

**SUPPORTING YOUR BUSINESS  
NEEDS THROUGH RELIABLE TALENT**

# JAS1

**GROUP RESOURCES ASSOCIATES**  
**LIC NO: 10C4833**

**YOUR ONE-STOP MANPOWER SOLUTION IN  
SINGAPORE**



# ABOUT US

**Jas 1 Group Resources Associates**, a Singapore based employment agency under the **Jas 1 Group Consortium**, has a clear vision and focus in delivering nothing short of excellence through manpower professionalism. We analyse your objectives and customise our recruitment services based on your needs for the most effective and efficient recruitment.

**Jas 1 Group Resources Associates** is a strategic partner of **Jas 1 Global Workforce Placements**. With an extensive network of global resources and alliances, we are in a position to meet the needs of a diversified range of industries and have the facilities to train project specific skills that may be required.

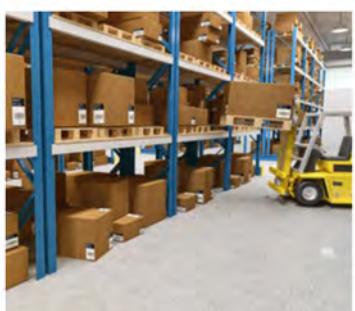
By establishing a competency map based on our clients' requirements and facilitating the necessary interviews, we ensure the right candidates are aligned to support our clients' objectives.

## Why Jas 1 Group?

Jas 1 Group Consortium is advantageous because we leverage our combined resources and industry expertise to establish the capability to provide a broad-spectrum of manpower solutions by complimenting each other.

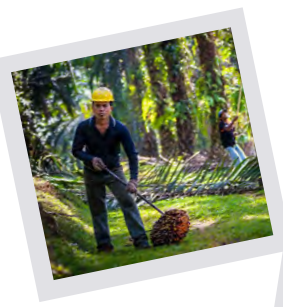


- 1 JAS 1 GLOBAL WORKFORCE PLACEMENTS**
- 2 JAS 1 GLOBAL SKILLS DEVELOPMENT SERVICES**
- 3 HUMAN CAPITAL PROJECT MANAGEMENT**
- 4 GULF NETWORK RECRUITMENT**  
U.A.E RECRUITMENT AGENCY Lic No: 838798
- 5 JAS 1 GROUP RESOURCES ASSOCIATES**  
SINGAPORE RECRUITMENT AGENCY Lic No: 10C4833
- 6 AGENSI PEKERJAAN JASA TENAGA SDN BHD**  
MALAYSIA RECRUITMENT AGENCY Lic No: JTKSM245C





# QUALITY STARTS WITH PEOPLE



## OUR BUSINESS at a glance



Collaborate to understand the unique manpower needs of your business.



Alongside our training facilities and recruitment partners, we will shortlist candidates and conduct a selection process with the employer as required to ensure optimum competency in talent/skill selection.



We will facilitate worker travel and documentation for a smooth transition into starting work at your facility.

## A ONE-STOP FOREIGN WORKER RECRUITMENT SERVICE

### - INDUSTRIES WE SUPPLY TO -



CONSTRUCTION



MARINE



OIL & GAS (PROCESS)



POWER



SHIPBUILDING



SECURITY



AGRICULTURE



ENGINEERING



RETAIL



SERVICE



LOGISTICS



HEALTHCARE



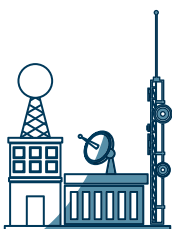
HOSPITALITY



INFORMATION TECHNOLOGY



FACILITY MANAGEMENT



TELECOM



MECHANICAL



DRIVERS



METRO



MANUFACTURING

## WHAT SETS US APART

# EXCELLENCE THROUGH PROFESSIONALISM

## WELL ESTABLISHED SKILL DEVELOPMENT CENTRES



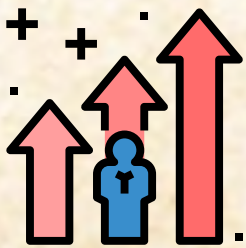
Jas 1 Group Resources Associates believes in providing employers with knowledgeable and skilled manpower that are ready for efficient contribution and productivity from day one of employment. We have a wide network of established skills development centres in labour sending countries.

## STRINGENT SELECTION AND TRAINING PROCESS



Our trainees are carefully screened, selected and admitted to their training programmes. They are educated and trained on the rules, regulations, systems, communication and procedures applicable to the country of employment. Certified testers also conduct internal skill evaluation tests to ensure our trainees possess the right knowledge for our clients' projects.

## STAYING RELEVANT AND COMPETITIVE



Our training programmes are constantly updated by a pool of senior, experienced trainers and specialists to ensure relevant knowledge and skills are imparted to our trainees so clients can deploy them optimally and effectively.

## SAFETY AND QUALITY



We understand our clients' need for stringent standards in safety and quality for optimal project management. Therefore, our trainees also undergo a safety induction course where they are taught safety procedures at the workplace.

## INDUSTRY ACCREDITATION



In recognition of our high standards of training, our skills development centres in labour sending countries are accredited by the Building and Construction Authority (Singapore), Construction Industry Development Board (CIDB Malaysia) and Institute of Technical Education (Singapore).



# SKILL UPGRADATION



LEADERSHIP



MOTIVATION



IDEAS



TRAINING



POTENTIAL



TEAMWORK



GOAL



SUCCESS



THEORY HALL



SYSTEM FORMWORK



THERMAL INSULATION



DUCTING -  
AIRCON & VENTILATION



FIRE SPRINKLER



PRECAST KERB &  
DRAIN LAYING



PIPE FITTING



DOORS & WINDOWS  
INSTALLATION



ELECTRICAL WIRING  
INSTALLATION



BRICK LAYING



INTERIOR DRY WALL  
INSTALLATION



ALUMINIUM FORMWORK



STEEL REINFORCEMENT



TIMBER DOOR  
INSTALLATION



STRUCTURAL STEEL  
FITTING



WATER PROOFING



ACOUSTICAL CEILING



PLASTERING



TIMBER FORMWORK



TILING



PLUMBING



METAL FORMWORK



SAFETY ORIENTATION  
COURSE



METAL SCAFFOLDING



SANDBLASTING



WELDING



SPRAY PAINTING



SECURITY GUARDS

**JAS 1 GROUP RESOURCES ASSOCIATES TAKES PRIDE IN IMPARTING TOP-NOTCH QUALITY TRAINING AND TESTING FOR MULTIFARIOUS INDUSTRIAL TRADES AND PROVIDES SUBSTANTIAL IN-DEPTH KNOWLEDGE OF ASSOCIATED TECHNIQUES AND METHODOLOGIES, WHILE NURTURING GOOD CHARACTER AND SAFETY ASPECTS.**



# RECRUITMENT PROCEDURE

Jas 1 Group Resources Associates has an established backing of strong networks and procedures put in place to provide the most efficient and effective recruitment experience. We have forged strategic partnerships in Bangladesh, China, India, Myanmar, Pakistan, Philippines, Sri Lanka, Thailand, Vietnam and other labour sending countries.

Our SRP protocol has been developed, tested, constantly improved and trusted by all our clients. The SRP consists of 5 inter-related steps that we use to find the most suitable candidates for your business needs.



## 1 CREATING A RECRUITMENT PLAN

Once we have understood the specific manpower requirement needs of our client, we create a thorough recruitment plan to ensure that all relevant details and conditions including the amount of knowledge, skills and experience needed for the positions are captured. We will then create a recruitment detail form that our team will analyse and send out accordingly to the relevant alliances that fit the requirements.

Creating a recruitment plan is crucial in our organisation as we have a vast reach of manpower training and supplying partnerships and as much as this is a great advantage, our team needs to be diligent in matching the specific needs of our clients to our best resources.

The recruitment detail form includes, among many others, points such as:

- Company name and description
- Job location
- Job title and pay
- Benefits
- Required skill-set
- Years of experience
- Knowledge in specific trades
- Additional training required for the job
- Description of duties
- Do's and don'ts of job



## TALENT SEARCH

Once we have input all details into the recruitment detail form, we narrow down our choice of business counterparts based on our clients' requirements.

### • **EXAMPLE** •

*If our client requires 50 scaffolding workers from India, our team will identify, from our extensive database of business partners, the most relevant agent or training institute in India that can provide the most reliable workers in this particular trade.*

*Our India counterpart will then either Internally or externally source for workers in that particular trade. Our forged partnerships with training centres also means that if a job requires workers to be additionally skilled accordingly, we are able to arrange for the necessary training in the accredited training facilities there.*

## Internally Sourced

### • **Database of previous applicants**

E.g. When our well-established agent holds a recruitment drive of 20 skilled workers, they may easily receive applications from over 50 qualified individuals.

Our business counterparts in source countries, over the course of such constant recruitment drives previously, have accumulated a huge database of workers that were unsuccessful in securing the job that they had applied for due to the overwhelming applicants. These candidates have been carefully vetted before a profile is created in our agents' recruitment database.

### • **Database from training centres**

Jas 1 Group Resources Associates is partnered with several training centres in source countries. Applicants that enrol in their training programs to become skill certified in specific or various trades, have their profile created and logged into the centres' database. Having forged partnerships with them, we are able to source for the required skilled labour through these centres when given a recruitment demand on our end.

## Externally Sourced

### • **Advertisements**

Both digital and print advertisements help to create a strong brand identity for our clients as our counterparts are reputable, hence we attract efficient manpower.

### • **Job Portals**

Our accounts on job portals have been known to provide great employment opportunities among individuals and hence have been successful in attracting industry talent.

### • **Career Sites**

Our recruitment partners in source countries have their own career sites that make known, the vacant positions that we have for them .

### • **Social Network**

Social media postings give us a good reach of network and attracts alot of shares among friends and family who are interested in our job opportunities.

### • **Job Fairs**

Job fairs are common for large recruitments in certain trades that we receive, especially for recruitment jobs that required specific project skills where we recruit unskilled labor and send them for the needed project skill training before employment.

### • **Campus Placements**

Preferred sourcing method for our clients that prefer fresh talent after graduation.

## **3 SCREENING & SHORT-LISTING**

At Jas 1 Group Resources Associates, we strive to offer the best candidates to our respected clients according to their desired requirements. At this stage, people who have applied for the job have understood the requirements and met the qualifications. We then screen them thoroughly and short-list only the most suitable ones to propose to our clients.

## **4 INTERVIEWING**

At this stage, we coordinate with the employer to arrange an interview for short-listed candidate/candidates. The method of interview will be decided based on the employers' preference.

Interviews can be traditionally done face-to-face, but with many of our clients seeking recruitment from overseas sources, some choose to carry out interviews over video calls instead. However, we cater to the preference of our clients and ensure that they are able to make the necessary judgements required before offering employment to the proposed candidate/candidates.

In some cases, employers may even request to schedule a personal interview after a video call interview before they decide to make the offer of employment.

## **5 EVALUATION & OFFER OF EMPLOYMENT**

After facilitating the required interviews between our client and candidate/candidates, the client will take a final step of an evaluation before he proceeds to make an offer of employment.

An evaluation involves having the respective person in our clients' human resource department check the credibility of the claimed references made by the candidate in their resume or interview.

Once clarifications have been sorted, if any, the employer will prepare the employment contract and make the offer of employment. The employer makes it a point to ensure that the details are clear and specific, but if needed so, the candidate may request for any amendments, as long as they are agreeable by both parties.





# Core Values

## OF OUR BUSINESS



### **Experienced Industrial knowledge**

Our acquired expertise over the years allows us to provide affirmative manpower solution strategies that are tailored to your individual needs.



### **Professional Consultants**

Our committed consultants ensure that our clients have an engaging and pleasant experience while fulfilling their recruitment needs.



### **Respect & Integrity**

While treating all candidates and employers with respect, we work responsibly to match your desired employment needs through all circumstances.



### **Long Term Business Relationships**

We strive to develop a holistic employment experience that will gain the trust of employers to assign their future demands to us.



### **Save Time & Money**

With our strategic partnerships and resources, we are able to act fast to meet your demands and save you the costly mistake of hiring unsuitable talent.



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