

r-2.ca/index

Homepage

Slider concepts:

#1 [Visual: employee, looking sharp]

How quickly can you replace a key employee?

R2's comprehensive recruitment & staffing services are the best insurance against finding yourself critically short-staffed. Just ask 98% of our recruiter clientele. This is a game changer.

#2 [Visual: workforce in action]

Workforce solutions for all stages of your company's growth

R2's services cover everything you need to create and retain an efficient team.

#3 [Visual: happy blue-collar worker]

Find an opening for your candidate. R2 has a placement rate of 80%.

Unlock the secret to successful job placements with R2.

#4 [Visual: jobseeker using smartphone]

Jobseekers: Join R2's network today!

Be where you belong and succeed.

Looking for talent? Know your strengths – and theirs.

R2's deep understanding of both employers and talents complements our extensive network and sourcing technology to secure the best workforce for you. Just ask 98% of our recruiter clientele. This is a game changer.

Permanent Recruiting

- R2's Turnkey Remote Sourcing
- Flexible Retained Search
- Recruitment Process Outsourcing (RPO)

Temporary Staffing

- Contract Staffing
- Contract-to-Hire Staffing
- Direct Placement Staffing

Learn more [r-2.ca/recruitment-services]

[Visual: 7 steps to the perfect fit graphics]

Locating, screening and securing.

For every role, function or skill level your business requires, we apply our dual competency in HR and career services to ensure a perfect fit – a candidate whose skills and professionalism will make your organisation stronger.

Learn more [r-2.ca/recruitment-services]

[Visual: stats graphics]

Over 80% of R2's candidates defy statistics

What chances are you giving your candidate? Don't get hung up on national statistics. Thanks to R2's dual competency in HR and career services, we place 80% of candidates within nine weeks – even in areas of high unemployment.

Placement Services

- Coaching in the Fine Art of Job-Seeking
- Placement Facilitation and Support

- Accurate Candidate Assessment
- R2's Placement Turnkey Programs
- Workplace-Essential Skills Expert
- On-Site and Remote Career Centres

Learn more [r-2.ca/placement-services]

[Visual: chess pawn with queen shadow]

Has your workforce reached its full potential?

Never has it been truer to say that skilled people are your greatest asset. Trust R2's comprehensive range of solutions to make the most of your workforce. R2's workforce management services are all about tangible results, which is why we confidently offer a unique pricing structure.

Workforce Management Services

- Outplacement Services
- Workforce Assessments
- Workforce Support

Learn more [r-2.ca/workforce-management-services]

[Team overview here]

Founders

Rino Maltais

Co-President, Business Development

Co-founder and co-president of business development, Rino has been in the human resources field for nearly 20 years.

As co-president, he collaborates and ensures the implementation of strategy, culture creation and corporate capital allowance.

As a business development manager (marketing, sales, exportation, innovation and acquisition) he is responsible for the development of new customers and the establishment of productive and profitable relationships.

The key elements of his role include assessment of the agency's competitiveness, remain on the lookout for trends and innovations that affects our business interest and conducts research, feasibility studies and business plans for the improvement, development and customization of products and services.

He is also responsible for the continuous improvement of the company's business model, the increase in profitability, to expand distribution channels and provide a vision for all sales and execution of marketing strategy.

Rino.Maltais@R-2.ca

Rico Levesque

Co-president, Operations and Finances

Co-founder and co-president of operations and finances, Rico is responsible for operations, finance and executive management of the company. He has been in the human resources field for nearly 20 years.

As co-president, Rico collaborates and ensures the implementation of strategy, culture creation and corporate capital allowance.

As head of operations and finance, he leads and ensures the smooth running of services. The key elements of his role include ensuring the continuous development and the development of customer-oriented teams, he measures and clearly communicates performance indicators and implement strategies to increase the efficiency and quality standards while optimizing costs.

Rico is also responsible for implementing and maintaining operating and financial strategies in the short and long term to achieve the goals. It ensures the development of financial models for strategic planning and decision-making with respect to operational improvements and business development.

Rico.Levesque@R-2.ca

[Footer with short company profile here]

[Contact details]

r-2.ca/services/recruitment-services

Product page: Recruitment services

[Visual: employee, looking sharp]

How quickly can you replace a key employee?

R2's deep understanding of both employers and talents complements our extensive network and sourcing technology to secure the best workforce for you. Just ask 98% of our recruiter clientele. This is a game changer.

Set apart by R2's unique understanding of employers and job seekers alike, our recruitment service leverages our wide network of connections as well as accesses a number of specialized active and passive job seeker databases, employing the most efficient methods to attract the very talent that you require. For every role, function or skill level your business requires, we apply our dual competency in HR and career services to ensure a perfect fit – a candidate whose skills and professionalism will make your organization stronger.

R2's turnkey remote sourcing

R2's Turnkey Remote Sourcing package is the way to quickly secure the ultimate talent without being distracted from your core duties. Based on optimized technology, it's a seven-step process that includes everything from multi-channel searches and hiring incentive management to unbiased assessments and a 30-day replacement guarantee. The result is nothing less than a perfect fit. And, what's more, it comes with a flat-fee, low-cost pricing model.

Flexible retained search

We find top-quality talent that add value to your business and help transform your company. Based on optimized technology, it's a seven-step process that includes everything from multi-channel searches and hiring incentive management to unbiased assessments and a 30-day replacement guarantee. R2's flexible retained search is the efficient choice when you want to find and hire top-quality executive and professional. It comes at a very competitive price.

Recruitment Process Outsourcing (RPO)

Enjoy outsourcing of any processes when the need arises. Want to focus on your core business and leave all recruitment processes for someone else to deal with? Or do you have some processes in place but need complementing in certain areas? Regardless of your current setup, R2's customized RPO is the ultimate insurance against finding yourself critically short-staffed. established in advance, we keep you prepared to deal with any eventuality in the shortest time possible.

Contract staffing

Resolve short-term needs of qualified employees quickly and conveniently. Our contract staffing is the perfect solution to support upcoming projects, meet seasonal requirements and reduce workforce during slower periods. Staffing is kept at an optimum and employee-related costs are reduced.

Contract-to-hire staffing

Keep the option to hire permanently open with R2's contract-to-hire staffing services. Observe the employee on the job to determine whether they are the right fit for the position and make the decision to hire permanently when you have a tangible track record at hand.

Direct placement staffing

Let R2 assume all responsibility for recruiting and screening candidates so that you can focus on your business. Our direct placement staffing service offers the complete package. We have access to a range of recruiting resources that enable us to find the perfect employee in the shortest time possible.

[Visual: 7 Steps graphics]

Locating, screening and securing the talent you need.

Seven steps to the perfect fit

For every role, function or skill level your business requires, we apply our dual competency in HR and career services to ensure a perfect fit – a candidate whose skills and professionalism will make your organization stronger.

1. Customer analysis

The initial step for new clients of R2, this is really an ongoing process that over time generates a mutual understanding, enabling us to appreciate your business needs and determine the services that will make your staffing process more efficient and effective.

2. Search sourcing

Having decided what channels and strategy are suitable, we launch a digital search on a broad front. This is wholly compatible with smartphones and may involve use of your company's website and external passive and active job seekers' job boards as well as R2's placement division, SEO (Search Engine Optimization), forums, online magazines and search-engine advertising. We also leverage our connections with third parties such as partner agencies, universities, colleges and professional associations.

3. Screening & filtering

This step primarily involves phone interviews, but can also include unbiased tests and assessments from reputable organisations like TOWES (Bow Valley College, Calgary, Alberta), Versant and Wonderlic as well as R2's own range of assessments. We go beyond the resume to identify the skills, abilities and qualities that will result in the best fit for your position.

4. Interviews

With all necessary planning and logistics taken care of, we conduct structured face-to-face interviews.

5. Introduction of candidate & background checks

After your candidate requirements are confirmed, a conditional letter of offer of employment is presented and we carry out background checks according to legal requirements and your particular preferences.

6. Hiring

For permanent recruitment: we deliver our candidate's report, including recommendations for future actions, and guarantee your satisfaction with the recruit or we will find a replacement for free.

For temporary or contract recruitment: once a finalist candidate is selected, we negotiate compensation, start date and any other relevant terms. Once a candidate is selected, we present them to the client.

7. Performance monitoring

We always keep the lines open for clients, so that we can make immediate adjustments and correct any issues quickly and efficiently.

r-2.ca/about/who-we-are

About page

[Visual: busy office landscape]

Who we are

R2 is a leading provider of recruitment, outplacement and workforce development solutions across Eastern Quebec and Atlantic Canada. Having been in business for over 12 years, we draw on a unique dual competency in HR and career services. We have the knowledge, skills and tools to prepare and deliver the perfect fit between candidate and employers.

But that doesn't really tell you who we are, does it? You'll want to read this instead.

How to make the unconventional your standard

Some years ago, we came to realise that something was amiss in the world of work: We saw that in spite of the numerous Job offers, job-seekers had a hard time finding available jobs and companies had difficulties finding the right talent – which led to increasingly poor fits, retention rates and growth. And we thought to ourselves, “Surely someone will discover the opportunity and launch an agency with dual competency in HR and career services? Surely someone will realise the potential of accessing the 80% of jobs that are never advertised and the 75% of job seekers who remain passive? Surely *someone* will think outside the box?”

Incredibly, no one did.

Perplexed but determined, we set out on a mission to connect job seekers to jobs and employers to talent. We knew that only 20% of all jobs were advertised and that only 25% of candidates were visible to employers, so we started out by simply maximizing the number of contacts. It was a simple yet, as time would tell, surprisingly revolutionary step.

Thus R2 was born, and we took our little idea into a tiny office. And from there it grew. Or snowballed, rather. Because, as it turns out, having a deep understanding of whoever sits across the negotiating table is just as good as it sounds. Using our combined expertise in HR and career, we started seeing exceptional placement and recruitment rates.

It wasn't long before we left the tiny office for more expansive vistas.

R2 now has multiple offices and key collaborators, working closely with multi-national concerns as well as small and medium-sized businesses, governments, insurers and job seekers. R2 has become an entry point to a network of employers and talents.

However, for all of R2's expansion, at the very core, our business remains the same. We still identify specific needs in the field and use our dual competency to create the perfect customized solution. We're still evolving, always considering new ways of making what's great even better. We're still listening. So, whether you're in search of talent, jobs, placement services, optimizing your workforce or simply want to know more about how R2 can help, get in touch with us today.

You'll find that, with results like ours, it's easy to appreciate that unconventional comes standard.

r-2.ca/services/placement-services

Product page: Placement services

[Visual: smiling candidate]

Over 80% of R2's candidates defy statistics

What chances are you giving your candidate? Don't get hung up on national statistics. Thanks to R2's dual competency in HR and career services, we place 80% of candidates within nine weeks – even in areas of high unemployment.

Find an opening for your candidate. R2 have a placement rate of 80%.

Unlock the secret to successful job placements with R2. Building on 12 years' experience and a thorough understanding of both employers and jobseekers, we place 80% of all candidates and enjoy a 98% approval rate with recruiters and career coaches.

We work as a team with your candidate to access job market that holds nearly 70% of all available jobs. These jobs are never advertised anywhere, but filled through personal contacts and staffing business. Thanks to our dual competency in HR and career counselling, we enjoy close relationships with hundreds of employers. We're on a first-name basis with them because we have already proven that we understand their unique needs. So, when we call to say that we have a candidate they might like, they listen.

Select the placement service that is right for you and get in touch today. You'll find that we're all about tangible results.

Coaching in the Fine Art of Job-Seeking

The world is full of talented yet unemployed people, because having the capability to work is one thing; being able to sell your skills to a prospect employer is quite another. When gainful level considerations look promising, all that is needed might be some coaching in the fine art of job-seeking.

Assisting hundreds of candidates every year, R2 offer a full range of coaching services – right from basic search training through supported searches to advanced one-on-one development of particular search and presentation skills.

Learn more [r-2.ca/services/fine-art-of-job-seeking]

Placement facilitation and support

Unemployment can be stigmatizing. Your candidate's self-confidence is being tested, and defeatism could be looming as weeks turn into months.

R2 offer a complete range of placement facilitation and support services designed to quickly put the candidate back on the path of inspiration and empowerment that leads to long-term employment.

Learn more [r-2.ca/services/placement-facilitation-and-support]

Accurate candidate assessment

To maintain candidate confidence and optimise future prospects, it's vital not to aim too high or too low. A precise assessment of the candidate's capabilities is critical to achieving lasting employment.

Drawing on over 12 years' experience, R2 have the expertise and clinical tools necessary to accurately determine actual candidate capabilities.

Learn more [r-2.ca/services/accurate-candidate-assessment]

R2's turnkey placement programs

The cost of going all-out and placing a candidate in the shortest time possible pales in comparison to the mounting costs of having them on prolonged support services. What's more: the likelihood of ever achieving a successful return to work plummets over time.

R2's turnkey job placement programs place 80% of candidates within the first nine weeks, even in areas of high unemployment. Bringing the cost of each included service to an absolute minimum, they are the way to go whenever you're unsure of your candidate's capabilities.

Learn more [r-2.ca/services/turnkey-placement-programs]

Workplace essential skills expert

A fully accredited TOWES (Test Of Workplace-Essential Skills) distributor, R2 offer a wide range of assessments and courses to ensure that Canadians have the skills needed to function as productive members of the community. Our experienced instructors know how to make the most of the TOWES learning materials and teaching guidelines, and we take care of everything from the moment candidates are enrolled.

Learn more [r-2.ca/services/workplace-essential-skills-expert]

On-site and remote career centres

To maintain candidate confidence and optimise future prospects, it's vital not to aim too high or too low. A precise assessment of the candidate's capabilities is critical to achieving lasting employment.

Drawing on over 12 years' experience, R2 have the expertise and clinical tools necessary to accurately determine actual candidate capabilities.

Learn more [r-2.ca/services/site-and-remote-career-centres]

r-2.ca/services/fine-art-of-job-seeking

Product page: Coaching

Coaching in the Fine Art of Job-Seeking

The world is full of talented yet unemployed people, because having the capability to work is one thing; being able to sell your skills to a prospect employer is quite another. When gainful level considerations look promising, all that is needed might be some coaching in the fine art of job-seeking.

Assisting hundreds of candidates every year, R2 offer a full range of coaching services – right from basic search training through supported searches to advanced one-on-one development of particular search and presentation skills.

Job-search Training

A module-based course involving four to six sessions during which a resume is developed, realistic local options identified and employer contacts made. Also covering topics such as application procedures, appearance, interview skills, labour market resources and job retention skills, it is a basic approach designed to introduce relatively capable participants to the job market and increase their knowledge and self-esteem to a point where they can manage their own searches.

This course is also available in a group format, Job-search Training Group, which offers the added benefits of extensive role-play exercises.

Supported job search

A flexible individualized service that goes beyond basic preparations and initial contacts with employers, giving candidates the continuous support of their own R2 coach as they actively look for work. Featuring frequent check-ins with the candidate, it includes the creation of an action plan as well as refocussing and refining of job searches, including a face-to-face approach.

Represented job search

A complete package, including professional representation as well as comprehensive search services to make the most of every job lead. Not only does your candidate receive thorough training in search techniques, personal presentation, interview skills and sales strategies to secure long-term employment; an R2 specialist also personally represents the candidate to prospective employers. This brings our dual competency in HR and career services to its fore. Building on over 12 years' existence, we have deep understanding of the needs of employers. We know what candidate qualities appeal to them.

Customized individual and group programs are available on request.

r-2.ca/services/placement-facilitation-and-support

Product page: Placement facilitation and support

Placement facilitation and support

Unemployment can be stigmatizing. Your candidate's self-confidence is being tested, and defeatism could be looming as weeks turn into months. R2 offer a complete range of placement facilitation and support services designed to quickly put the candidate back on the path of inspiration and empowerment that leads to long-term employment.

Work-hardening

Work-hardening gradually builds up tolerances to different chores and schedules, acclimatising candidates who may have been absent from the job market for an extended time to the realities of a working everyday life. It is a preparatory step designed to ensure that candidates won't be overwhelmed once they do secure employment.

Special skills development

Special skills development focuses on the development of particular skills needed to apply for identified target jobs. We enjoy excellent relationships with numerous employers who appreciate the value of giving candidates this opportunity by offering no-strings-attached trial work during which skills can be developed and honed.

Job trial

Job Trial offers candidates the benefit of having a professional representative arrange trial work suitable for their skills and potential disabilities. Leveraging personal connections with hundreds of employers from a wide range of industries, we employ our dual competency in HR and career counselling to achieve matches that lead to long-term employment.

Placement monitoring

Placement monitoring is a hands-on program where an R2 employment specialist stays in frequent contact with both employer and candidate during a placement. Carefully monitored and reported, it's based on a predetermined plan that includes a fading-away schedule of coaching and the establishment of on-site candidate supports to enable long-term employment.

r-2.ca/services/accurate-candidate-assessment

Product page: Accurate candidate assessment

Accurate candidate assessment

To maintain candidate confidence and optimise future prospects, it's vital not to aim too high or too low. A precise assessment of the candidate's capabilities is critical to achieving lasting employment. Drawing on over 12 years' experience, R2 have the expertise and clinical tools necessary to accurately determine actual candidate capabilities.

Initial Needs Assessment

Our Initial Needs Assessment establishes employment readiness through a brief meeting with the candidate followed by liaising with care providers and the employer. R2's consultant collects demographic and work history data and interviews the candidate to assess motivation, productivity potential and reasoning skills. A functional assessment is also conducted (personal capacities) to identify any barriers to employment, and our consultant produces a comprehensive report with recommendations.

Career Exploration/Counselling

R2's Career Exploration/counselling helps the individual clarify and focus on targeted job goals based on their skills, abilities, limitations and current labour market. It includes a Transferable Skills Analysis (TSA), vocational or adjustment counselling, standardized

psychometric testing and job-matching to give your candidate the optimal start to their job searches.

Comprehensive Employability Assessment (CEA)

For those candidates whose limited education or significant medical disabilities exclude them from any chances of immediate employment, we employ our Comprehensive Employability Assessment (CEA). This is undertaken by one of R2's consultants to determine the candidate's suitability for upskilling or retraining. Based on aptitude testing, individual interests, vocational interviews and a review of the candidate's medical status, it provides occupational options, current wage ranges, employment outlook and region-specific labour market information.

Transferable Skills Analysis (TSA)

When gainful level considerations and current transferable skills could reasonably be expected to allow for quick employment in an alternative occupation, a Transferable Skills Analysis (TSA) is used to identify suitable occupational goals. This is done by one of our consultants in close cooperation with the candidate. It includes considerations of the candidate's personal interests, aptitudes, past accomplishments and physical and cognitive capabilities as well as labour market trends, earning potential and recommendations for return to paid employment.

Psycho-Vocational Employability Assessment (Psycho-Voc EA)

When it's clear that significant upgrading of skills will be required, R2's Psycho-Vocational Employability Assessment (Psycho-Voc EA) provides an in-depth report on the candidate's capability to benefit from different kinds of training. This is produced by a registered psychologist and a certified vocational rehabilitation consultant, with typical assessment batteries consisting of IQ, memory, personality, aptitude and interest testing as well as a review of previous academic achievements. Based on such tests, the Psycho-Voc EA outlines available retraining options, including duration and costs. It also details occupational options, wage ranges, employment outlook and region-specific labour market information.

Return To Work (RTW) Plan

R2's Return To Work (RTW) Plan aims to safely return the employee to their previous position as soon as possible, minimizing the risk that they lose touch with the realities of daily work – something that otherwise commonly leads to stigmatising and expensive retraining at a later stage. The RTW plan is designed by one of our consultants and includes an outline of suitable work duties, schedule and required on-site support. Once approved by a treating medical professional, it is personally implemented and monitored by the consultant, who works closely with the employer and candidate to maximize the chances of complete and successful return to work.

Labour Market Analysis

The Labour Market Analysis produces a comprehensive, region-specific report on labour market information relevant to occupations being considered by a candidate. Including data on earning potential and required education and skills as well as current employment outlook, it is often the next step following a Transferable Skills Analysis or other assessment.

TOWES – Test Of Workplace Essential Skills

TOWES, truly is an essential credential. The only product of its kind in Canada, it offers a suite of assessments that measure the essential skills of reading, numeracy and document use. Apart from tailor-made individual assessments offered on request, these come in two main series: general and sector assessments.

Learn more [r-2.ca/services/workforce-assessments]

r-2.ca/services/workforce-assessments

Product page: Workforce assessments

Workforce assessments

Whether you're looking to optimize your current workforce or recruit new assets, you first have to ensure that they have the prerequisite fundamental qualities. If they don't, any new hire or investment in specialised training will be compromised. Partnering with the leading producers of workforce assessment tools, our experienced HR consultants will answer the question that underpins the success of your entire business: do your team members or potential recruits have the essential skills, motivation and natural talent required to be developed into high-performing employees?

TOWES – Test Of Workplace Essential Skills

TOWES, truly is an essential credential. The only product of its kind in Canada, it offers a suite of assessments that measure the essential skills of reading, numeracy and document use. Apart from tailor-made individual assessments offered on request, these come in two main series: general and sector assessments.

TOWES General Series

TOWES General Series consists of three sets of assessments, G1, G2 and G3, all of which are available in both English and French:

TOWES Sector Series

TOWES Sector Series lets the test taker assume the role of a worker, using authentic documents to complete workplace-specific tasks:

G1

G1 measures essential skills at levels 1 and 2, making this the ideal entry-level assessment for subjects with skill gaps.

G2

G2 is the most widely used version of TOWES, measuring essential skills at levels 2 and 3. It's an intermediate-level assessment commonly used as a precursor to specialised training or employment.

G3

G3 is a high-level assessment measuring essential skills at levels of 3 and 4, often used for trades or technical positions.

Manufacturing (MFG)

The TOWES Manufacturing (MFG) test, available in English and French, measures skills at levels 2 and 3. Best suited for machine operators, assemblers and other workers in factories or workshops, it involves the use of assembly drawings, schematics, safety manuals and regulations.

Office and Administration (ADM)

TOWES Office and Administration (ADM) test, available in English and French, measures skills at levels 2 and 3. Involving the use of manuals for office equipment, memos and policies, it assesses office workers such as clerks, receptionists and data entry personnel.
Entrance into Apprenticeship (APR)

Measuring skills at levels 2 and 3, the TOWES Entrance into Apprenticeship (APR) test employs measurement and calculation, work permits, schematics and codes to assess pre-apprentices and apprentices in industrial trades. It's available in English and French.

Aerospace (AER)

TOWES Aerospace (AER), measures skills at levels 2 and 3 within the aviation industry. Developed by the Manitoba Aerospace Human Resources Coordinating Committee, it includes job procedures, MSDS and tooling references for workers in general service, maintenance and assembly capacities. It's available in English only.

Health Care (HCR)

TOWES Health Care (HCR), available in English only, tests skills at levels 2 and 3. Involving the use of blood pressure classifications, test requisition forms and specimen collection manuals, it is best suited for licenced practical nurses, care attendants and medical, dental and laboratory technicians.

Wonderlic

Providing legally defensible grounds for hiring decisions, Wonderlic have set the industry standard for candidate assessments for over 73 years. More than 200 million served assessments attest to the accuracy of this system, which covers qualifications, skills, cognitive ability, reliability and personality to pinpoint potential.

Personal Characteristics Inventory (PCI)

Wonderlic's Personal Characteristics Inventory (PCI) test determines whether a candidate has the particular combination of personality traits needed for a specific job or professional development. Measuring five key qualities – agreeableness, extroversion, conscientiousness, emotional stability and openness – it enables you to put the right person in the right place, reducing recruitment and turnover costs.

Productivity Index (WPI)

Especially developed for candidates with little to no prior work experience, the Wonderlic Productivity Index (WPI) is a more lightweight version of the PCI. This is reliability test that gauges levels of conscientiousness, emotional stability and agreeableness to identify low-risk candidates who will be able to access company equipment, cash and merchandise without direct supervision.

Motivation Potential Assessment (MPA)

Regardless of a candidate's formal qualifications and experience, their motivation will have a major impact on their productivity as well as on your team culture and dedication as a whole. The Wonderlic Motivation Potential Assessment (MPA) evaluates seven core drivers to identify which candidate is most likely to be motivated and engaged at work. Providing a clear results matrix with a score for each key driver, the MPA enables you to pick the self-starter who will put in a 100% effort and inspire other employees to reach even higher.

r-2.ca/services/turnkey-placement-programs

Product page: Turnkey placement programs

R2's Turnkey Placement Programs

The cost of going all-out and placing a candidate in the shortest time possible pales in comparison to the mounting costs of having them on prolonged support services. What's more: the likelihood of ever achieving a successful return to work plummets over time.

R2's turnkey job placement programs place 80% of candidates within the first nine weeks, even in areas of high unemployment. Bringing the cost of each included service to an absolute minimum, they are the way to go whenever you're unsure of your candidate's capabilities.

Career Pro Direct

A customized one-on-one support program with a total duration of 13 to 15 weeks. However, 80% of all candidates are placed within the first nine weeks. This is thanks to Career Pro Direct drawing on the collective power of our full range of assessments, job-search training and placement facilitation and support services. It also includes proactive representation to

target employers by R2's specialists. To maximize the chance of rapid employment, we personally contact new prospective employers, make recommendations in R2's vast network of existing recruitment clients, business contacts, and target employers through our work access software.

Career Pro Virtual

Career Pro Direct is also available as an individualized online service, Career Pro Virtual, which offers the same inclusions and excellent track record; eight out of ten candidates are placed within nine weeks.

Work Access Plus

This is a group program featuring a total of 120 hours of intense training and coaching over a four-week period. It covers everything from search techniques, use of special tools and general job market advice to questions for the individual, such as self-knowledge, motivation and personal presentation. The program also includes a number of guest speakers, additional hands-on training and workplace visits.

Work Access Max

Work Access Plus is also available in an extended version, Work Access Max, which features an additional nine weeks of hands-on coaching and support. These extra weeks are invested in fully supported individualized job search, job development, job placement and job facilitation services, giving candidates a very solid foundation regardless of their field of business.

r-2.ca/services/workplace-essential-skills-expert

Product page: Workplace-essential skills expert

Workplace-Essential Skills Expert

A fully accredited TOWES (Test Of Workplace-Essential Skills) distributor, R2 offer a wide range of assessments and courses to ensure that Canadians have the skills needed to function as productive members of the community.

Our experienced instructors know how to make the most of the TOWES learning materials and teaching guidelines, and we take care of everything from the moment candidates are enrolled.

Essential Skills Online

Tailored to individuals with skills at levels 1 to 3, Essential Skills Online (ESO) is a web-based curriculum that teaches the reading, document-use and numeracy skills necessary in

modern everyday life. It contains a series of instructional movies and 34 activity sets that provide the learner with immediate feedback. Links to numerous external resources also help participants connect with the labour market and familiarize themselves with over 200 frontline occupations.

Building Workplace Essential Skills

Building Workplace Essential Skills (BWES) is a classroom-based curriculum for reading, document use and numeracy in the workplace. It's an ideal program for new Canadians or for people entering the workforce for the first time, with pre-existing skills at levels 1 to 3. Focussing on themes such as safety and time management, ESO includes a wide range of authentic materials from a variety of frontline occupations.

A Day On The Job

A Day On The Job is designed to supplement skills built through trade-specific training or apprenticeship. It comes in the form of comprehensive activity sets that replicate tasks that a worker typically is required to complete on the job, such as calculating areas and perimeters or using charts and graphs. Assuming pre-existing skills at level 2 or 3, learners can practice these activity sets independently or in a classroom setting. Being entirely customized to one specific trade, this program is currently available for carpenters, electricians, welders and pipefitters.

Skills For Working Learning & Living (SWLL)

Skills For Working Learning & Living (SWLL) is a series of personal development activities for adult learners. These focus on four areas: personal management, managing transitions, working with others and thinking skills. Over the course of 47 training modules and approximately 60 hours of studies and exercises, SWLL improve the basic workplace and life skills needed for continued learning and success in the job market. It's best suited to adults entering into formal training or the workforce for the first time, with materials geared toward learners who may be facing significant developmental barriers.

In Focus

Designed as a supplementary classroom resource for instructors delivering basic education, work-readiness training or other transition programs, In Focus is best suited for low-level learners who face special challenges at school, work or in their personal lives. It consists of a range of materials covering topics such as self-awareness, managing commitments, building relationships, accountability, respect, appearance and general manners. These materials can be studied independently or in a classroom setting, and total learning time is 20 to 25 hours.

MORE

r-2.ca/services/on-site-and-remote-career-centres

Product page: On-site and remote career centres

On-Site and Remote Career Centres

When you have to outpace a larger population of candidates, a physical career centre – either on-site or remote – could provide a cost-efficient channel for job searches, group workshops and individualized services. R2 have the experience and assets necessary to set up scalable career centres on short notice, including all necessary equipment as well as knowledgeable personnel.

Self-Service Career Centre

For groups of relatively driven candidates, you may opt for an R2 self-service career centre, which features a staffed resource area including online computers, telephones, fax machines, photocopiers as well as a range of informational materials and job search and job start workshops.

Personal Services Career Centres

Our personal services career centres cater to candidate populations with needs beyond self-directed job search tools and workshops. These offer a full range of personal assistance services, including customized placement and assessment services, financial incentives management, and both individual and group workshops.

r-2.ca/our-workplace

Careers page

Our workplace

We believe passion and camaraderie are the key ingredients to our success. We're proud of what we are building and we continuously strive to make R2 an even better place to work.

Once you're part of our team, your input is necessary on an ongoing basis. We work hard at creating formal, and informal, communication channels for employees to provide feedback and contribute to our growth. We do our best to create a working environment you love and make sure our candidates and clients are well cared for at all times. We work hard and also celebrate when we deserve it. We offer a socially responsible culture with a strong commitment to our local communities.

R2 IS GIVING

As good corporate citizens, the people of R2 are actively involved in professional groups, business associations, and philanthropic organizations. Our community involvements are focused on improving the lives of the people in the communities where we live and work, through both volunteer work and corporate donations.

Employees of R2 go out of their way to initiate and participate in charitable events that raise money for a variety of worthy organizations and important causes. These actions represent part of who we are as a company and as individuals.