

Global Talent Solutions



K3
CONSULTING
ACCOUNTING
LEGAL



The severe shortage of talent in New Zealand

- New Zealand is experiencing the most severe labour shortage of comparable OECD countries, with a record-high employment rate of 69.3%.
- New Zealand's total population will increase by 15%, or 550,000 people, by 2048, but due to retirement, employment will only increase by 4%, or 110,000 people.
- It's estimated an extra 700,000 people will be needed through net migration to fill the gap.
- Competition for talent against Australia, Canada, US and UK. The building sector requires between 50,000 and 80,000 skilled workers.
- The manufacturing sector needs 50,000 skilled workers.
- 40 percent of employers are advertising for more than six months.
- Labour is being cited as the top constraint by 38% of businesses – an all time high.

Our global talent solution works with New Zealand businesses to:

1. Identify the roles that can't be filled locally.
2. Tap into a global recruitment network to source the best talent.
3. Provide the necessary immigration resources needed to ensure legal compliance and the fastest possible time to land employees.
4. Provide ongoing in-country support.

How does our Global Talent Solution work?

We build creative solutions to the staffing problems facing our clients.

In response to the labour and immigration crises, K3 has formed a full-service alliance incorporating immigration and global recruitment.

This alliance works with a trusted network of New Zealand's top employers, to provide a seamless end-to-end recruitment solution for roles that can't be placed locally.

New Zealand businesses can't meet their employment needs and profits are suffering as a result

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K3 Immigration facilitates employer accreditation for foreign candidates

1. Reaches out to a global network of candidates ready to move to NZ and fully qualified based on the client's requirements

2. Works with clients to engage, shortlist and evaluate top candidates

3. Preferred candidate offers are negotiated and agreed and the immigration process is started

4. K3 Immigration manages the immigration process including:

- Employer accreditation
- Visa advice and procurement

5. K3 obtains the relevant work visa for the employee and manages the on-the-ground legal immigration requirements, alongside the employer the client's requirements

6. **The employee begins work**

About K3 Legal

K3 Legal are a multi-award-winning, full-service firm, based in Auckland, New Zealand, and Hong Kong.

The legal team is comprised of expert, multi-cultural, multi disciplinary lawyers, including directors, who are business owners and entrepreneurs in their own right.

K3 Legal are part of the K3 group of K3 Consulting and K3 Accounting.



K3 Immigration

K3's immigration lawyers and advisers have a deep knowledge of New Zealand's ever-changing immigration legislation. Alongside our business and employment teams, our immigration service is highly commercial, providing real solutions for employers, tailored to meet the business' goals.



Margaret Chen



Grace Zhang



Julia Leenoh



Ryan Wang



Grace Zhuang

Our immigration team have helped many NZ employers gain accreditation and/or job check applications, approved by Immigration NZ, including in the manufacturing, construction, travel, retail and hospitality sectors.



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