



CAPABILITY STATEMENT



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ABOUT US

At ALH Recruitment we are on a mission to provide the most reliable labour hire and recruitment solutions that empower individuals and businesses to succeed.

ALH was first established in 2016 by Israel Whitley in Auckland, New Zealand with the purpose of connecting hardworking and reliable people with opportunities. ALH has since expanded across New Zealand with a nationwide reach and more recently into Australia.

ALH supports businesses across a diverse portfolio of industries including logistics, manufacturing and transport, construction, skilled trades, civil and infrastructure, open space management and permanent placements within New Zealand and Australia.

When working with ALH, you can expect our core values of Integrity, Reliability, Adaptability and Ambition to be reflected in everything we do.



OUR PURPOSE AND VALUES

At ALH, our purpose is simple yet powerful: **Connecting talent with Opportunity.**

Our commitment to this purpose is deeply rooted in our core values – Integrity, Relentlessness, Adaptability and Accountability.

These values guide every interaction, decision and service we offer to ensure that we not only meet but exceed the expectations of both our Customers and Candidates.

Integrity

The quality of being honest and having strong moral principles. We always act in good intent and trust our colleagues to do the same. We are transparent, admit mistakes openly and share learnings.

Relentless

A strong desire to do or achieve. We are focused on the goals ahead and don't shy away from the challenges. We pursue excellence individually and expect the same from those around us.

Accountable

Understanding the expectations and responsibilities given to you and owning them. We take ownership of our actions and ensure they are in the best interest of ALH.

Adaptable

The ability to adapt to changes. We are flexible and thrive in a constantly evolving environment. We are able to embrace change and remedy with solutions.



COMPANY REACH



RECRUITMENT PROCESS

At ALH, we understand that every business has its unique staffing requirements. Our recruitment process is designed to be flexible and adaptable, ensuring the services we provide aligns perfectly with your operational goals.

1. Initial Consultation

Our process begins with a detailed consultation to understand your business needs, culture and the specific skills you're looking for. This personalised approach allows us to tailor our recruitment process to find candidates who not only meet technical requirements but also fit seamlessly into your company.

2. Customised Recruitment Strategy

Based on the insights we gather, ALH will develop a recruitment strategy that services the unique business requirements. Whether you need temporary staff for peak periods or long-term placements, our approach is designed to be flexible and scalable, allowing you focus on the operational needs of your business.

3. Candidate Sourcing and Screening

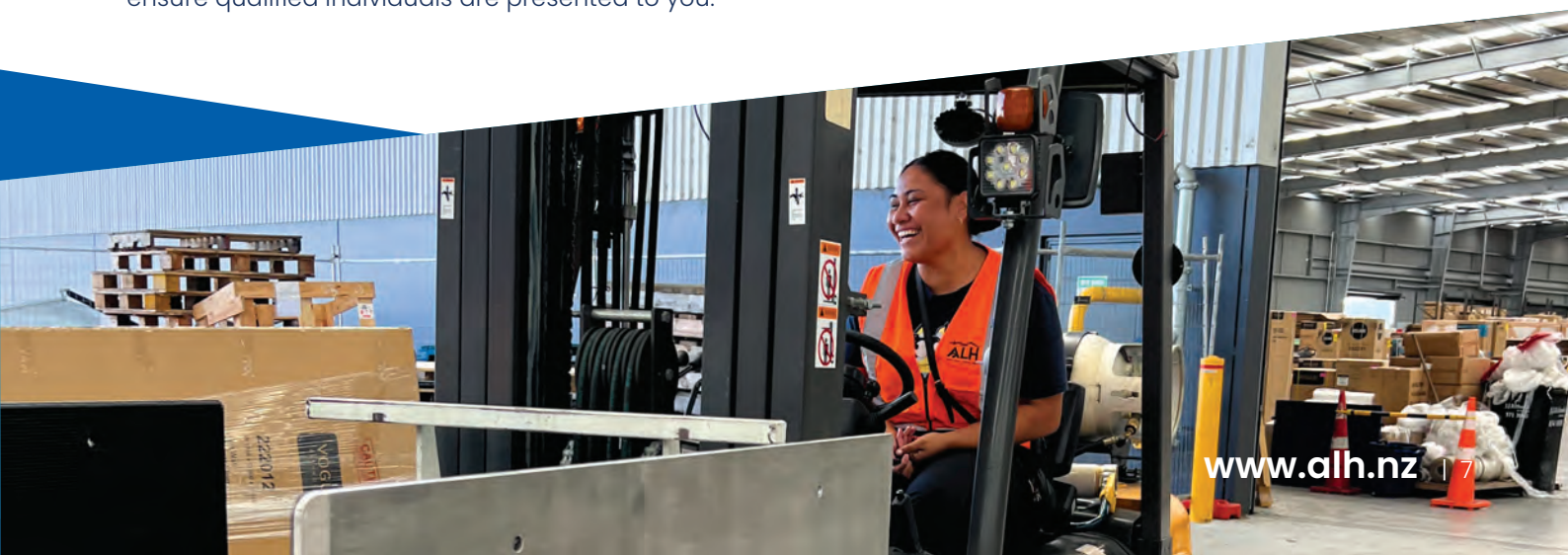
Using a combination of industry networks, technology and a deep understanding of our specialised sectors, we source candidates who match your specifications. Our rigorous screening process includes interviews, reference and background checks along with skill assessments to ensure qualified individuals are presented to you.

4. Tailored Placement and Onboarding

Once the right candidates are selected, we work closely with you to manage the placement and onboarding process. We ensure that our candidates are briefed on the job description, company expectations along with health and safety protocols allowing for a smooth transition and immediate productivity.

5. Post Placement Care and Management

ALH provides continuous post placement care and management with regular welfare check-ins, breakfast, lunch or dinner shouts, on-site engagements and toolbox talks to address any concerns and maintain a strong communication between your business and our workforce.





HEALTH, SAFETY & COMPLIANCE

At ALH, we recognise the need to provide every employee with a safe and healthy work environment. It is company policy to make every reasonable effort in the areas of incident and accident prevention, injury protection and the ongoing promotion of health, safety and welfare for all our employees.

Candidate Onboarding and Induction

Before making a placement, ALH ensures that the candidate is fully suited to the scope of work, holding all necessary tickets, licenses, and certificates. Additionally, we offer skill and tool competency assessments specific to the industry. ALH ensures that candidates are well-informed about workplace policies and their responsibilities concerning health and safety. We also provide them with the appropriate personal protective equipment (PPE) and clear guidelines on its proper use and maintenance.

Ongoing Compliance Monitoring and Client Collaboration

At ALH, we believe that maintaining high health and safety standards is a collaborative effort. We regularly monitor compliance with all relevant regulations through site visits, toolbox talks, and proactive communication with our clients. By working closely with you, we ensure that safety protocols are clearly understood and consistently followed. This partnership allows us to align our practices with your internal policies, creating a seamless, safe, and productive work environment for everyone involved.

Incident Response and Reporting

In the event of an incident, we follow a robust response and reporting system, prioritising quick action. Candidates are required to promptly report an incident, accident, injury or near miss to their ALH account manager and on-site supervisor. All reports are thoroughly investigated to ensure corrective actions are prescribed and future occurrences are mitigated.



OUR SERVICES



Logistics, Manufacturing & Transport

ALH specialises in providing skilled temporary workers for the logistics, manufacturing & transport sectors. Whether you need reliable drivers, experienced warehouse staff, or skilled manufacturing personnel.



Civil & Infrastructure

ALH specializes in providing comprehensive staffing solutions for the civil and infrastructure sectors. Our skilled workforce supports traffic management, as well as earthworks and paving projects. We supply proficient operators for various machinery and equipment, alongside personnel for directional drilling, piling, and drainage work.



Construction

At ALH, we can provide skilled or general labourers that match your project's needs. Whether you need experienced builders, site management or versatile labourers, our staffing solutions ensure your projects run smoothly and efficiently.



Skilled Trades

At ALH, we provide specialized staffing solutions for the skilled trades industries. Our temporary workers are experienced and proficient in various roles, ensuring your projects are completed efficiently and to the highest standards. We offer expert personnel for a range of tasks, including installation, yard operations, scaffolding, formwork, and landscaping.





Open Space Management

At ALH, we offer specialised staffing solutions for open space management, ensuring your public spaces are well-maintained and inviting. We also partner with city councils and their contractors to support a range of projects, from routine maintenance to large-scale improvements.



Permanent Placements

In addition to our temporary labour supply, ALH provides recruitment services for permanent placements both blue and white-collar. A dedicated business services Account Manager will ensure the recruitment process is managed meticulously to find the best fit for your organisation. Our thorough screening, skill assessments and detailed evaluations allow for a high-quality match.



LOOKING FOR WORK?
COME AND SEE US

ALH

CONTACT ALH TODAY.

www.alh.nz/contact

Free-call: **0508 254 583**

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