



X L O E P



License No. OP&HRD/4332/LHR

في الخارج التوظيف المروج

**Overseas Employment Promoter**

bringing skilled personnel's at your doorstep...

# Introduction



XL Overseas Employment Promoter, recruiting agency is recognized by Government of Pakistan, which provides skilled and professional man power to Gulf (Middle East), Far East and other parts of the world in multiple sectors of industry like Oil & Gas, Engineering & Construction, Labors( Skilled, unskilled and semi-skilled), Health Care, FMCG, IT & Telecom, Financial Institutes and Hotel & Restaurant etc.

XL OEP provides extremely exceptional and fully automated web based services to all our clients and users, so that clients may able to get alert at each and every process by using the outstanding e-services. Interactive progressive dashboards for clients and personnel record management system for users highlight XL OEP in market.

# About XL OEP, Recruiting Agency

- ▶ XL OEP is one of the best recruiting companies that provides overseas recruitment and HR Professional services to the esteemed organizations.
- ▶ We have highly professional and qualified recruitment team includes multi-disciplinary, Consultants, Specialists and Coordinators, with expertise across all functional areas and industries.
- ▶ Our authenticity in terms of overseas employment promoter recognized by Govt. of Pakistan, is taking us to newer heights from time to time and help us to gain overseas clients, who firmly believe in our services.

## Vision

XL OEP, has innovative thinking so the company is updated how digital transformation can be helpful for our clients and workers, the worth of data and methods to collect data that is necessary because in future "Data is oil". For future our strategic planning:

- ▶ Mobile app that will interact and keep update our overseas clients and workers.
- ▶ Next era is of machine learning in recruitment industry that can fasten our processes by applying patterns on collected data to produce useful information in no time.
- ▶ Build the technology framework that will be customizable for each client to fulfill the technology advancement.

## Mission

XL OEP, recognizes global need for employment. We want to provide our clients world class services and to provide Pakistani the opportunity to work overseas.

- ▶ Effectively & efficiently providing demanding human resources to clients who are experts in their chosen field.
- ▶ Technology advancement which can facilitate both client and worker from demand to deployment.
- ▶ Providing the platform for training to workers so that they can enhance their technical & soft skills to compete workers of other countries.
- ▶ In our plan to provide the financial aids for training to those who can't afford training cost so that they can be earning hand for their family, get respect in the nation and play a role in prosperity of their home land.
- ▶ In our plan to provide the institute for training & development for excel personal technical skills.

# Our Services



## **International Recruitment Services**

XLOEP provides recruiting services in multiple fields and areas starting from skilled labor to Professionals from Pakistan to clients in the Gulf, Middle East and Far East countries.

## **E-Services**

XLOEP facilitates Employees and Employers through E-Services. By using these E-Services both Employees and Employers are facilitated at all levels by Latest Job Postings, Online Visa Status and lots of other services by single click.

## **Staffing Solutions**

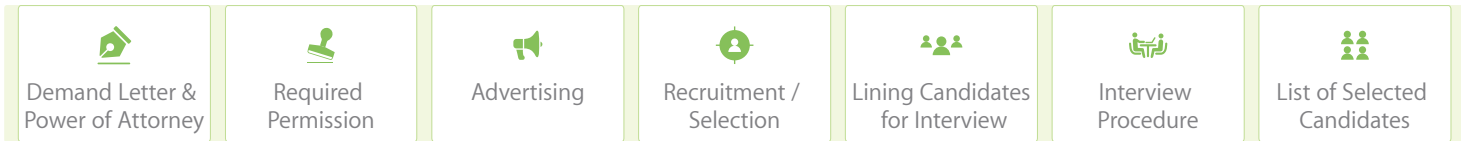
XLOEP provides staffing solutions to the companies because a growing business environment and forces of globalization are impacting the very nature of business operations

## **Training & Skills Development**

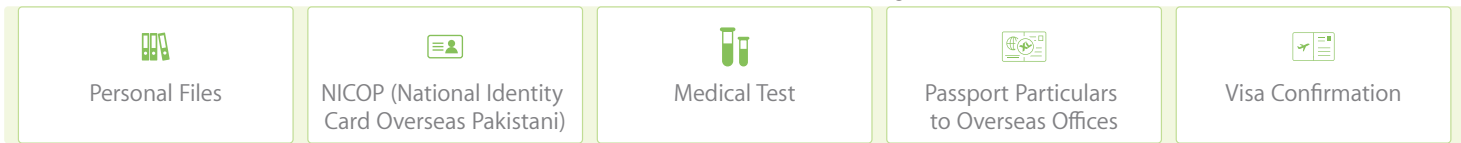
XLOEP believes in the process of learning and skill development, as learning is a continuous process. We work closely with Technical and Vocational Training Institutes and Skill Development Centers to provide extremely skill full and talented man power to our esteemed clients.

# Our Process

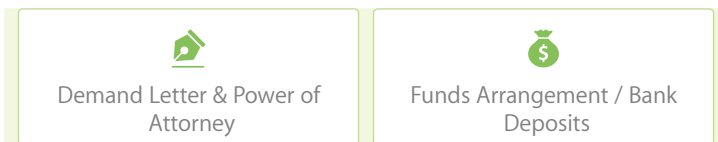
## Procedures



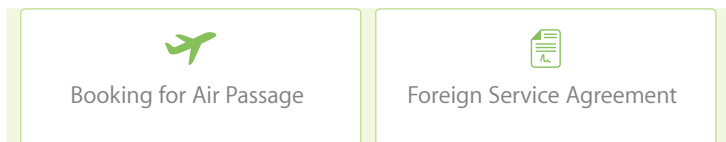
## Documentation / Visa Processing



## Protection Formalities



## Mobilization



## De-Mobilization



# Our Dashboard

## Application Statistics (Who have applied to my jobs) \*\*\*

**251**  
Posted jobs

**1.567k**  
Reviewed

**546**  
Shortlisted

**251**  
Interviews

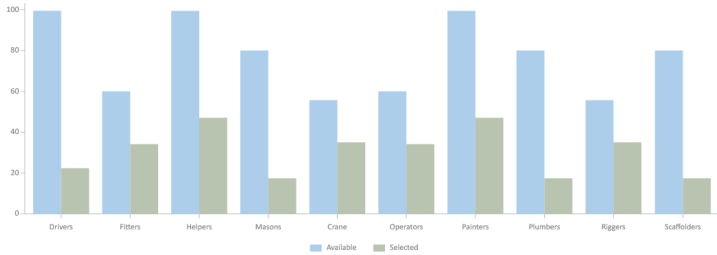
## How much demand completed up to now? \*\*\*



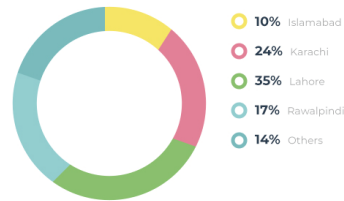
## What is age group of selected candidates by craft? \*\*\*

Age group 23 - 27.8% (123)	Drivers 8% (13)	Fitters 41% (132)	Helpers 7% (12)	Masons 5%	Crane 25% (54)	Operators 25% (54)	Painters 12...	Plumbers 5% (2)	Riggers 7% (12)	Scaffolders...
Age group 23 - 27.45% (83)	Helpers 7% (12)	Drivers 8% (13)	Fitters 41% (132)	Scaffolders 8%	Masons 5% (2)	Crane 25% (54)	Operators 25% (54)	Painters...	Plumbers 5% (2)	Riggers 7% (12)
Age group 28 - 32 21% (85)	Fitters 41% (132)	Drivers 8% (13)	Operators 25% (54)	Scaffolders 8% (13)	Masons 5% (2)	Plumbers 5% (2)	Painters 12% (14)	Riggers 7% (12)		
Age group 32+ 13% (15)	Fitters 41% (132)	Plumbers 5% (2)	Operators 25% (54)	Masons 5% (2)	Scaffolders 8% (13)					

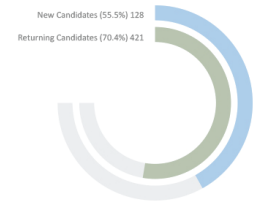
## What is recruitment status by craft? \*\*\*



## Where my applicants coming from? \*\*\*



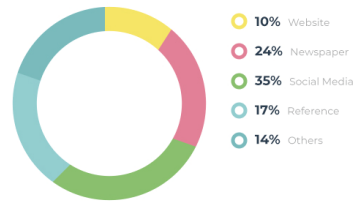
## Redundant Analysis (New vs. Returning Candidates) \*\*\*



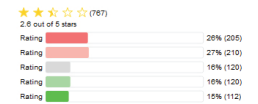
## What is experience of candidates by craft? \*\*\*

1 - 2.98% (123)	Drivers 8% (13)	Fitters 41% (132)	Helpers 7% (12)	Masons 5%	Crane 25% (54)	Operators 25% (54)	Painters 12...	Plumbers 5% (2)	Riggers 7% (12)	Scaffolders...
3 - 4 80% (83)	Helpers 7% (12)	Drivers 8% (13)	Fitters 41% (132)	Scaffolders 8%	Masons 5% (2)	Crane 25% (54)	Operators 25% (54)	Painters...	Plumbers 5% (2)	Riggers 7% (12)
5 - 6 21% (85)	Fitters 41% (132)	Drivers 8% (13)	Operators 25% (54)	Scaffolders 8% (13)	Masons 5% (2)	Plumbers 5% (2)	Painters 12% (14)	Riggers 7% (12)		
7 - 8 13% (15)	Fitters 41% (132)	Plumbers 5% (2)	Operators 25% (54)	Masons 5% (2)	Scaffolders 8% (13)					
8+ 9.8% (8)	Plumbers 5% (2)	Masons 5% (2)								

## Which media candidates use? \*\*\*



## No. of candidates by rating \*\*\*



# Our Manpower System

## Employee Search

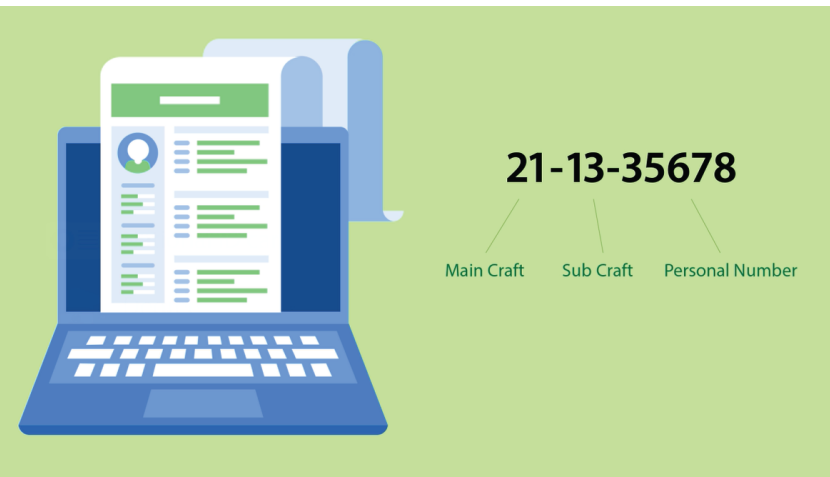
Employee No.	HO File No.
OverSeas File No.	File Open in BA
First Name	Middle Name
Last Name	Father Name
Passport No.	Project
Visa Number	File Open in BA
Main Craft	Sub Craft

SEARCH

### Establishment Register

Business Area : ALL      Project : ALL  
 Nationality : FILIPINO  
 Main Craft : ALL      Sub Craft : ALL  
 Department : ALL      Position : ALL  
 Grade : ALL      Employee Status : ALL  
 Date From : ALL      Date To : ALL  
 Age From : ALL      Age To : ALL  
 Is Deceased : ALL      Is Active : ALL

SRI	CRAFT	OVERSEAS FILE #	HO FILE #	EMP NAME	FATHER NAME	DEPARTMENT
1	Engineer	1132453	1132453	Trinidad Amburn	Lyndon Bieker	E & I
2	Fabricator	0132514	0132514	Renato Carlyle	Lenny Sciliano	Mechanical
3	Supervisor Mechanical	1122354	1122354	Billie Stricker	Romeo Hug	Electrical
4	Asst Executive	1125542	1125542	Bruno Teachout	Roman Wroten	Civil
5	Engineer	467642	467642	Ralph Drumim	Ramon Blazer	E & I
6	Fabricator	1132453	1132453	Fermin Catchings	Cortez Randle	Mechanical
7	Supervisor Mechanical	0132514	0132514	Alvin Felberbaum	Doyle Nishimura	Electrical
8	Asst Executive	1122354	1122354	Gilbert Gadberry	Milo Frink	Civil



**21-13-35678**

Main Craft      Sub Craft      Personal Number

# Objectives



- ▶ To provide world class manpower services to our clients and workers.
- ▶ Achieve the targets and become the leader in recruitment industry by allocating more resources for different industry sectors.
- ▶ To make XL OEP ISO certified.
- ▶ Staff enablement and training programs to meet the client's needs.
- ▶ More client's involvement in making the recruitment process simple and fast.
- ▶ Improvement in manpower management system and executive dashboards in a way that can provide more automated services to our clients and workers simply.



# Methodology

- ▶ The methodology provides an overview which reflects our way of work.
- ▶ Realistic and optimal advice on feasibility of requirement.
- ▶ Advice and complete awareness on salary and benefits.
- ▶ Thorough fact finding and briefing of our staff consultants keeping in mind the ground realities of the place.
- ▶ Client involvement in the choice for primary and secondary source companies.
- ▶ Comprehensive candidate profile and keep it in our database for future.
- ▶ Get feedback from client for each employee and update in database for personnel rating.
- ▶ Formal communication process.
- ▶ Continuous exchange of information at each level to facilitate more and more.
- ▶ Sign-off stages during the process to ensure transparency.
- ▶ Project managed stages so that clients may aware of every stage.
- ▶ At each phase of project management (Initiation, Planning, Execution, Monitoring & Controlling and Closing) update lesson learned and organization process asset documents in our repository.
- ▶ Structured briefing and debriefing conducted by experts.
- ▶ Package negotiations.
- ▶ Candidate support at each stage.

# Clients



Kuality Soft



بحر العرب لأنظمة المعلومات  
Arab Sea Information Systems



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