



Finding skilled trades is one thing. Making them stay is our job.

From a single tradesman to a full crew • Every construction phase

Third-generation builders • 20+ years European network • Crews with their own foreman

Matchmaking platform for self-employed tradespeople, full crews and permanent hires.

Execution — that is where the difference is made.

WHAT MAKES THE MARKET DIFFICULT

- Looking for capacity only when you need it — always too late.
- Layer upon layer: the tradesman at the bottom pays the price.
- Quality control disappears without real follow-up.
- False self-employment risks with loose contractors.
- Margin lost to structures that add nothing.

WHAT TEA MAKES POSSIBLE

- Over 500 construction tradespeople, reachable through subcontractors we have known for years.
- Three-party agreement: crystal-clear roles, fully compliant.
- Crews with their own foreman — authority stays with the subcontractor.
- Fairly paid = motivated = visible on your site.
- One ecosystem. No unnecessary layers. 100% transparency.

From one tradesman to a full crew — or a permanent hire.

Four ways to fill capacity. You choose what fits the job.

SELF-EMPLOYED TRADESMAN

01

No staff of his own

Fills the gap in your own crew. Works as a self-employed contractor, in his own name and for his own account.

CONTRACTOR WITH STAFF

02

Own people, own management

Takes on a defined scope of work and carries it out with his own crew, under his own authority.

CONTRACTING FIRM WITH CREW

03

Including from abroad

Carries out a complete work package with its own foreman. You hand over the package, they deliver it.

PERMANENT HIRE

04

Directly on your payroll

We search and select, you sign the employment contract directly with the candidate.

In all four forms TEA mediates and verifies. With hired capacity, authority stays with the executing party; with a permanent hire, you become the employer. We are never the employer.

Understanding each other is half the job.

Most collaborations do not fail on craftsmanship, but on expectations that were never spoken.

WHERE IT GOES WRONG

- A delay notice that does not come the way it is expected here
- A safety instruction that was only half understood
- A “yes” that means understood, not agreed
- Schedule agreements read differently on each side
- The site manager sees unreliability, the crew sees unreasonableness

WHAT WE DO

- Briefing the foreman in his own language, before the first working day
- Your site rules and agreements handed to the foreman in writing
- A point of contact as soon as friction arises — we call both sides
- Feedback through the foreman, not over his head
- Review after every assignment: what works we keep, the rest we adjust

A crew that stays saves you a new search, rework and lost planning. That is where our work lies.

Who is on your site — and whether their paperwork is in order.

No party starts before the file is complete. Every project again, because documents expire.

WHAT WE VERIFY BEFORE THE FIRST WORKING DAY

- ☐ Self-employed status and company registration number
- ☐ Public liability and occupational accident insurance
- ☐ VCA and required trade certificates
- ☐ References and previously completed sites
- ☐ A1 and Limosa / WagwEU for posted workers
- ☐ Social security and tax status of the company

WHAT REMAINS WITH YOU

- ☐ Safety coordination and supervision on site
- ☐ Checkinatwork attendance registration
- ☐ Withholding obligation art. 30bis before payment
- ☐ Site access and induction

We verify documents. Supervision of safety on site remains with the subcontractor and your safety coordinator — that is where it belongs, and we stay out of it.

A crew that does not know how it gets paid, leaves.

Payment is the quietest cause of failed collaborations — and rarely bad faith.

WHERE IT BREAKS DOWN

- The crew invoices days worked instead of approved work
- Payment terms of 30 to 60 days versus crews without working capital
- Disputes about extra work that only surface at invoicing
- A rejected invoice read as unwillingness
- Delays on site used as leverage, because there is no other channel

WHAT WE DO

- We teach the subcontractor how progress statements work here
- Invoicing moments and approval steps discussed with both parties in advance
- Agreements on extra work between you and the subcontractor, before execution
- Bemiddeling bij discussie, voordat het de planning raakt
- The subcontractor invoices himself — we check the invoice and annexes before sending

We make sure both sides know how and when invoicing and payment happen. That removes most disputes before they arise.

The three-party agreement.

One document. Three signatures. Every role legally clear.

CLIENT

Directs the work

You determine what, where and when. Right of instruction on execution and well-being within the written agreement (art. 31, §1 Act of 24.07.1987). You do not carry employer authority.

SUBCONTRACTOR

Executes & manages

Employer of the crew. Exercises employer authority through his own foreman. Handles contracts, A1, Limosa/WagwEU, invoicing and insurance.

TEA

Mediates & verifies

Coordinates the match and verifies administration and compliance before deployment and during the collaboration. Not an employer, not a contractor, no authority on site.

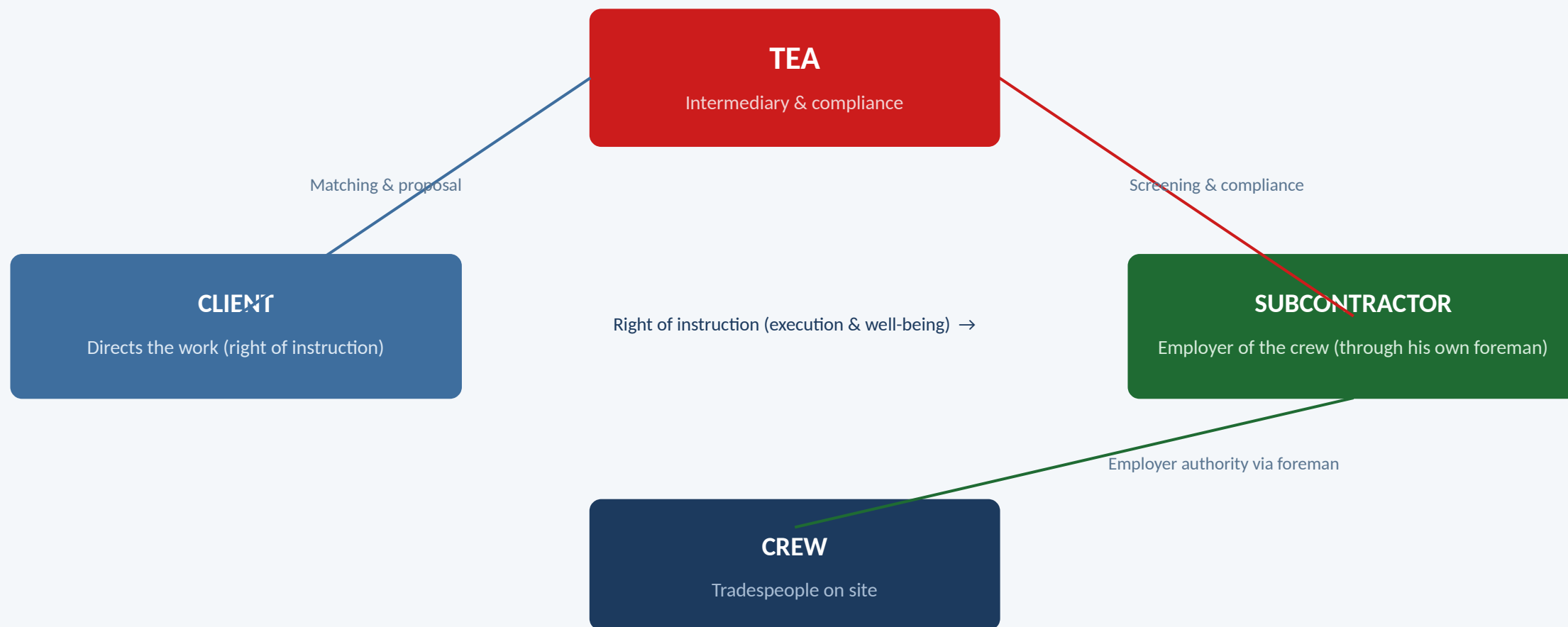
NO false self-employment

NO unlawful supply of personnel

YES authority with the subcontractor

YES transparent invoicing

Who does what — at a glance.



Who does what — under the law.

YOU AS CLIENT

- Written agreement with right of instruction (execution & well-being)
- No exercise of employer authority over the crew
- Withholding check with social security & tax authorities (art. 30bis) before each payment
- Checkin at work attendance registration where required
- Well-being at work: coordination and site access

THE SUBCONTRACTOR

- Employer: authority, pay and management through his own foreman
- A1 forms and Limosa declaration before the first working day
- Host country pay and working conditions (Posted Workers Directive)
- Occupational accident and public liability insurance in order
- Correct invoicing, incl. VAT reverse charge where applicable

TEA AS INTERMEDIARY

- Private employment mediation in line with regional regulations
- Screening of tradespeople and subcontractors in advance
- Verification of A1, Limosa, contracts and insurance before deployment
- Compliance follow-up during the collaboration
- No supply of personnel (art. 31 Act of 24.07.1987), no authority

Indicative overview, not legal advice — assessed per project and recorded in the three-party agreement.

From groundwork to handover.

Every phase of the build cycle, from one network.

01**Site preparation & groundwork**

Demolition, excavation, sewerage, foundations, shoring

02**Structural work**

Masonry and concrete, formwork, rebar, structural carpentry

03**Weathertight envelope**

Roofing, exterior joinery, glazing, cladding and facade insulation

04**Building services**

Electrical, plumbing, heating, ventilation, renewable installations

05**Interior finishing**

Screed, plastering and drywall, tiling and flooring, painting, interior joinery

06**External works**

Terraces, driveways and paving, landscaping, fencing

07**Handover**

Touch-ups, remedial work and site clearance

Every phase, every form

One tradesman, a contractor with his own staff, or a full crew — for any of these phases.

Why the tradesman comes first.

Satisfied tradespeople do better work. That is not an HR story — you see it back on your site.

01

Fairly paid

No rate eroded by intermediate layers. Fair pay is the basis of everything — including your quality on site.

02

Proud of their craft

A valued professional works with pride and responsibility. You see that back in the execution.

03

Chooses freely

Employment or self-employment — the tradespeople in our network choose how they work. The result: loyalty, continuity and motivation.

A motivated team works better. You see that back on your site.

Where we operate.

CORE SECTORS

Construction

Technical

Industry

Logistics

ALSO ACTIVE IN

Production

Events

Hospitality

Facility

BELGIUM · NETHERLANDS · EUROPE — We work where the conditions are right, across borders.

Built over three generations — for the long term.

500+

tradespeople

reachable through our network

3rd gen.

construction & technical

in our DNA

20+

years European

network

2–3 wks

searching

for the right match

3–6 wks

onboarding

to the site

BE•NL+

cross-border

active

We guide the collaboration from start to finish.

Craftsmanship is only one part of what makes a collaboration work. The rest we handle.



Matching and screening

We screen every tradesman and subcontractor before proposing him — not the whole network, but everyone who comes to you.



Crew with foreman

The subcontractor coordinates the crew through his own foreman — you direct the work within the agreement.



Reach and selection

Over 500 tradespeople through subcontractors we have known for years — partners with crews of more than a hundred. From that pool we select and screen per assignment.



Compliance verification

Before deployment we verify that A1, Limosa/WagwEU, contracts and insurance are in order.



Deployable anywhere

BE, NL and beyond. Our partners know the local rules.



From first talk to final review

Introduction, file verification, onboarding, trial days, mediation during the works and a review afterwards. We do not drop you after the match.

Four steps. Clear timelines.

Every step has a timeline and an outcome. You always know where you stand.

01

Introduction

We start with a conversation. What are you looking for, how do you work, and are we a fit? We ask that question deliberately in both directions.

02

Searching

2 - 3 weeks

We search specifically for profiles that match your request, and keep you posted on what we find.

03

Onboarding

3 - 6 weeks

File verification, recording agreements, signing contracts. Without clear agreements and signed contracts, nothing starts.

04

Trial days

1 - 2 days

In most construction trades you see straight away what someone can do. If the work is right, we build the collaboration from there.

Within two weeks you know where you stand. Clarity on a fixed timeline, so you can plan.

See first, then choose.

We have your future crews work trial days first — you choose who fits best.

01

You set the criteria

Trade, pace, work attitude — you tell us what you are looking for.

02

We propose

Several crews from our network, screened before they come to you.

03

Trial days on your site

A real project, paid assignment days. You observe, we facilitate.

04

You choose your team

You select the crew that fits best. Then we continue.

You choose who continues. After the trial days you are under no obligation.

One fee. No layers.

Supply chains usually carry too many layers. At every link a share of the margin disappears — and the tradesman at the bottom pays for it.

HOW IT USUALLY GOES

- 1 The client places the job with a contractor
- 2 That contractor looks for subcontractors
- 3 Every link takes its share of the margin
- 4 Whoever does the work keeps the least

HOW WE DO IT

- ✓ One total price, agreed before the start
- ✓ One mediation fee — no second layer
- ✓ Both parties know the amount and the split
- ✓ Hourly, per project, per linear metre or per m²

Every extra link comes off whoever does the work — we do not consider that right, and in time it shows on site.

We match and verify before the start. Site supervision is yours, execution is the subcontractor's. We are happy to discuss our rates in a personal conversation.

The work beside the work.

Searching, verifying files, stepping in when it goes wrong — every model places that somewhere else.

MODEL	WHO FINDS THE PEOPLE	WHO VERIFIES THE FILES	WHO STEPS IN WHEN IT GOES WRONG
Temporary agency work	The agency	The agency	The agency — but authority lies with you
Posting of workers	You or an intermediary	Usually you	You, with the foreign employer
Subcontractor directly	You	You	You, with the subcontractor
Self-employed directly	You	You	You, directly
TEA	We do, from a known network	We do, every project again	We do, in both directions

In every model except agency work, authority stays with the executing party. With us that does not change: we take over the searching, the verification and the mediation — not the authority, and not your place in the chain.

What clients usually ask first.

Who has authority on site?

Employer authority lies with the subcontractor, through his own foreman. You give instructions on execution and well-being within the written agreement (art. 31, §1 Act of 24.07.1987). TEA mediates and exercises no authority.

Do we risk false self-employment or unlawful supply of personnel?

No. The three-party agreement separates the roles clearly: the subcontractor is the employer, you are the client, TEA is purely an intermediary. No transfer of authority, so no requalification.

What about cross-border work?

The subcontractor arranges A1, Limosa and Posted Workers compliance; TEA verifies before deployment. Your own statutory checks (art. 30bis, Checkinetwork) still apply — we flag them for you.

What if someone drops out?

We start searching in our network immediately and let you know within two working days what is feasible, so you can adjust your planning.

How do we choose the right crew?

You assess the work during one or two trial days and choose who continues. These are paid assignment days; afterwards you are under no obligation.

Can we work together long term?

Yes. For every project we issue a new quotation and agreement, with renewed compliance checks — certificates expire and A1 and Limosa apply per posting.

WHY TEA

Anyone can mediate. Having a network is another matter.

What we sell is not a service but access — and access is built in years, not quarters.



Two networks, not one

Tradespeople and subcontractors with their own crews. That is how we find both one man for a gap in your crew and a party for a complete package.



Searching without a network is a lottery

Good tradespeople are never out of work. Whoever starts searching when the client calls gets whoever is available — not whoever is good.



You judge for yourself

Whoever we propose works one or two trial days on your site first. You see the work before you go any further.



Depth makes replacement possible

You can only cover a dropout if someone else is there. Without depth per trade, any replacement promise is a gamble.



25 years on site

Third-generation builders. We have stood beside these people ourselves — not a database of CVs, but tradespeople whose work we know.



Every assignment deepens it

We learn who fits where and how you work. After every site we match more sharply than someone with the same list but no history.

A competitor could copy our method tomorrow. Not our network — and that is what you are hiring.



You have the project. We find the right party.

Founded by a third-generation construction professional with a 20+ year European network.
A matchmaking platform: we bring parties together, verify the files and keep the collaboration running.

OUR DNA

- Intermediary — not an employer, not a contractor
- Subcontractors we know personally
- Crews with their own foreman, working under their own management
- Three-party agreement: clear and compliant

NEXT STEP

01

Video call — 20 min

You outline, we think along.

02

Tailored proposal

Profiles, planning, pricing.

03

Trial days & start

You assess, you decide.

BOOK A CALL • info@theemploymentagency.eu • theemploymentagency.eu • Wetteren, Belgium