

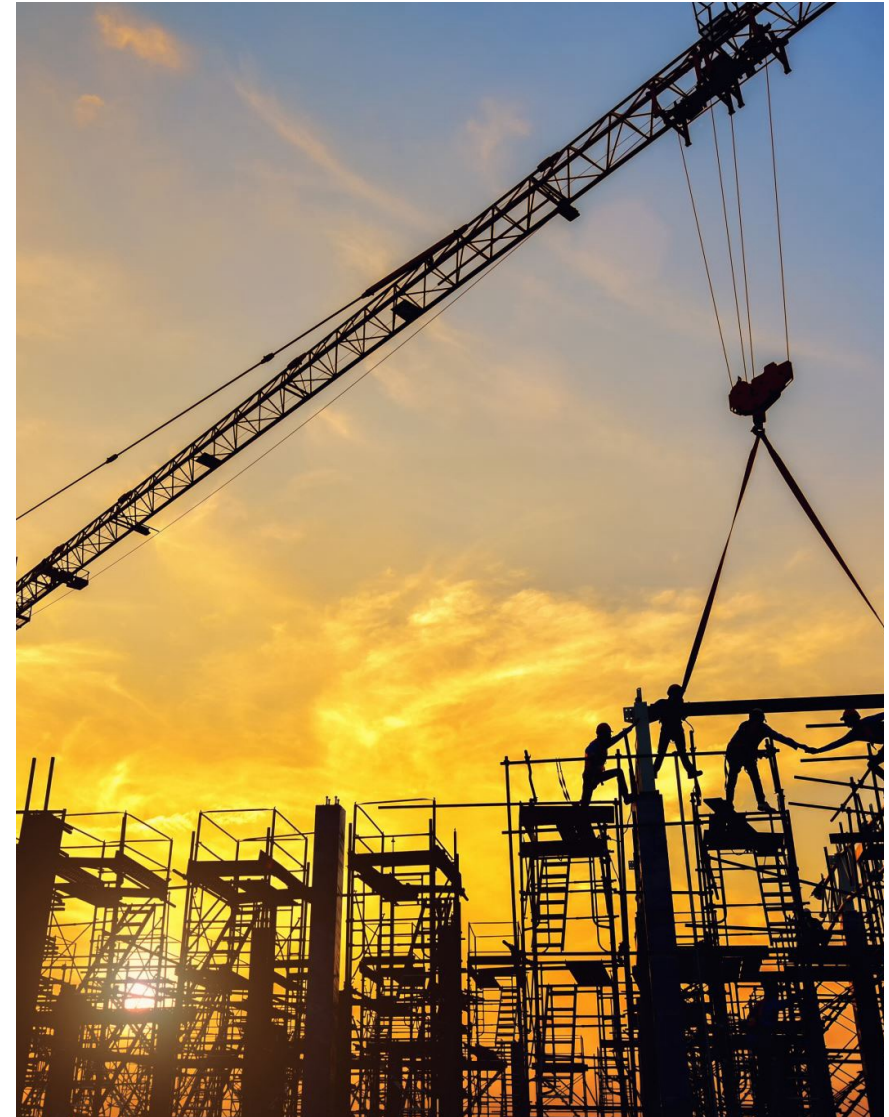
A top-down view of various construction safety and planning items laid out on a dark wooden surface. In the top left is a large yellow hard hat. Next to it are several pairs of yellow work gloves. To the right is a rolled-up white blueprint with technical drawings. Below the gloves is a pair of clear safety goggles. In the center is a black and grey headlamp. To the right of the headlamp is a high-visibility orange and grey safety vest. In the bottom right corner, a pair of brown leather work boots is visible. At the bottom, there are several metal measuring tapes. The text 'Recruiting Non-EU Construction Workers' is overlaid in white on the left side of the image.

Recruiting Non-EU Construction Workers



About Us

- **UK** based company with over 50 years UK and international construction experience.
- **Projects:** Commercial, residential, infrastructure, MEP.
- **Pioneers** in skills training and evaluation processes in UAE and Qatar.
- **Recruited** 100,000+ to the Gulf countries.
- **Trained** over 15,000 construction operatives.
- Managed 6000 strong workforce in Qatar
- Database of Gulf experienced workforce.
- Recruitment locations: India, UAE, Qatar, Nepal, Sri Lanka, Philippines
- International clients: PORR, Balfour Beatty, Kier, Bechtel, Strabagh, Vinci.



Services



Consultancy: Designing and implementing a project-based recruitment strategy based on measurable outputs.



Recruitment: Client centric process focusing on core skills and competencies for each role.



Training: Bespoke project wise training. Focus on health and safety, quality and productivity.



Outsourcing: Provision of a managed labour service.

Turnkey Recruitment Solutions



HR: Analyse project scope and client delivery expectations.



Estimate: Agree expected productivity norms.



Technical: Gantt chart-based productivity planning.



Design: Prepare phased recruitment and mobilisation plan.



Structure: Plan management and workforce structure.



Recruit: Source, screen, evaluate and recruit.



Train: Pre-departure project specific training.



Mobilise: “Drip feed” workforce as per requirements.

Recruitment Process



SOURCING



SCREENING



EVALUATION



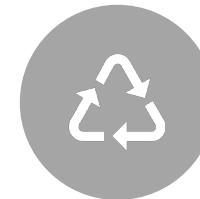
TRAINING
(OPTIONAL)



CLIENT ONLINE
INTERVIEW



EMPLOYMENT
CONTRACT



IMMIGRATION



MOBILISATION

Theoretical Evaluation Process

PROCESS

Assess
underpinning
trade knowledge

Technical
knowledge

Explanation of
task specific
planning

Reading
technical
drawings

Mathematics

Health & Safety
questions

Practical Evaluation Process

01

TASK BASED
TRADE TEST

02

SETTING OUT

03

METHODOLOGY

04

ACCUARACY

05

QUALITY

06

TIME

Sample Trade Test Forms

TRADE TEST EVALUATION FORM					
TEST DATE					
ELECTRICAL TRADE TEST 7					
EMPLOYEE INFORMATION & DETAILS		ID NO			
NAME		TRADE			
REG NO					
NO OF YRS EXP					
DESCRIPTION: DB termination					
MARKING STRUCTURE		1	2	3	4
1. Panning of materials.					
2. Selection and usage of correct tools.					
3. Cable termination to MCB. Is it properly crimped? Tightness?					
4. Sleeving and cable grouping.					
5. Earthing continuity?					
6. Accessibility. DB fitted at correct height.					
7. Labelling of DB circuits (using ferrules)					
8. Was the Load Schedule followed?					
9. Quality & tidiness of installation					
10. Housekeeping & materials management.					
11. Was the work carried out within the timeframe?					
Evaluation score	/44	%	Pass		Fail
Explanation of Marking Structure (above)					
1	Performed task to an average level, needs a significant improvement in quality level				
2	Performed the task in a good manner with little or no assistance, needs some improvement in quality levels				
3	Performed the task in a very good manner with little or no assistance.				
4	Performed the task at a very high level no assistance.				
Overall Grading					
OUT STANDING: (95-100%)	A	Employee consistently completes the task or performs the function at a very high level with no assistance. Plans tasks, technically competent.			<input type="checkbox"/>
VERY GOOD: (81 - 94%)	B+	Employee consistently completes the task or performs the function in a very good manner with no assistance			<input type="checkbox"/>
GOOD: (66-80%)	B	Employees can complete the task or perform the function in a good manner with little or no assistance, some quality improvements required			<input type="checkbox"/>
AVERAGE:(50-65%)	C	Performed task to an average level, needs a significant improvement in quality level, needs support in complete works			<input type="checkbox"/>
Trainee Signature :		Date:			
Assessor Signature:		Date:			

TILLING END TEST					
TEST DATE					
TILLING END TEST					
EMPLOYEE INFORMATION & DETAILS		ID NO			
NAME		TRADE			
REG NO					
NO OF YRS EXP					
DESCRIPTION: 4m2 Ceramic wall tile & 5m2 floor tiles (To be completed in 4 hours)					
1. Select correct tools. 2. Setting out. 3. Even joints 2mm 4. Clean surface of tile & joints. 5. Correct starting point 6. Tools and work area to be cleaned. 7. Level flat screed 8. Correct center point. 9. Joints straight 3mm					
MARKING STRUCTURE		1	2	3	4
1. Were correct tools selected?					
2. Is the screed flat & level?					
3. Center Point?					
4. Tiles layed evenly?					
5. Are joints & 3mm?					
6. Correct starting point and setting out?					
7. Clean even application					
8. Vertical joints plumb & even					
9. Horizontal joints level clean					
10. Area tiles & joints clean					
11. Was test completed within time frame??					
12. Has the work area been left, clean and tidy?					
Evaluation score	/48	%	Pass		Fail
Explanation of Marking Structure (above)					
1	Performed task to an average level, needs a significant improvement in quality level				
2	Performed the task in a good manner with little or no assistance, needs some improvement in quality levels				
3	Performed the task in a very good manner with little or no assistance.				
4	Performed the task at a very high level no assistance.				
Overall Grading					
OUT STANDING: (95-100%)	A	Employee consistently completes the task or performs the function at a very high level with no assistance. Plans tasks, technically competent.			<input type="checkbox"/>
VERY GOOD: (81 - 94%)	B+	Employee consistently completes the task or performs the function in a very good manner with no assistance			<input type="checkbox"/>
GOOD: (66-80%)	B	Employees can complete the task or perform the function in a good manner with little or no assistance, some quality improvements required			<input type="checkbox"/>
AVERAGE:(50-65%)	C	Performed task to an average level, needs a significant improvement in quality level, needs support in complete works			<input type="checkbox"/>
Trainee Signature :		Date:			
Assessor Signature:		Date:			

Commitment



Ethical recruitment practices



Recruit quality candidates



Source and recruit within pre agreed time frames



Regular communication during recruitment process



Free replacement during probation period



Customer support services post recruitment

Building Confidence



Sourcing: We only recruit candidates who can demonstrate that they have the skills, competencies and international work experience.



Evaluation: We have a rigorous theoretical and practical evaluation model which can be tweaked as per client requirements.



Transfer: We will assist you in completing all visa formalities in country of origin, book flights and arrange their pickup from the airport in Ljubljana .



Performance: We will work with you to plan a performance dossier. We encourage clients to recruit team leaders to manage each gang.



Integration: Pre-departure country and company orientation and basic language familiarisation will be provided to the workforce to encourage greater bonding in the workplace and also after work in the community.

Suggestions

- Creation of construction sector recruitment steering committee
- Clients to appointment labour coordinators
- Agree / design specific trade testing and evaluation processes
- Gang recruitment + supervisor
- Client coordinator engagement with team, before departure
- Forward planning of labour requirements



Contact Us

Adecco H.R.d.o.o

Ameriška ulica 8

1000 Ljubljana

Contact Person: Mr.Danijel Okilj

International Mobility Manager

danijel.okilj@adecco.si

+383 31 626 456