



**Growing your business
with skilled migrant
recruitment**

People Inc is for
business owners
who want to thrive

We work

with organisations that are committed to using all their resources as effectively as possible, in order to drive and scale their business into the future.



VisaAide is your NZ &
Australian
immigration service



RecruitNZ takes the pain out
of recruitment



Fewer employee headaches
and a greater focus on
productivity



EMS Hub is a one-stop shop
for all your HR software
needs

New Zealand is an incredible place to work and live

Study after study shows that New Zealand is one of the best places in the world to live and work.

At the same time, there are numerous reports of on-going skills shortages in many industry sectors.

The solution, for NZ employers and for the health of the country's economy, is to attract and bring skilled workers to New Zealand. So we can grow and prosper together.

That's exactly what People Inc is here to do: to help bring skilled migrants to New Zealand. In a way that's straightforward for employers, and ethical for all involved.



Our specialist international recruitment division has years of experience in bringing skilled workers in a wide variety of sectors to New Zealand.

It's an end-to-end service that covers immigration, visas, employer accreditation, job checks, recruitment, documentation, settlement support, and on-going compliance.

Transforming the lives of the migrants who choose to live and work in New Zealand. As well as enabling NZ businesses to truly flourish and achieve their strategic goals.

“ The team has been working with us to bring immigrant construction workers to NZ. They have handled the recruitment process from initial screening to interviewing to liaising with various governments. Their consultants are invaluable to our business. Their local knowledge of the Filipino employment market and government processes is instrumental to ensuring a smooth, efficient recruitment process. They know exactly what we are looking for in an employee and deliver every time.

Katie Geck - Proclad

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International recruitment and immigration advisory services

- International recruitment is an end-to-end service covering immigration, visas, employer accreditation, job checks, recruitment, documentation, settlement support, and on-going compliance.
- Licensed immigration advisers for New Zealand.
- Registered migration agents for Australia.

We work with employers nationwide regarding work visas, and bringing skilled overseas workers to New Zealand.

We've been helping people with visas and immigration since 2013.

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VisaAide managed the visa process for us in the most professional, courteous, and timely manner possible. At every step of the way, they were highly responsive, most helpful, and super efficient. From first contact to the visa being granted, VisaAide staff gave totally personalised attention. It was their attention to every detail that helped ensure a quick and successful granting of the visa by Immigration New Zealand. I cannot praise the VisaAide staff enough, and recommend them to anyone seeking such a service.
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International recruitment

Our experienced international recruitment team is ready to facilitate the expansion of your business by sourcing and delivering highly skilled migrants who possess the qualifications and expertise you need.

Whether you're headhunting specific roles, or are looking to build an entire team – we can help you.

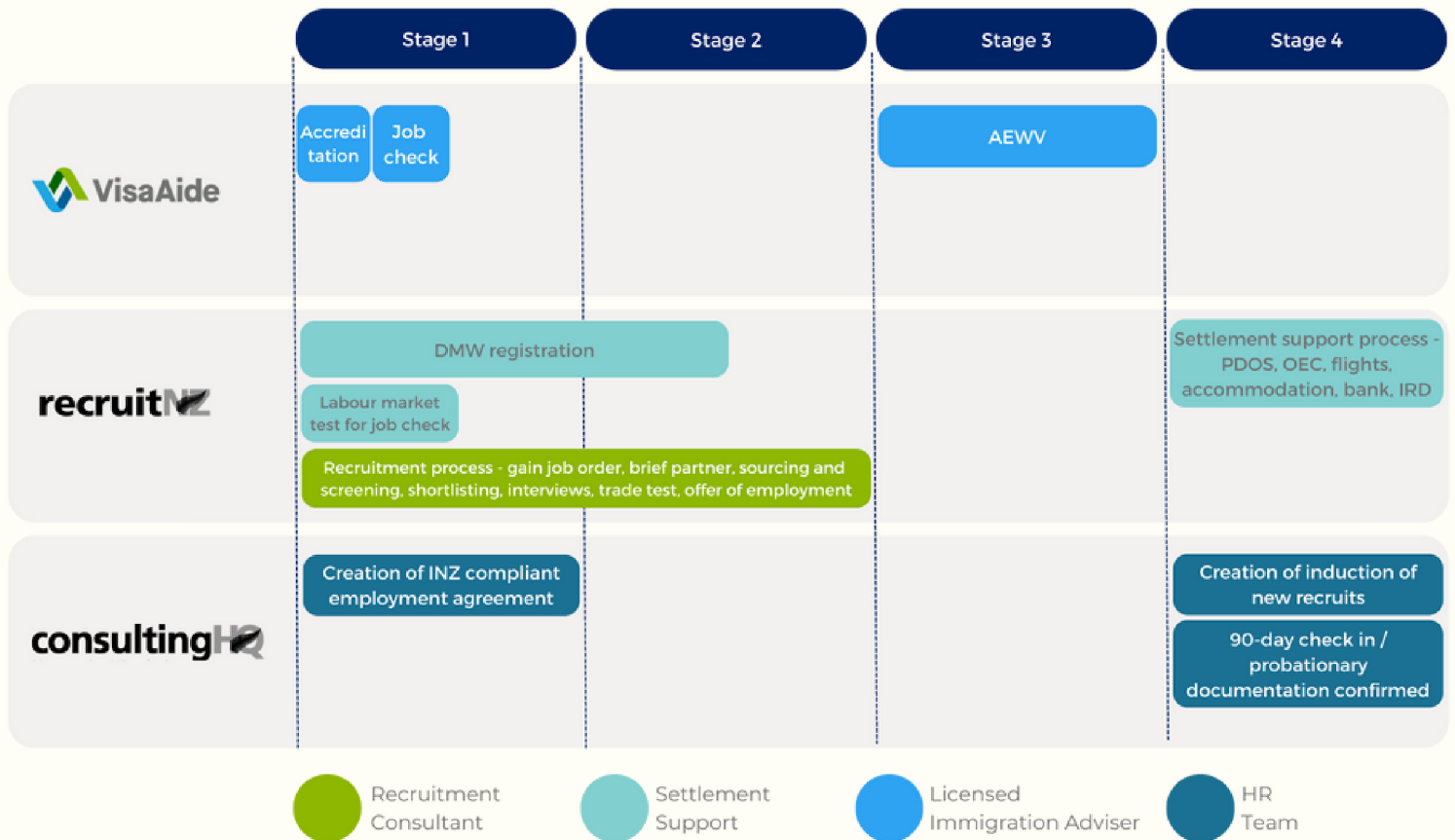


People Inc manages the entire international recruitment process, from start to finish:

- Employer accreditation
- Job checks
- Labour market checks
- Recruitment, including job advertisements, interviewing, and selection
- Trade testing
- Employment agreements that are compliant with Immigration NZ requirements
- Accredited Employer Work Visa applications
- Processes specific to hiring Filipino workers, to comply with the Philippines Department of Migrant Workers (DMW) regulations that apply in New Zealand
- Settlement support
- Creating induction programmes for new recruits
- Managing 90-day probationary periods
- On-going HR and documentation support.

The People Inc Way

Our international recruitment processes are ethical: we care about both our clients and candidates.



People Inc specialises in helping NZ employers employ migrants. Together with our People Inc partners (VisaAide, RecruitNZ and ConsultingHQ), we provide an end-to-end service covering immigration, visas, employer accreditation, job checks, recruitment, documentation, and on-going compliance.

This makes the whole process of hiring overseas employees – as well as employing migrants already in New Zealand – easy and straightforward for New Zealand employers.



Immigration and visa support

EMPLOYER ACCREDITATION

The first step for organisations that wish to employ migrant workers is to gain accreditation from Immigration NZ. There are different types of employer accreditation, depending on the size and nature of your business, as well as how many migrant workers to wish to employ.

In all instances, applicants need to demonstrate that their business is viable and genuine, as well as being able to meet profitability, cash flow, and capital requirements. We can manage your employer accreditation application for you.

JOB CHECKS

Once your organisation is accredited, a job check is required for every position that is being recruited. The purpose of this is to prove that there are no suitably qualified New Zealanders available for the role. We can manage the job check process for you.

ACCREDITED EMPLOYER WORK VISA (AEWV)

The Accredited Employer Work Visa has replaced a number of other New Zealand work visas, and is aimed at skilled migrants. Once you are accredited, have conducted job checks, and identified a suitable migrant worker, they can apply for the AEWV. We can manage the entire visa application process, whether it is for the AEWV or any other New Zealand work visa.

RESIDENCE VISAS

Many skilled migrants wish to make New Zealand their permanent home, and recent legislative changes mean that residence pathways have become easier and faster for many occupations. As licensed immigration advisers, we can provide guidance and application support for NZ residence visas.

AUSTRALIAN VISAS

As a Registered Migration Agent for Australia, we provide New Zealand employers and individuals assistance with all types of work visas, bridging visas, and resident visas.

Immigration and visa support is available as a standalone service, or as part of our international recruitment work.





Philippines employment documentation and compliance

We have years of experience in international recruitment, and are accredited with the Philippines Department of Migrant Workers (DMW). This means we are continually working with the various Philippines government departments and are up-to-date on current protocols.

Philippines employment documentation processing and compliance services are available as a standalone service, as well as part of our end-to-end international recruitment service. You will find us to be experienced, reliable, and efficient.

DMW ACCREDITATION

Any employer who wishes to recruit from the Philippines must be accredited by the DMW.

MWO JOB ORDER DOCUMENTATION

A job order needs to be verified by the MWO (Migrant Workers Office – previously known as POLO, or the Philippine Overseas Labour Office) in Wellington for every role being recruited. A verified job order is required in order for the migrant worker to apply for their Overseas Employment Certificate (OEC), as they will not be able to leave the Philippines without it.

NBI – PHILIPPINES NATIONAL BUREAU OF INVESTIGATION CLEARANCE

This compulsory clearance certifies that the applicant is not involved in any on-going criminal cases in the Philippines.

CONTRACT AUTHENTICATION

Drawing up and providing documentation to verify that the terms and conditions of employment and employment agreements meet the needs of the MWO (Migrant Worker Office). As well as meeting New Zealand employment standards, employment documentation must also comply with the Labour Code in the Philippines.

OEC – OVERSEAS EMPLOYMENT CERTIFICATE

Filipinos need this in order to leave their country for work. The OEC guarantees that the worker is covered by government protection and benefits, and also exempts them from paying travel taxes.

OFW COMPULSORY INSURANCE COVERAGE

Overseas Filipino workers must take out this compulsory insurance from the DMW. It provides repatriation benefits, as well as accidental death and permanent total disablement cover.



Settlement Support

Employing migrant workers carries responsibilities that standard New Zealand employment does not: that's why settlement support is a vital part of what we do.

There are special rules in place around settlement support for Filipino workers, for example:

- No fees are payable by migrant workers.
- Employers must pay return airfares for the worker.
- Workers must be provided with information on how to find somewhere to live, how to access public transport, and how to access healthcare.
- Migrant workers must have time to complete Employment New Zealand's online modules within one month of beginning their employment.
- Employers must pay return airfares for the worker.
- Transportation needs to be provided to and from the workplace.
- As with all employees, orientation briefings and employment-related information must be provided, as well as any PPE equipment.

RecruitNZ assists Filipino workers in obtaining an IRD number and opening a bank account. We also provide them with a welcome pack with a \$30 SIM card, cooler pack lunchbox, drink bottle, and beanie. The worker also receives ongoing settlement support from us: our team will call them periodically to see how they are getting on. We also provide them with a dedicated Facebook group to help them feel connected and supported.

We feel strongly about taking care of all workers, but especially migrant workers, as they have left their families and support system in order to relocate to New Zealand. Thus it is appropriate to welcome them and provide support to help them settle in.

Skilled migration changes lives.

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The recruitment process went so smoothly: it just took a few months since I applied, and now I am working as a trailer manufacturer here in Levin.

I'm happy to be working with RecruitNZ; the company is well-known, reputable, and so easy to reach out to. They communicate very well and are excellent.

Darren, Welder, Levin



On-going HR documentation and compliance support

People are an organisation's biggest asset – but also a significant cost.

Human resource management is also a significant area of organisational risk, as employment law gets ever more complex.

Our HR specialists at ConsultingHQ have over 118 years of combined experience you can draw on.

Whether you require documentation support to ensure your organisation is legally compliant – or you are looking on how to better utilise and engage your workforce – we can help.

As well as HR consulting services, we also offer EMS Hub: this is HR software that's designed to put you back in control, as well as saving you time, and keeping your organisation compliant.



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ConsultingHQ has transformed the entire landscape of Powerpac's HR management. They have provided us with confidence and assurance in every decision and action taken. This has changed our perspective of HR management in that we now see the value in being proactive, and work to keep ahead of the curve.

ConsultingHQ has become part of our business through getting close in and connecting with each team member. ConsultingHQ isn't just a consultant or sub-contractor, but a confident, mentor and a partner in our business.

Patrick Suckling, General Manager - Powerpac Group

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Testimonials



Working with People Inc has been a profoundly positive experience from the very outset. Right from our initial interactions, their solution-focused approach was readily apparent, as they promptly responded to all our inquiries with a sense of urgency and attentiveness. Throughout our collaboration, their dedication to providing professional advice and strategic guidance was evident, empowering us to make well-informed decisions that aligned with our company's goals and values.

What truly distinguishes People Inc is their relentless commitment to ensuring the successful conclusion of projects. It is evident that they genuinely care about our company's progress and prosperity, going the extra mile to steer each endeavour towards a successful outcome.

We have partnered with People Inc for national recruitment, migrant recruitment, immigration services, and on-going HR consulting.

Without reservation, we wholeheartedly endorse People Inc to any business seeking a partner that epitomizes reliability, excellence, and professionalism. Their exceptional service consistently surpasses expectations, making them a standout choice in the industry. Partnering with People Inc has proven to be a wise and rewarding decision, and we look forward to many more successful ventures with them in the future.

Nick Suckling, Shade Systems



We had been thinking about recruiting workers from overseas for some time but were reluctant, as we did not know what would be involved.

Partnering with People Inc was the best decision we made when we finally decided to recruit. The process was seamless from the start, we now have four very capable workers who have fit into our business with ease. People Inc really do care about the placement of workers and want to make sure the fit works well for both parties.

We highly recommend People Inc and will continue to partner with them to find more candidates as we increase our numbers in the future.

Stephanie Olsen, General Manager - Site Weld NZ Ltd



Testimonials



After chatting with a previous client of RecruitNZ, they recommended we use you to bring in much needed labour from the Philippines, as they had done the same previously.

We ended up working with you to bring in two new staff members and the whole process, from the beginning to the end, went mostly seamlessly. The only issue we had was the first person to be vetted ended up having an unforeseen medical problem that stopped him from emigrating. No one could have foreseen this. From then on, things moved along smartly and efficiently, all your staff were great: very informed, and communicated with us well.

The two new team members have been brilliant: the vetting process ensured we got the right guys for the job. From day one, they clicked with the existing staff and have made a very positive impact on our business.

Before we engaged People Inc and RecruitNZ, we could not find any New Zealanders to fill the role: we advertised solidly for six months. RecruitNZ has met our expectations and more: great staff, great communication, and awesome resources to help us get through the process. We ended up with two really valued team members: they are very happy with us, and they have exceeded our expectations.

We will recommend RecruitNZ and have already done so to other businesses that were in the same situation as us.

Chris Lodge - Total Marine Services Limited



One point of contact from start to finish

International recruitment can be complex, with many moving parts. To make the process easy for you, you will have a dedicated contact person throughout, who will keep you updated in a timely and proactive manner, so you are always aware of the status of your international recruitment project.



Contact us today

Ask us any questions – or get the international recruitment process underway today.



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