Next Employment Expands Staffing Services With Pre-Placement Training Across Canada

Candidates complete food safety, chemical handling, accessibility and workplace safety training before placement across twelve staffing sectors.



Next Employment provides staffing and recruitment services for employers across Canada.

MISSISSAUGA, ONTARIO, CANADA, September 14, 2026 / EINPresswire.com/ -- Next Employment has expanded its staffing services for employers across Canada, extending national coverage beyond its Ontario base, increasing pre-placement training capacity, and broadening the sectors it recruits for. Candidates complete safety and compliance training before placement rather than after it.

The change addresses a delay most employers absorb without measuring it. A candidate is sent, arrives on site, and the plant needs a food safety or chemical handling certificate the worker does not hold. The shift starts several days late, and the agency counts the placement anyway.

> We believe training should happen before placement, not after. Preparing candidates in advance helps employers get qualified, job-ready workers when they need them."
>
> *Talat Rehan President of Next Employment*

Next Employment runs five training programs in-house. HACCP covers hazard analysis and critical control points for food production. GMP covers hygiene, facility and record keeping standards on a manufacturing floor. GHS, delivered in Canada through WHMIS 2015, covers chemical labelling, safety data sheets and spill response. Both of those apply nationally, as does GMP. AODA accessibility training and the Ontario health and safety awareness certificate are Ontario requirements, and employers in other provinces are advised of the equivalent requirement that applies to them rather than being sold Ontario training.

"An agency that sends a resume is handing you a problem to finish," said Salman Rehan, CEO of Next Employment. "The plant asks for a food safety certificate, the candidate does not have one, and now the site is short for three days while somebody chases paperwork. We moved the training in front of the placement because that is where the delay actually sits. It also fixed

something on the other side, which is that people were being turned down for a certificate they had no realistic way to obtain on their own."

Screening is carried out against the requirement of the role rather than the job title. Before a name reaches an employer, Next Employment confirms the certifications the sector requires, whether the candidate has done that specific job rather than one with a similar title, their ability to work the site conditions involved including cold storage, heights, noise and lifting limits, their availability for the shift pattern, and whether the pipeline suits the volume being filled.



Next Employment candidates complete relevant training before placement with employers.



Next Employment connects employers with screened and trained candidates across multiple sectors.

The company recruits across twelve sectors: manufacturing, warehousing and distribution, logistics and transportation, skilled trades, construction, food processing, retail, customer service and call centres, office and administration, healthcare support, hospitality, and information technology. Automotive, agriculture, e-commerce fulfillment and specialised roles are handled on request. Temporary, permanent, contract and seasonal placements all run through the same candidate pool.

Volume hiring is handled as a distinct requirement rather than as a larger version of a single vacancy. Retail trade spikes that need forty people for six weeks, and logistics peaks that recur on a known schedule, are planned against in advance rather than filled reactively once the shortfall appears.

Because training and screening are completed before a first placement, workers who finish a contract remain on file and are called for the next one. Most placed workers are placed more than once, which means an employer taking a second or third worker from the same pool is usually taking someone whose certifications, site suitability and shift reliability are already documented rather than newly assessed.

Next Employment works with 2,000 employer partners and maintains a candidate network of approximately 50,000 people across Canada [TO CONFIRM: the period and basis for both figures]. That reach allows a single role or a full shift to be filled, and allows a national account to be staffed in more than one province without appointing a separate agency in each region.

Each employer is assigned one account manager who stays with the file from the first call through to placement. Pay rate, shift and site address are confirmed in writing before the first

day, and the company follows up after a placement rather than only before it.

"Recruiters lose employers by overpromising on a role they were never going to fill," said Rehan. "We would rather say no to one requirement and keep the account than take everything and miss half of it. Employers can plan around a straight answer. They cannot plan around a shortlist that never arrives."

Job seekers pay nothing to apply or to be placed, and are not charged for the training programs. Fees are paid by employers.

Employers can book a free hiring consultation, in which recruiters review the open roles, the volume and the deadline, then return with screened candidates and a start date at no cost and no obligation. Requests can be made at nextemployment.ca or by calling (226) 499-3900.

About Next Employment

Next Employment is a fully licensed Canadian staffing and recruitment agency with its head office in Mississauga, Ontario. The company has placed workers for more than ten years and recruits across twelve sectors including manufacturing, warehousing and distribution, logistics and transportation, skilled trades, construction, food processing, retail, customer service, office administration, healthcare support, hospitality and information technology. Next Employment provides temporary, permanent, contract and seasonal staffing, and runs five in-house training programs that candidates complete before placement. Applying is free for job seekers. More information is available at nextemployment.ca.

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