**Introducing I Build Workforce Solutions**

I Build Workforce Solutions is an Australian based Recruitment and Immigration company with a key focus on job placing internationally skilled and experienced workers across multiple industries. We address current overwhelming skill shortages, specialising in occupations within the building and construction, hospitality and care sectors.

With our global networks, I Build Workforce Solutions support onshore clients with commercially focused solutions to source appropriately qualified workers and assist them to obtain work and training visas efficiently.

**The Advantages of Employing Foreign Workers in Australia**

As businesses strive for growth and success in an increasingly globalised world, the utilisation of a diverse and skilled workforce becomes imperative. Hiring internationally skilled workers in Australia can offer a myriad of advantages, bringing fresh perspectives, specialised skills, and cultural diversity to the workplace.

There are numerous key benefits of employing foreign workers, which can be a game-changer for businesses looking to thrive in the competitive Australian market.

**1. Access to a Diverse Talent Pool:** Australia is renowned for its multicultural society, and by employing foreign workers, businesses can tap into a vast talent pool with diverse backgrounds, experiences, problem-solving approaches, and skills. This diversity allows businesses to cater to a broader range of customers and clients, better understanding and meeting their needs.

**2. Filling Skill Gaps:** Certain industries in Australia face skill shortages that hinder their growth and productivity. Hiring international workers with specialised skills and expertise bridges these gaps efficiently. Whether it's in the building and construction, healthcare, engineering, or hospitality sectors, workers bring valuable knowledge and qualifications that are locally in demand.

**3. Create better business margins:** In some cases, internationally skilled workers are willing to work for award wages compared to their Australian counterparts. This can result in cost savings for employers, especially in industries where labour costs make up a significant portion of the overall expenses.

**4. Global Market Insights:** For businesses eyeing international expansion or dealing with overseas clients, foreign workers can offer invaluable insights into global markets, cultures, and business practices. Having employees who possess international experience can lead to better market strategies, international partnerships, and a competitive advantage in the global arena.

**5. Fostering Cultural Understanding:** Bringing international workers into the workforce can lead to greater cultural understanding and acceptance among employees. Exposure to different cultures can break down stereotypes, promote empathy, and create a more harmonious work environment. Such an environment often boosts employee morale and leads to higher retention rates.

**6. Increase worker retention and loyalty:** International workers under sponsorship arrangements have an obligation to work only for their sponsoring employer for the duration of their visa. Additionally, international workers who have been supported by their employer to come to Australia from our source countries will have an increased level of loyalty and commitment. Hiring international workers increases worker and skill retention and creates a dedicated workforce for your business.

**Visa Pathways**

There are several pathways available to Australian companies wishing to employee skilled international workers. Our team of experts will identify the systematic approach most suitable for each client for a seamless and successful outcome. We partner with clients from the initial comprehensive needs analysis, assisting with the immigration processes and right through to work commencement.

Summary of the process is below.

Add in flowchart image

**Training**

We strive to connect talented individuals from around the world with reputable organisations in Australia. To facilitate an efficient transition into their new Australian workplace, we ensure our candidates are job ready through the completion of one of our Offshore Training Programs.

Our programs are eight (8) weeks of workplace focused training, delivered online and via video conferencing prior to arrive in Australia.

Weeks 1 to 6: Australian workplace skills and language for the specific sector.

Week 7 & 8: Role specific skills and language.

Completion of this training program as well as our extensive recruitment selection process, provide our clients the knowledge they are recruiting high calibre and reliable candidates who will transition seamlessly into their positions.

**More Information**

Find further information about how I Build Workforce Solutions can help you with your recruitment needs please visit our website www.ibuildwfs.com.au or contact one of our Directors below.

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Quote to use in brochure - Master Builders estimates that workforce growth and replacement in the four years to November 2026 will mean the industry needs to attract around half a million workers.