

Recruitment Fast Facts COMPETENCE



This flowchart shows how UTRAC quickly helps you 'screen to recruit' the best candidates for your organization from anywhere in the world. These best candidates will be confirmed competent for immediate job assignment.

Potential Employee Pool Foreign Temporary **New Immigrants** Underemployed Unemployed Workers Other Country Standards Canadian National Occupational Classification - Job Profiles Client Specific Job Profile by competency content, criticality and shelf life Advise potential candidates where to access job posting Candidate Assessment of Job Profile Competencies through UTRAC Within minutes of closing the job posting, a Screening Report can be provided Candidates invited for interview Candidates not invited for interview can be advised why not are sent additional instructions **Conduct Competency-based Interview** Make no offer Make offer Assign Candidate to Manager with Candidate's Portfolio of Competence™ with competence-based performance review tool