



Developing Essential Skills

integrating Talent Acquisition and Competency Building

iTAC Ltd.

Integrated Talent Acquisition Consultants

development@integratedtalent.ca

Building Partnerships

iTAC Ltd. is passionate about providing the right candidates at the right time to employers. We love what we do.

Our aim is to attract the best talent for organizations we partner with.

iTAC is the best option for affordable training and development strategies.

Consultants provide guidance to assist corporations of all sizes to meet or exceed regulatory requirements, and to fulfil their obligations to protect and develop their employees.



iTAC – Addressing the Skill Gap

Hire for attitude and train for skill

**Service
without
boundaries**

iTAC Ltd.

iTAC has the expertise in providing direction to meet your end-to-end recruitment needs.

With a large and rapidly growing resource base, streamlined and innovative hiring processes, iTAC helps organizations scale rapidly, with validated resource acquisition.

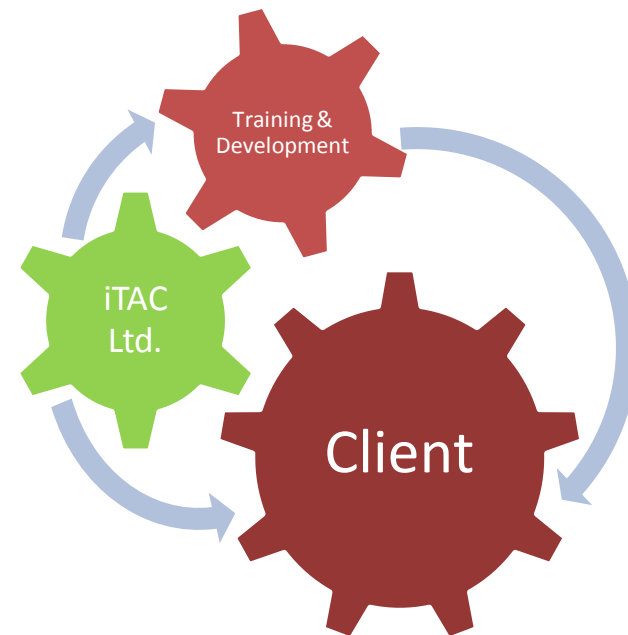
We act as a positive catalyst in accelerating and simplifying your recruitment process and help you to concentrate on your core business.

Strategic Imperatives

- End-to-End recruitment and training solutions.
- Develop and design a recruiting model tailor made to clients' requirements.
- Creating a talent pool by proactively building a strong data base of candidates
- Help organizations in finding the right fit



Delivery Framework



integrating Talent Acquisition and Competency Building

We partner with leaders to build world class talent acquisition and development practices

Partner Training

Our partners have strength in competency based training and development and will help strengthen HR processes by improving operational effectiveness, driving organizational change and focusing on building talent from within.

We will help you to evaluate:

- What does the organization need from their staff in order to meet its business strategy?
- What are the gaps between organizational needs and people capability?
- Create a combined plan

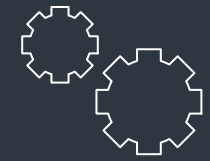


Combined Vision

Strong synergy between iTAC and our partners to effectively meet the ever growing demand of skilled workforce.

Vision

To create structures to equip all clients with the **Right Resources** at the **Right time** by being their Strategic **Partners** and **Single point of contact** for all their resource needs.



Recruitment Process Outsourcing

Manage the entire recruiting/hiring process from job profiling through the on boarding of the new hire, including staff, technology, method and reporting.



Training Process Outsourcing

Be an extension of their training department by facilitating learning process from need analysis to training effectiveness using a competency based training and development framework.



Workforce Engagement

Ensuring the contractual employees deployed in respective project are fully equipped with the necessary tools. Periodic meetings with employee and the managers will help keep the motivation high.

As your partners in talent management we help organizations drive innovation by implementing the ACE model to help build cost-effectiveness and high productivity during all stages of growth and business.

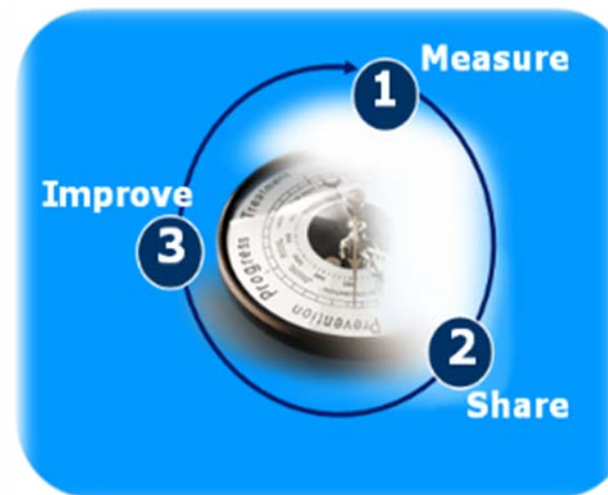
Our Recruitment Product Mix

- **Full RPO Service** – Manage the entire recruiting process.
- **In-house recruiting wing**, full RPO + Implant.
- **Project RPO** – Typically has an end date of services.
- **Need Based Services** – for job response management including campus hiring.

What we stand for

- **Foundation** built on experiential learning and need analysis
- **Innovative services** delivery to corporations whereby HR leaders can concentrate on their core competencies
- **Exclusive** research in recruitment and training processes
- **Best-in-class** services delivery capability
- **Rich Experience** in Canadian and Global Markets
- **In-depth** domain understanding of Industry verticals
- **Experience** in resource ramp-up
- **Expertise** in all aspects of recruitment and training life cycles

Competency Centre



Organization Profile:
What does the organization need from people in order to meet its business strategy?

Talent Profile:
What capability currently exists?

Talent Review:
What are the gaps?

Development Plans:
Create plans for identified gaps

Competency Management

- Competency Management to identify training needs
- Provide learning inputs
- Effective execution of training programs
- Work in cohesion with businesses to forecast future learning needs.
- Induct employees into organization

People

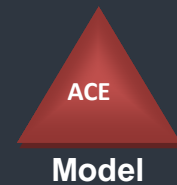
We help you build your team by defining service level agreement (SLA) & working with your hiring managers.

Process

We will help you to define effective talent management processes that will help to bridge acquisition and development gaps.

Technology

We help you build the best suited and cost effective system for your organization by leveraging technology.



Acquisition

We assist organizations in staffing up their workforce requirements and help reduce cost of hiring.



Competency Building

We have the necessary infrastructure and knowledgeable workforce to enhance people competencies as per clients' requirement through training and development, based on



Engagement

Talent feels engaged to the organization they are working for or will be joining, post training – technical or behavioral



***iTAC Ltd.
Integrated Talent Acquisition Consultants
Training and Development***

 **1-587-597-1083**

development@integratedtalent.ca

Contact our team of Business Development Managers

development@integratedtalent.ca