



MASTERING THE HIRING OF FILIPINO EXPATRIATES

A Guide to the New DMW Process (Formerly POEA)



Admission Price:

RM69.00

excl. SST

Inclusive: Material, breakfast
lunch and e-certificate
(Non-HRDF Claimable)

Date: 15th October 2025 (Wednesday)

Time: 9:00 a.m – 1:00 p.m (breakfast starts at 8:30 a.m)

Venue: Penang Digital Library, No. 123 & 135 Jalan Masjid Negeri,
11600, Pulau Pinang.



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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)

- Rachel Tan, Malaysia HR Forum
- Jocelyn Ortega, Labor Attache, Migrant Workers Office, Philippine Embassy
- 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



RACHEL TAN

Rachel Tan heads the Malaysia HR Forum Penang Region and brings over 20 years of HR expertise across various sectors, including banking, FMCG, retail, manufacturing, and professional services. She has held key leadership positions driving HR transformation, talent acquisition, organisational development, and employee engagement. With extensive experience in managing HR operations, industrial relations, performance management, and strategic workforce planning, Rachel has successfully partnered with business leaders to align HR initiatives with organisational goals. Known for her pragmatic and solutions-oriented approach, she actively advises organisations on HR best practices and regulatory compliance.



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.

