

GoWork simplifies the candidate and employee experience by enabling recruiters, HR and mobility professionals to quickly check visa eligibility for a candidate's new role and calculate an estimated start date based on the latest time visa processing times.



Challenge we heard

Hiring and moving the world's most talented individuals is fast-paced. But complex and ever changing immigration rules provide a number of challenges.

- Inability to set realistic start dates quickly.
- Valuable time lost through multiple emails/calls with the immigration provider to manually assess the immigration impact of an international hire or move.
- Significant costs, inefficiencies and inconvenience as a result of start date push backs and immigration issues identified too late in the process.
- Risk of losing top talent during the hiring process who may have multiple offers from competitor organisations.



Solution we designed

We created an innovative digital solution, Go Work, that determines a candidate or employee's immigration needs in a couple of minutes.

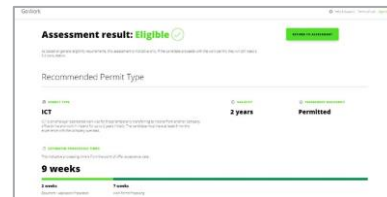
- A user-friendly cloud-based application.
- A rules engine powered by Deloitte's global immigration knowledge that delivers simple, clean and concise advice across 40+ countries.
- An agile application that allows for changing government immigration rules, requirements and processing times.
- A cost effective 'off the shelf' version of the Go Work tool that is quick and easy to implement as well as a version with configurable elements to meet your policy requirements.



Value we deliver

Go Work transforms the end-to-end hiring and mobility process.

- Faster recruitment/transfer process which gives recruiters, HR and mobility professionals the ability to access immigration knowledge across 40+ countries immediately.
- A more streamlined end-to-end experience for candidates, transferring employees and their families by setting more realistic start dates and managing expectations during the hiring process.
- Business hours saved for the multiple groups impacted by a start date change and saving of associated travel/relocation expenses (e.g. cancelled flights).
- Consistent and accurate advice and early warnings of immigration issues.



Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. Please see www.deloitte.com/about for a more detailed description of DTTL and its member firms.

This material is prepared by Deloitte Touche Tohmatsu India LLP (DTTILLP). This material (including any information contained in it) is intended to provide general information on a particular subject(s) and is not an exhaustive treatment of such subject(s) or a substitute to obtaining professional services or advice. This material may contain information sourced from publicly available information or other third party sources. DTTILLP does not independently verify any such sources and is not responsible for any loss whatsoever caused due to reliance placed on information sourced from such sources. None of DTTILLP, Deloitte Touche Tohmatsu Limited, its member firms, or their related entities (collectively, the "Deloitte Network") is, by means of this material, rendering any kind of investment, legal or other professional advice or services. You should seek specific advice of the relevant professional(s) for these kind of services. This material or information is not intended to be relied upon as the sole basis for any decision which may affect you or your business. Before making any decision or taking any action that might affect your personal finances or business, you should consult a qualified professional adviser.

No entity in the Deloitte Network shall be responsible for any loss whatsoever sustained by any person or entity by reason of access to, use of or reliance on, this material. By using this material or any information contained in it, the user accepts this entire notice and terms of use.

