

# Mastering the Hiring of Filipino Expatriates:

A Guide to the New DMW Process  
(Formerly POEA)

Date: 8 July 2025,  
Tuesday

Time: 9.00 am – 1.00 pm  
(breakfast starts at  
8.30 am)

Venue: Malaysia HR  
Forum Academy,  
Petaling Jaya

Admission Price:

**RM69.00**

excl. SST

material and meals  
(breakfast, lunch &  
teatime)

(Non-HRDF  
Claimable)

**Note:** Participants will receive an  
e-certificate upon completion  
of the seminar.



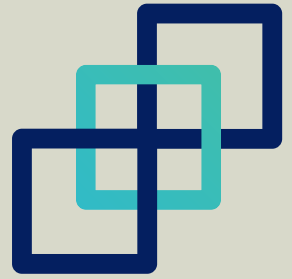
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## **Mastering the Hiring of Filipino Expatriates: A Guide to the New DMW Process (Formerly POEA)**

# **Introduction**

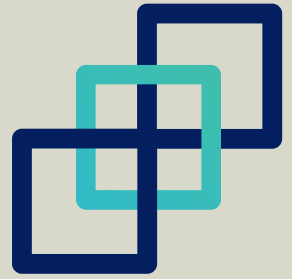
In today's globalised economy, the importance of effective talent acquisition and workforce diversity cannot be overstated. Companies across the world are increasingly recognising the value of a diverse, skilled workforce to drive innovation, productivity and success. Among the most sought-after talent are Filipino expatriates, who are known for their strong work ethic, adaptability and proficiency in both technical skills and communication.

This session provides a comprehensive overview of the recruitment process for Filipino workers. It covers the strengths of the Filipino workforce, key compliance and legal requirements and practical steps for hiring and onboarding these workers. By understanding the new Department of Migrant Workers (DMW, formerly POEA) process, Malaysian employers will be equipped with the knowledge to navigate the recruitment process smoothly and build a diverse, talented workforce that contributes to their organisational goals.

### **By the end of this seminar, participants will:**

- Recognise the advantages of hiring Filipino workers.
- Understand the legal requirements and compliance process for recruiting Filipino expatriates.
- Learn how to leverage recruitment agencies for a seamless hiring process.
- Gain practical strategies for onboarding, cultural integration and long-term retention.
- Be aware of government support and policies provided by the Department of Migrant Workers (DMW) to assist foreign employers.





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# **Course Outline**

### **Introduction**

- Overview of Malaysia's demand for world-class talent and the importance of workforce diversity in business success

### **Topic 1: Strengthening the Bilateral Partnership Between the Philippines and Malaysia**

- Overview of the Philippines-Malaysia partnership in labour and trade
- How Filipino workers contribute to Malaysia's economic growth
- Support services offered by the Philippine government for Malaysian employers to ensure a smooth and legal hiring process

### **Topic 2: The Advantage of Hiring Filipino Workers**

- Key strengths of Filipino workers: adaptability, language proficiency, technical expertise and loyalty
- Filipino values and their positive impact on productivity and workplace harmony
- Real-life success stories of Filipino professionals excelling across various industries in Malaysia

### **Topic 3: Understanding the Recruitment Process and Compliance**

- Legal framework and compliance requirements when hiring Filipino workers
- Step-by-step process: documentation, contract verification and coordination with the Philippine government
- Ensuring a hassle-free and compliant hiring experience through proper channels

### **Topic 4: Maximizing Collaboration with Recruitment Agencies**

- How Philippine recruitment agencies streamline the hiring process for Malaysian companies
- Ensuring candidate quality through a rigorous selection and training process
- Customised solutions to meet specific industry and business needs

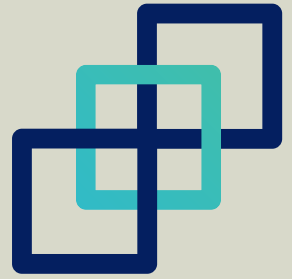
### **Topic 5: Practical Steps and Best Practices**

- A detailed guide on onboarding and integrating Filipino workers
- Best practices for creating a supportive environment to enhance retention and performance
- Addressing common challenges in cross-cultural workplaces and fostering long-term success

### **Recap & Call to Action**

- Summary of key points discussed
- Highlighting the advantages of Filipino talent and the benefits of collaborating with the Philippine government and recruitment agencies
- Encouragement to take the next steps in hiring Filipino professionals

### **Q&A Session**



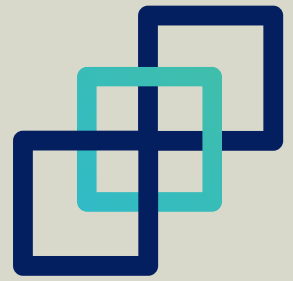
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## **Targeted Participants**

- HR Managers & Executives
- Business Owners & Employers
- Recruitment & Talent Acquisition Specialists
- Compliance & Legal Officers
- Operations & Business Leaders

## **Speaker(s)**

- Arulkumar Singaraveloo, Malaysia HR Forum
- Patricia Yvonne Caunan, Undersecretary for Policy and International Cooperation, Department of Migrant Workers (DMW)
- Jun Macas, RRJM Manpower
- Nora Braganza, HRD Employment Consultants & Multi-Services, Inc.
- Anna Nangan, EQ Manpower
- Erwin Rellox, ERRX Recruitment Consulting



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## **Trainer's Profile**



**ARULKUMAR  
SINGARAVELOO**

**Arulkumar** brings over 23 years of progressive HR experience across diverse industries, including a world-leading semiconductor organization, the largest nitrile glove manufacturer, oil & gas, education & training, and transportation technology. He holds a bachelor's degree in engineering from Universiti Teknologi Malaysia (UTM) and an MBA from the University of Strathclyde, Scotland.

In his corporate career, Arul has served as a HR General Manager and Human Resources Director (Business Consulting Services), establishing himself as a strategic Business HR Leader.



**JUN MACAS**

**Jun Macas** serves as the General Manager at RRJM International Manpower Services, Inc., a firm specialising in the placement of highly qualified and competent Filipino workers in overseas positions.

In his role, Jun focuses on matching skilled Filipino professionals with international job opportunities, ensuring both client satisfaction and career advancement for the workers.