



PROFILE – ENGAGE Human Resources Solutions Inc.

ENGAGE Human Resources Solutions Inc. is a Mississauga-based Human Resources Consulting and Outsourcing firm established in 2004.

Since our launch, we have been assisting businesses and organizations of all types and sizes to be more effective, efficient and productive. From strategy development and reducing the time client management teams spend dealing with human resources issues to increasing the capabilities of their workforce, ENGAGE helps create competitive advantage enabling superior organizational performance and improved customer satisfaction.

ENGAGE has demonstrated and recognized success in providing human resources support to small and medium-sized organizations, both directly via our ENGAGE *Advantage* outsourcing program and through our selection to develop and provide tools and services for small businesses by numerous Sector Councils, the IBAO (Insurance Brokers Association of Ontario) and TRIEC (Toronto Region Immigrant Employment Council).

The initial version of our *Virtual HR Department*, developed for the Canadian Plastics Sector Council in 2007 (HRSDC Funded) was recognized as a high quality tool by the Conference Board of Canada in a 2008 report. In 2009, the *VHRD* was expanded for Plastics and customized for the Supply Chain, Aviation Maintenance, Wood Manufacturing and Apparel Councils. ENGAGE developed the Comprehensive Human Resources Toolkit for the IBAO, which was distributed to all of its Members across Ontario in 2009, in addition to providing an IBAO-funded Member HR Helpdesk service since early 2008. TRIEC selected ENGAGE to develop and deliver an SME Consulting Project and HR Toolkit in 2008, which involved conducting workplace assessments and providing HR and people-management tools and consulting to organizations in the Greater Toronto Area that were looking to be better able to leverage the skilled immigrant segment of the labour force.

ENGAGE has also recently launched the eTransition Career Transition and Skills Development Program, an online career transition program structured and priced specifically to enable small and medium-sized organizations to offer transition support to terminated employees as larger organizations do. In the Fall of 2009, ENGAGE will also be launching the Canadian version of the Microimage HCM system, a web-based HRIS again specifically customized to the functional needs and budgets of small and medium-sized organizations.

It is this track record of success, experience and expertise that ENGAGE brings to *Answers HR Canada*, ensuring that the content of the *Answers* product is of the highest quality and proven to meet the needs of small and medium-sized organizations. The quality of the product, combined with the support of ENGAGE and the value-added consulting expertise of Answers HR Local Partners, offers small and medium-sized organizations a highly valuable resource in managing their people more effectively and maximizing organizational results.