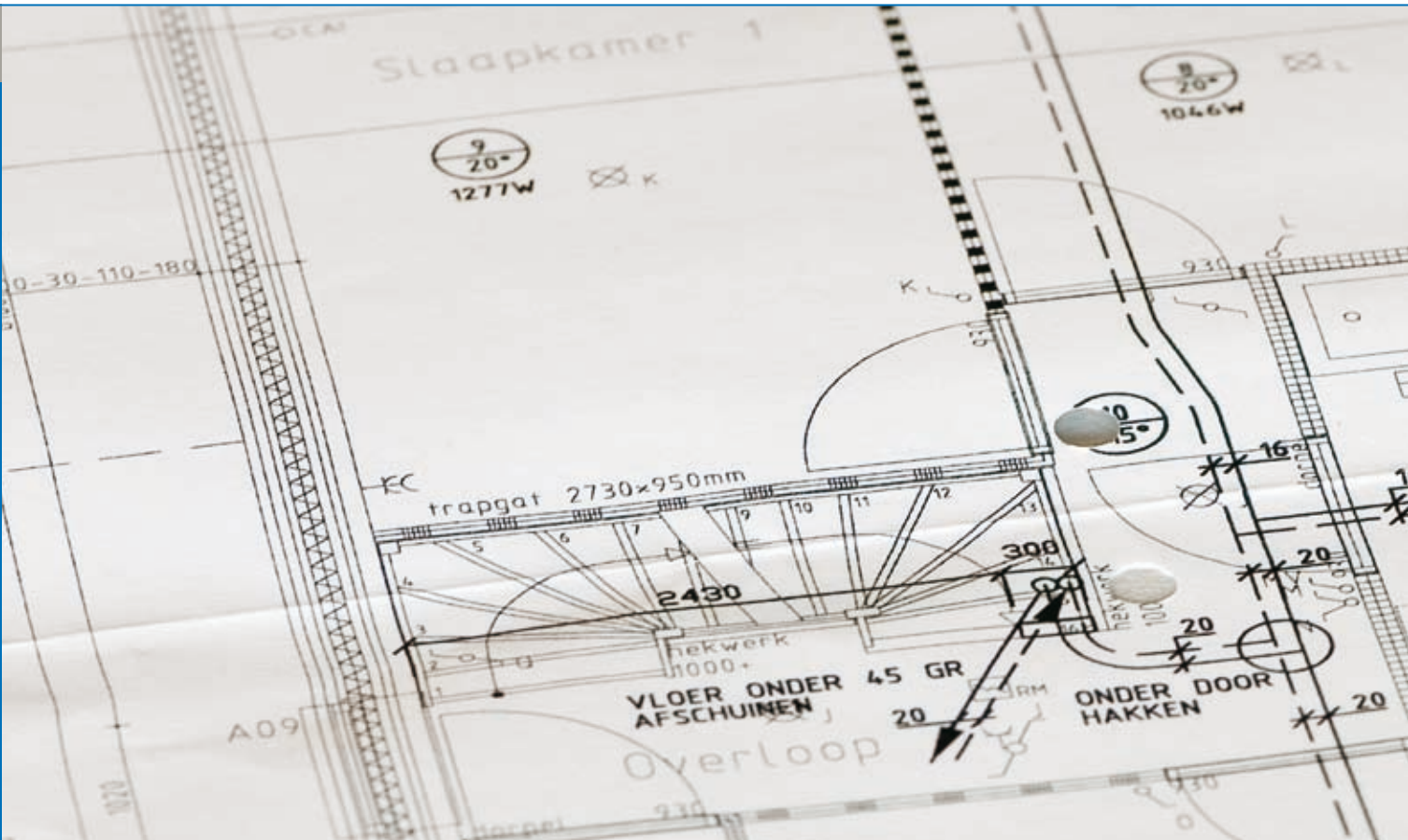
Additional information is available at www.hrmatwork.nl, where you can also sign up to receive our free newsletter, HRM@gazine.

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