

Adecco

better work, better life



“Everyone has a vocation, talent is the call.”

Ralph Waldo Emerson

Natalie Dupont
Branch Manager – Adecco Vancouver

Adecco at a Glance

- Adecco Group operates in over 60 countries and territories worldwide
- Over 50 branches coast to coast with 5,500 offices globally
- Serving 1,200+ clients on a daily basis
- Approximately 340 full-time colleagues



Services provided:

Temporary and contract staffing, permanent recruitment, outplacement and career services, outsourcing, training and consulting, Master Service Provider (MSP), payrolling, on-site services, contractor management, Foreign Workers Program

Adecco at a Glance

Adecco

Adecco is the world leader in human resources solutions with over 50 years of experience and 5,500 offices worldwide, including more than 50 branches in Canada.

Adecco is a full-service staffing firm with expertise that include Office & Administration, Accounting & Finance, Marketing & Sales, Engineering & Technical, Information Technology, Human Capital Solutions, Health Care and many others.

Adecco Professional

Provides professional staffing services for a wide range of industries including marketing, sales and legal. Adecco Professional's customized solutions include temporary and project staffing, direct placement and strategic partnerships.

adecco.ca



Lee Hecht Harrison and DBM have joined forces to create the new global leader in career transition and talent development – a world class organization offering even greater value and quality. We are the new Lee Hecht Harrison. We have combined best practices from both organizations becoming stronger in all the ways that matter most to you. We offer unparalleled global presence, innovative solutions, leading edge technology and unmatched expertise.

www.lhh-canada.com



A great business starts with great people—people who are committed to focusing on results and who deliver outstanding customer satisfaction. With 40 years of professional recruitment experience, Holloway Schulz & Partners offers an extensive resource network to identify and attract high-calibre candidates to your organization.

hollowayschulz.ca



Roevin is one of Canada's largest engineering, technical and IT employment providers, specializing in the supply of construction and operations management, skilled engineering, technical, IT, and trades personnel. With more than 35 years of experience, Roevin is the tried and trusted partner in managing the complete process of connecting the best people with the right business.

roevin.ca

Statistics on the Benefits of Flexible Labour



- The advantages of temporary work are recognized by workers, businesses, economists and policymakers. It affords flexibility, training, supplemental income – and a bridge to permanent employment for those who are out of work or changing jobs
- The growing number of temporary employees are highly paid and highly skilled technical, computer and health care workers who choose temporary and contract work as a preferred employment option because of the flexibility, independence, and in some cases, higher pay
- Staffing firms supply employees in every industry in every job category, from unskilled industrial labour, assembly and production work, office and clerical support, to technical, scientific, professional and managerial positions
- Staffing firms provide a wide range of human resources services such as recruiting, skills assessment, skills training and upgrading, payroll and benefits administration – allowing customers to concentrate on their core businesses

The Industry



There are three main types of placements staffing companies can provide:

Temporary or Contract

You work for a staffing firm, and work in the environment of their client's business for a period of time

Temporary to Permanent

You work for a staffing firm for a period of time on a trial basis, and are placed in positions. This placement occurs so that you and the staffing company can determine which position is the best fit. Once this fit has been established, you become an employee of the staffing firm's client

Direct Hire

This scenario occurs when you are recruited by the staffing firm and then hired by its client

Candidate Sourcing

- Database of employees
- Adecco website
- Educational institutions
- Job boards
- Employee referrals
- Client referrals
- Government agencies (YMCA-YWCA,)
- Various recruitment websites
- Facebook
- LinkedIn
- Twitter
- Jobs.gc.ca postings
- National recruitment through Adecco branches
- Open houses
- Craigslist
- Kijiji
- Indeed
- Networking
- Meetup.com





better work, better life

Français

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Job seekers

Employers

Associates

About us

Knowledge centre

Contact us



Start your search

Search job title or keyword

Enter Location (city and province or postal code)

Find Jobs >

Advanced Search

WEBINAR
MAR 18



How to Make a Great
Second Impression



About Adecco

Adecco is the leading provider of recruitment solutions and HR services in the world. Within Canada, Adecco has a network of over 50 branches, serving thousands of Canadian organizations each day by

PERMANENT PLACEMENT
SERVICES



KNOWLEDGE
CENTRE



Finance



Professional





Join Adecco

Have an account?

Apply here using my Account.

E-mail address:

Password:

[Forgot password?](#)

[Sign in >](#)

The next step in your career starts here!

By registering with us, you will give our recruiters some insight into your work history, your education, and the type of job you want.

Once you register, you'll be able to apply for jobs and set alerts to let you know we have new opportunities that match your interests. Let's get started!

Step 1 of 3: Create an Account

Please provide an email address to use as your username. Please note, you cannot change your username once your account has been created.

Email address:*

Confirm email address:*

Password:*

Confirm password:*

Please make sure that your password contains 6-14 characters. Passwords are case sensitive.

[Password strength:](#)

What kind of job are you looking for?:

[Next >](#)

Applicants can create a “My Account” profile that syncs into the Adecco Branch database for future reference

This process takes 15 to 20 minutes and covers the following:

- Type of work the applicant desires (ie: temporary or permanent)
- Detailed information of three previous employers
- Salary requirements
- Skills by skill category
- Computer skills
- If temporary, how long the applicant is available for employment
- How soon applicant is available to accept a new position
- How the applicant was referred to Adecco (allowing Adecco to track recruitment efforts)



Screening



- Telephone prescreen to verify resume data, experience, qualifications and interest
- Xpert Testing (see next slide)
- Customized testing based on client input
- Safety orientation
- One on one behavioural based interview
- Reference checking

Xpert Testing

Xpert, an Adecco system, measures “competence” and focuses on the whole person. It looks at all the critical success factors that equate to success on the job.

Can the person do the job?

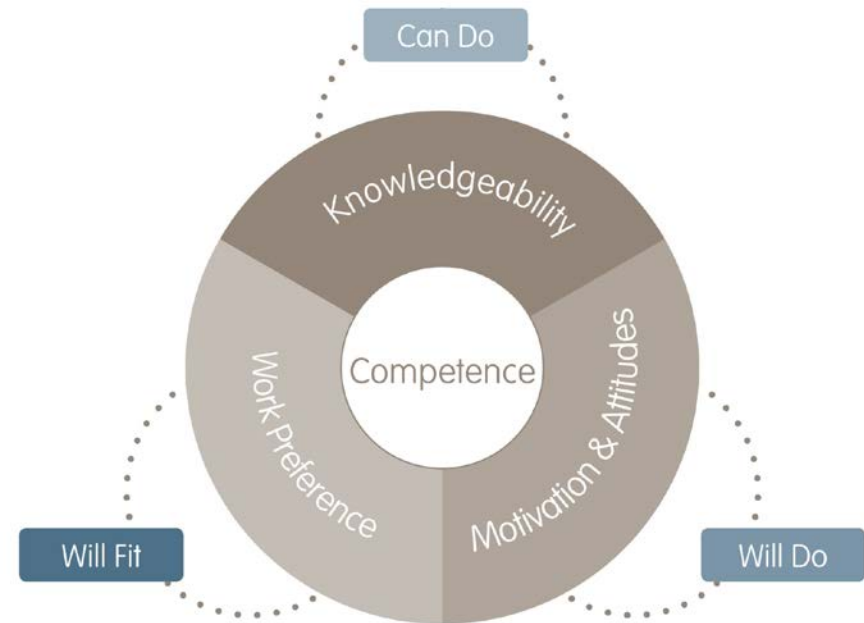
Knowledge and ability to perform critical job tasks

Will the person do the job?

Motivation and attitude to complete the work

Will the person fit in my environment?

Preferences match the general work environment



Resume Writing Tips & Tricks

“Honesty is the best policy.” Don Quizote - Cervantes

- Different for applying directly to employers and applying to Staffing Firms
- 2-3 page advertisement of yourself (longer when necessary is acceptable)
- Chronological for more experienced, skills and accomplishments for early career
- Use dates
- Keep email addresses professional
- Cover letter (ensure flawless spelling & grammar)
- Tailored to the job – use the words from the ad!
- Skip the objective
- Forget the gimmicks



Job Search Guidelines

“There are no problems that can’t be faced. Experience, knowledge, and confidence tell us how they should be approached.” David Baird – A Thousand Paths to Happiness

When responding...make sure you have the skills required

Follow the exact directions on the ad

If you have email, use it

Attach your resume in a standard form

Be polite and professional

Volunteer! Volunteering can put you in contact with people who may be able to provide direct or indirect assistance to you. However obtaining a job should never be the sole reason behind volunteering. The lack of genuine interest will show through. It is imperative to find an activity/cause/organization that you feel passion for!

Volunteer Canada

<http://volunteer.ca>

Volunteer in Vancouver

www.govolunteer.ca

City of Vancouver Volunteer

www.vancouver.ca/people-programs/volunteering.aspx

Job Search Guidelines

“If you love something, you’ll bring so much of yourself to it that it will create your future.” Francis Ford Coppola



- Search the internet daily
 - Create job alerts on adecco.ca
- Get a support group
- Make it your job to get a job

Some interesting and very helpful sites & Apps:

www.adecco.ca/blog

Due! (www.dueapp.com)

Coach Me (coach.me)

Temp Smart Calendar (www.tempo.ai)

Job Interview Questions App by SimuGator

Preparing for Your Interview

“When business is good, it pays to advertise; when business is bad you’ve got to advertise.” -Anonymous

Be...

Prepared

Involved

Enthusiastic

Well groomed

Neat and thorough

Confident

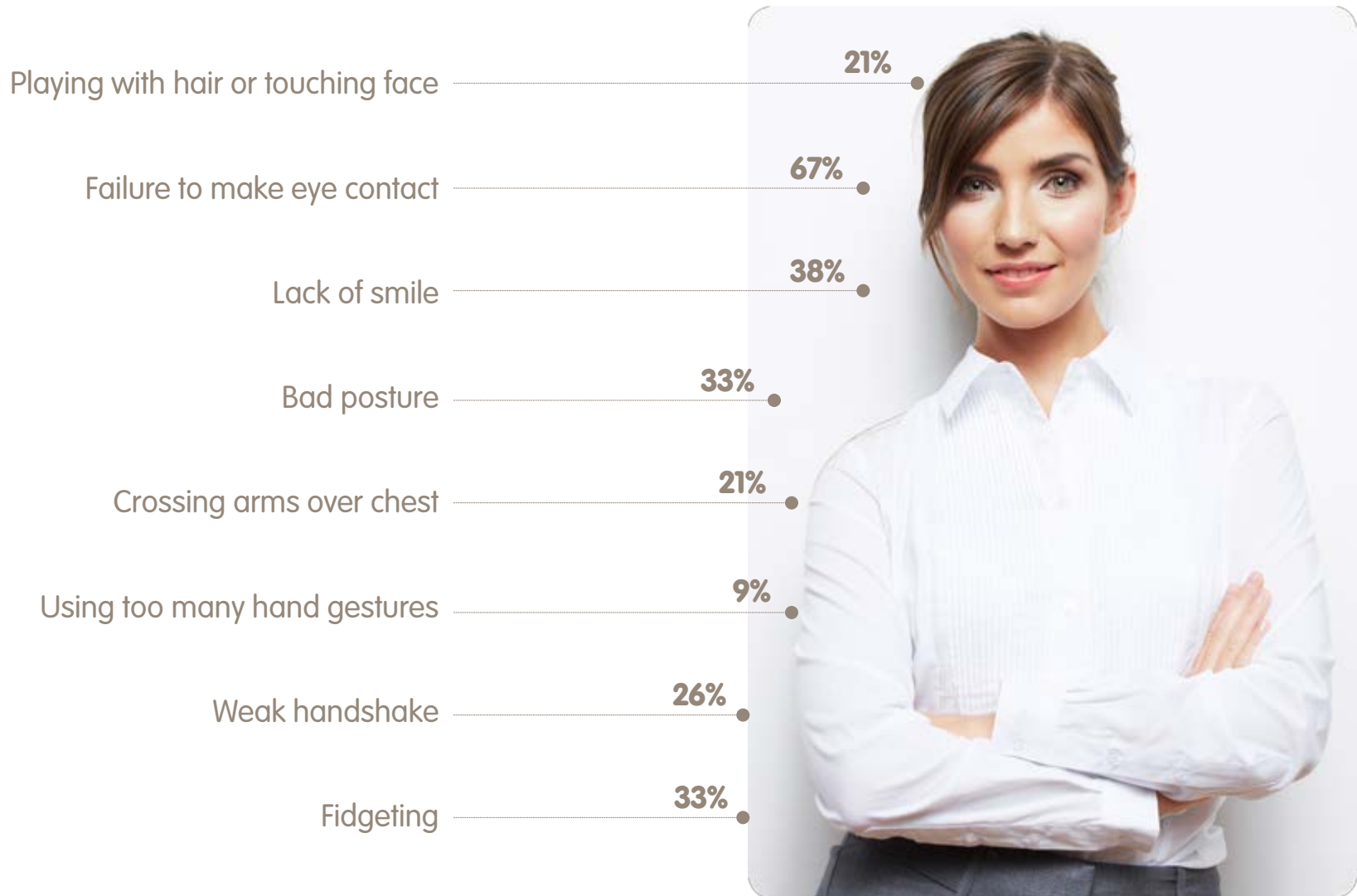
5-10 minutes early

Positive about current and previous employers

Prepared for key questions

- Know your 3 key strengths
- Give 1 to 2 minute responses
- Provide examples of with your strengths
- Research the company
- Remain attentive
- Ask probing questions
- Write ‘thank you’ notes if interviewing on your own
- Call your Staffing Coordinator to let them know how the interview went

Common Nonverbal Mistakes Made At A Job Interview



Questions You Could Be Asked In An Interview

“Questions create answers where seemingly none exist.” –Anthony Robbins

“Tell me about yourself.”

“What are your reasons for leaving?”

“What do you consider your most significant accomplishment?”

“Why do you believe you are qualified for this position?”

“Have you ever accomplished something you didn’t think you could?”

“What do you like/dislike most about your position?”

“What is the biggest mistake you’ve made?”

“What do you know about our company?”

“Have you ever quit a job? Why?”

Questions You Could Ask A Potential Employer

“Every individual has a place to fill in the world, and is important in some respect, whether he chooses to be so or not.” -Hawthorne

Questions You Could Ask

- What are the most critical aspects of the position?
- What are the most important objectives for the person filling this position?
- What is an average workday like?
- What criteria is used to judge successful performance in this position?
- What is your favourite part of working for this company?
- May I have your business card?*

*if you are interviewing on your own and not through a Staffing Firm

What happens next?

- After an interview with a client or after we have presented you as a candidate we will receive feedback from the client regarding the interview or the skills and experience. At times there may not be specific feedback
- We will then contact you to discuss the results
- If hired we will provide you with the details of your assignment such as pay, hours, length of assignment etc. Once on assignment Adecco is your employer!



Thank you.