

## **Worldgate Acquisition Methodology**

Worldgate practices within our proven acquisition methodology which has led to efficient and rapid placement of IT and Business professionals in various organizations. Included within acquisition, Worldgate's retention strategy provides long-term value to an organization as Worldgate is committed to enhancing our resource base through the continual development and retention of employees.

When first met with a placement opportunity, Worldgate begins working within our 3-stage recruitment strategy model featured below:

### **Worldgate Recruitment Strategy**



**Identify:** Worldgate embraces each opportunity and the identification process is primary when recruiting effectively. We take the initiative to meet and learn about the specific/desired skills, requirements and scope of work for each position. During an initial meeting or visit, Worldgate not only identifies the position parameters but will take the opportunity to experience the work environment, corporate culture, and other intangibles to ensure a successful result for all.

Identifying the position parameters and corporate culture allows us to leverage a particular sourcing pillar for candidate discovery and search. Worldgate's Pillars of sourcing include our proprietary database containing passive and active candidates, recruiter's usage of internet sourcing subscriptions, utilization of various associations and forums, and a comprehensive advertising campaign.

**Evaluate:** Worldgate recruiters evaluate candidates in a tiered approach depending on the opportunity requirements. Typically the first tier includes an initial phone screen to respondent candidates with submitted resumes. This phone screen process includes questions about the capacity to perform the scope of work, relevant skill sets, job history, and reasons for exploring a

new opportunity among other pertinent information related to the position.

Tier two typically requires an in-person interview giving us the ability to assess the intangibles and to ensure each candidate is a correct match with the opportunity and environment. As needed, a professional skills assessment and background test will be completed and evaluated.

**Propose:** After our candidate evaluation is completed, Worldgate will propose a candidate profile and resume for review in a timely manner. If accepted, Worldgate will coordinate introductions and logistics to accelerate the hiring process.

The ultimate goal of Worldgate's implemented recruitment strategy is to acquire the right candidate to match the specific opportunity. Our strategy is easily repeatable and can be customized to fit the requirements and scope of the opportunity.

## Retention Strategy

Worldgate commits itself to the ongoing growth and development of all employees. Each employee is a valued resource and Worldgate employs a retention strategy to keep our talented resource base advancing. Worldgate's established policy and procedures can efficiently assess and train employees as part of a contract requirement, advancement of employee knowledge base or skillset, or for any unplanned knowledge gaps which arise in pursuit of an opportunity. Worldgate as a culture encourages our staff and project managers to coach, mentor and share knowledge with fellow employees. Featured below is Worldgate's step-by-step retention strategy shown as a repeatable model that is specific to the employee and company retention goals:

### Worldgate Retention Model



**Identify:** Worldgate first identifies skillsets which match the current and future goals of the company and at the same time identifies what skillsets are needed for current and targeted projects. Worldgate then identifies those skillset within our employee base and identify specific employee skillsets to better understand where our capabilities reach.

**Assess:** Second, Worldgate assess where knowledge or skill gaps lie in our employee base. It is important to assess quickly if an employee knowledge gap must be filled immediately or if that gap can be targeted over time.

**Personalize Strategy:** After a gap assessment, identified needs emerge specific to each employee. Understanding that each individual learns differently, Worldgate's approach to employee development makes effort to personalize and tailor the remaining development and retention process, to fit the needs of the individual as well as the specific needs to fill the knowledge gaps.

**Develop:** Worldgate develops a delivery and retention plan which evolves with each individual. Each plan will determine training programs, continuing education, coaching and other tools which are deemed appropriate in the advancement of the employee.

**Delivery:** At last, the employee has been moved through the retention cycle and has closed any knowledge or skill gap in working through a developed plan. Worldgate is able to deliver a resource which meets project requirements and is aligned with company goals.

Throughout the acquisition process, be it recruitment or retention, personal relationships are forged between Worldgate, the client organization and each individual resource. Worldgate values each relationship and embraces collaboration and communication to achieve success.