

Contents of Pre-Departure Training

Employability skills

Communication & leadership skills, team work, financial management, health and safety, health information (hygiene, nutrition, general health) computer skills (email and skype), cross cultural preparation, rights and responsibilities)

Preparation & Travel logistics

MLHRD is responsible for submission of visa application, facilitating medical checks, travel bookings and loan arrangements for incidental and airfare for new workers. The process takes up to three weeks.

Culture and People

Kiribati has a population of around 100,000 people. While the traditional language is Gilbertese, the official spoken language at the workplace is English.

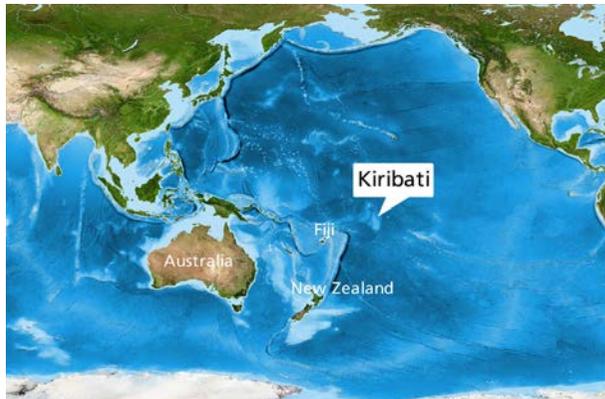


SEASONAL WORKERS
RECRUITMENT FROM
KIRIBATI



Where is Kiribati?

Kiribati is one of the most remote countries on earth, located on the equator across 33 islands and a land mass of approximately 810 sq. Km.



Why recruit from Kiribati?

- Nearly a decade of experience in sending workers for seasonal worker programmes
- A robust recruitment process with a well-trained work ready pool, with qualifications in horticulture, automotive mechanics, carpentry, painting, tiling, plumbing, roofing, hospitality, age care and community services.
- A capable labour sending unit of the Ministry of Labour, with staff who are proactive in responding to issues and challenges.



INFORMATION & GUIDE FOR KIRIBATI SEASONAL WORKERS



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Some facts about our workers

As environmental change is increasingly impacting on jobs and subsistence living in Kiribati, we are trying more than ever to help our workers find opportunities abroad to earn money and bring back skills to our community.

For this reason Kiribati has been participating in the New Zealand seasonal scheme since its very inception, and we benefitted greatly from the excellent working relations we have developed with approved employers in New Zealand and Australia. Our Ministry is proud to manage the administration of seasonal worker program, and we have assembled a dedicated seasonal worker unit, who are provided with strong support from our senior management. Over nearly a decade of participation in the scheme we have developed the skills of our staff and our workers (most of whom are invited to return for several years) and we are ready to provide a skilled workforce to horticulture and viticulture industries.

I-Kiribati workers are hardworking and committed. They have been carefully selected from a large number of applicants and have undergone comprehensive training on cross-cultural communication, time management, and team building.

Recruitment Process



We recognise the challenges faced by employers – tight deadlines, managing staff from many countries and the like. So it is our goal to provide the best workers, prepare them well, and have them on the farm as quickly as possible ready to work.

We are able to bridge the workers' finance expenses from the revolving fund which would be given to them as their loan that is free of interest. This would be repaid by each worker from their salary when their job commences. This is done to avoid financial difficulties that could affect or delay the transfer.



Specific Criteria for screening:

- Birth Certificate - to confirm that the age limit of 18 - 40 is met by each candidate.
- Clear Police Clearance
- Medical results for the following:
 - Physical Fitness
 - Acceptable BMI
 - Pass stress/ECG test
 - Lung Function test
 - Eye test
 - Ear test
- An active job seeker
- Valid Passport
- Appropriate level of English language proficiency

Pre-selection - The pre-selection committee at the respective island councils are responsible for selecting the best workers. Selection by MLHRD - MLHRD keeps profiles of existing seasonal workers and potential candidates, so that further screening is based on complying with specific criteria from the employer with Final selection. Every seasonal worker has to go through the pre-departure training conducted by our internationally accredited trainers from the Kiribati Institute of Technology (Australian Standard) and Marine Training Center. This intensive pre-departure training takes 2 weeks. Successful trainees are then only permitted to proceed to preparation and recruitment stages.