

# HIRE & TRAIN



A

DIFFERENT EXPERIENCE TO RECRUITMENT SERVICES



# HIRE & TRAIN

We are here in the market to offer a different experience to recruitment services for the insurance sector. Combining our expertise in training and our affiliate recruitment agency's passion for quality recruitment services, we have created a new product called **Hire & Train**.

In this new model, we do not just find you the right candidate; we extend our support of continuous development to the candidate thereby enabling them to be successful at their job.



# HIRING

## OUR RECRUITMENT APPROACH

We also have a different approach to how we recruit, providing a new cost-effective recruitment solution that is designed to deliver results on every occasion. Depending on the volume of people you are looking to hire you can choose from two options....



### IN-HOUSE STYLE RECRUITMENT

(This option is only available for 3 or more positions to be recruited within the same timescales)

In this option we will conduct interviews and selection procedures at your office premises or a designated location of your choice.



This approach to recruitment offers you the chance to have a first-hand look at the process, whilst also providing a function that acts like an internal recruitment team.

We will carry out all screening formalities from our office and all of our screenings are carried out using video facilities.



This option and process fully maximizes our candidate output, whilst streamlining the highest quality candidates that we send over to our clients. Our recruitment team have a proud 100% fulfillment record and this product option has been designed to deliver results on every occasion.



### TRADITIONAL RECRUITMENT

The Traditional recruitment option is what most clients would be used to if they have ever used third party support for their vacancies



We guarantee from us a more effective and results driven service.



We will advertise, source quality candidates, meet with them and only then will we send over CV's for interviews or assessment centres.



# TRAINING

## OUR TRAINING APPROACH

Once you decide on the "Style" of recruitment you prefer for the role and your business., you can now choose the training services to add strength to your candidate.

### DEVELOPMENT NEEDS ANALYSIS

All training activities will start with a thorough developmental needs analysis.

From this analysis a development plan is then drawn and delivered during the first six months of the candidates time in role

*You have the option to choose from two developmental pathways...*

### SKILLS DEVELOPMENT PROGRAMME

We will support the new candidate with key regulatory training with the help of an industry leading e-learning programme

Virtual classroom training on key skills as required by their job & skills scan

A personal coach will also be on hand during the first six months

### PROFESSIONAL QUALIFICATIONS DEVELOPMENT PROGRAMME

With this option you will get all the developmental support of option from skills development programme plus CII qualifications study support at Certificate or Diploma level

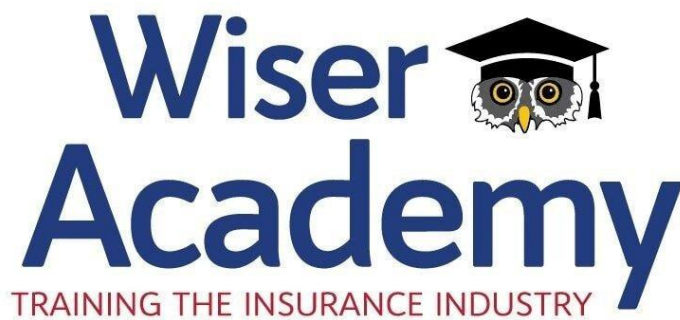


# OUR PROMISE

No matter which of our recruitment & developmental options you pick, you can be rest assured that our screening and selection process is designed to give you the very best outcome, **Quality Candidates!**

We advertise and source candidates, video screen and conduct face to face interviews with us before we move forward.

We also run security checks on the candidate's official documents to make sure they are all in order.



Email: [enquiry@wiseracademy.co.uk](mailto:enquiry@wiseracademy.co.uk)

Call : 01264 749556

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