

ALLIANCE ABROAD

Alliance Abroad's International Talent Acquisition Program

CULINARY & HOSPITALITY

2024 Employer Handbook





About Us

ALLIANCE STRATEGIES

Alliance Strategies, incorporating Alliance Abroad Australia, GeoVisions, Sociedad Gastronomía, YoWork and the Work Nomads has over three decades of experience recruiting international talent from all over the world; matching experienced and committed culinary and hospitality professionals with top brands in Australia, USA, Spain, and the UAE.

The Australian division focuses on inbound programs that offer young people from around the world with personal and professional development pathways in Australia, within the culinary and hospitality industry.



Why Partner With Us

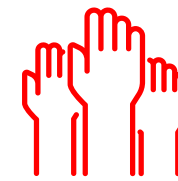
By partnering with Alliance Abroad, you have a unique opportunity to play a part in our globalised world, to highlight Australia to young professionals and help support their career advancement and in return, garner international experience which will benefit you as a host employer.

Whether you are seeking to hire skilled chefs, trainees, seasonal working holidaymakers or a combination, Alliance Abroad can support you with your requirements.

We take care of candidate pre-screening, document collection and vetting and most importantly offer bespoke support to both host employer and program participants throughout the process.

Our Brand Values

As a respected and successful industry leader, we pride ourselves on a set of core values that embodies all our cultural exchange programs; the way we work as a team and the experiences we are committed to delivering to our participants, these include:



BE AUTHENTIC

- Let us not try to be someone we are not. Speak openly, transparently and instill trust. People do business with us because they trust us. We offer clarity through kindness.



TREAT THEM LIKE FAMILY

- We take our friends under our wing, and we support them and help them, we never make it difficult for them. Regardless of how much it takes, we are always there for them.



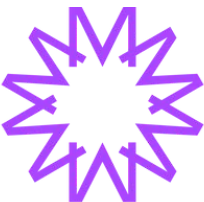
WHATEVER IT TAKES

- We do what we need to make it right. We do not give up and abandon. We pivot and try another approach. If we fail, we fail fast, and then we try another way.

Our Host Employer Partners



L U C A S



Morris Group



The Skilled Professional Program (Culinary)

Designed to bring the best culinary talent to Australia, Alliance Abroad's Skilled Professional Program utilises the Temporary Skill Shortage (subclass 482) visa and available to eligible applicants focused on furthering their culinary career with an Australian host employer.

Currently, Alliance Abroad recruits Chef de Parties, Sous Chef and Head Chefs (Chef de Cuisine).





How The Program Works

IN-COUNTRY ASSESSMENT FAIRS

[Click here](#) to view one of our previous fairs.

With an office and recruitment license in Dubai, our team has direct access to one of the world's largest pools of highly skilled and multi-national chefs.

Via monthly assessments fairs you can have the opportunity to interview and watch the chefs in action as they demonstrate their cooking skills - the best possible insight of each candidate's skillset and experience. The fairs typically run over 1-3 days depending on the volume of candidates required and incorporate individual interviews, followed by 1-hour cooking trials, where chefs are grouped in teams and tasked to cook according to your brief.

VIRTUAL ASSESSMENTS

If you need a smaller volume of chefs, Alliance Abroad will arrange virtual assessments throughout the year with Chefs based around the world. If you opt to assess the chefs virtually, one of our team will co-ordinate the online interviews. Chefs can also prepare a cooking video upon request.



The Process

Host Employer Consultation

A dedicated team member will facilitate a consultation meeting with you to develop a recruitment strategy that meets your needs and requirements.

Launch Sales & Marketing Campaign

Alliance Abroad's Global Marketing team will execute a bespoke campaign across a variety of channels to attract suitable candidates.

Pre-Skills Assessment Test

Chefs requiring a TRA Skills Assessment will do a Pre-test to ensure optimal success rate in the formal Assessment.

In-Country Assessment Fair or Virtual Assessments

Document Collection & Compliance Checks

A specialist team collects and thoroughly vets candidate documentation before the files are shared with your nominated immigration lawyer/agent.

Employment Contracts

Employment contracts should be extended no more than five business days after assessment/interviews

Visa Application Preparation

Once contracts are signed and Skills Assessments completed (applicable chefs), visa application preparation commences. Alliance Abroad will work with your nominated immigration lawyer/agent on this.

Pre-Departure Support

Following visa approval, Alliance Abroad will conduct pre-departure orientations and individual consultations with the chefs to prepare them for their journey to Australia, including cultural awareness, employer expectations, advice on long-term accommodation, bank account and TFN and health insurance set-up.

Arrival Support

To ensure chefs have the best possible experience arriving and settling into Australia, the Alliance Abroad team conduct one-on-one online arrival orientations and provide support with any aspect of their transition.

Check-ins

Our team checks in with Chef and Host Employer two weeks after job start to ensure all is running smoothly. The chef/s will have access to our support for the duration of their program as well as a 24/7 Emergency Helpline.

1

2

4

3

5

6

7

8

9

10

Sponsoring A Chef

482 VISA OBLIGATIONS

Prior to participating as an AAG Host Employer, you will need to apply to the Department of Home Affairs to obtain a “Standard Business Sponsor” of the 482 visa.

It is a straightforward process and once secured it will last 5 years; however, AAG strongly recommends using an immigration lawyer or agent to assist with the sponsorship and visa application process for the chefs you hire via the AAG Skilled Professional Program.

Details on how to become a Standard Business Sponsor can be found [here](#).



Labor Market Testing (LMT)

LMT

As a requirement of the Department of Home Affairs, an employer who is hiring chefs from overseas on the 482 visa, must conduct LMT for each position. For most nominations, advertising must be executed within the 4 months immediately before lodging a nomination application.

Please ensure you consult with your immigration lawyer regarding LMT to obtain accurate and compliant directions on the steps you need to take. You can find detailed information on LMT [here](#).

LMT SERVICE PROVIDER

If you require an industry professional to assist you with LMT, AAG can highly recommend our partner Hospitality Recruits (HR). With a high success rate HR can manage your entire LMT campaign, providing a detailed recruitment summary that will meet the Department of Home Affairs requirements.

Please contact: gerard@hospitalityrecruits.com.au for further details.



The Skilling Australians Levy

If you hire a chef via the 482 visa, you will need to factor in the cost of the levy. Employers who sponsor skilled workers from overseas, under the 482-visa class pay the levy.

The collection of the levy in this way means that employers seeking to access skilled workers from overseas are contributing to the skills development of Australians. Host Employers pay the levy directly to the Department of Home Affairs.

The levy is tax deductible as a business expense. However, please consult with your business's accountant to obtain further advice on this matter.



Skills Assessment

(REQUIRED BY GOVERNMENT)

Nationalities of the following countries require a TRA Skills Assessment: Bangladesh, Brazil, China, Fiji, Hong Kong, India, Macau, Nepal, Pakistan, Papua New Guinea, Philippines, South Africa, Thailand, Vietnam, and Zimbabwe.

Agencies approved by [Trade Recognition Australia](#) conduct the assessments.

To reduce the financial liability of failing the assessment, we encourage our applicants to take advantage of the free “Pre-Selection” undertaken by the TRA approved Skills Assessor. This step is a reassuring indicator for employers; only chefs who have passed the pre-test will proceed to the next phase of the Alliance Abroad recruitment process.



The Trainee Program

(Cook, commis chef, F&B supervisor and FO Supervisor)

The Trainee Program is an alternative avenue to secure great international talent and as a bonus, there is no cost to you.

We are proud to say that AAG Australia is a Department of Home Affairs designated Sponsor of the Training Visa (subclass 407). This means we have the unique ability to place international trainees with approved Host Employers. Alliance Abroad holds all the obligations of the sponsor, which allows the Host Employer to focus on the training and workplace skills of the Trainee.

Alliance Abroad works with in- market partners and our AAG International offices across the globe to recruit suitable candidates. Like the Skilled Professional Program, you can select trainees either via online interviews or in-country fair (if you require 20+ trainees).

Alliance Abroad also runs a successful training program in the USA, placing up to 10,000 trainees a year with Host Employers. Many candidates applying for the Australian Trainee Program have undertaken 12 months training in the USA - which is wonderful experience to bring to your business.



Benefits of Hiring a Trainee



Qualified, with 1-2 years' work experience



Program Duration is 12 – 24 months depending on the individuals' training needs



Dedicated professionals, with ambition to work their way up the culinary and hospitality ranks



Brings increased cultural understanding and knowledge transfer to your team



A great attitude with enthusiasm and commitment to the program



The Selection Process – Trainee Program

Responsibilities & Obligations

ALLIANCE ABROAD

- Pre-screen applicants for programs
- Document collection and vetting
- Coordination of virtual interviews
- Planning and delivery of International Assessment Fairs
- Preparation and lodgment of the visa application
- Pre-departure preparation of the participant
- Development of bespoke workplace training plan
- Assistance to the participant to set up bank account, tax file number and health insurance.
- Assistance to the participant to secure safe and affordable long-term accommodation
- Support to the participant throughout the program.

HOST EMPLOYER

- Provide full-time positions 38 hours per week.
- Follow the Workplace Training Plan
- Abide by all Fair Work Conditions



The Work & Travel Program

Alliance Abroad's Work & Travel Program aims to help young, international professionals gain experience in their field of study or profession - all whilst experiencing all that Australia has to offer.

As a Host Employer, hiring working holidaymakers from around the world is a fantastic opportunity to add talent to your team in peak seasonal times.

There is no cost to you.

However, you need to commit to offering a minimum of 20 hours' work per week.



Employer Investment - Skilled Professional Program

AAG Fee	\$2,600 per hired chef (50% deposit required within 7 days of signing agreement, remainder payable when employment contract is signed)		
ADDITIONAL COSTS	FEE	PAID TO	COMMENTS
Standard Business Sponsorship	\$420	Department of Home Affairs	This is a one-off fee, valid for 5 years
Employer Nomination Fee	\$330	Department of Home Affairs	Per Visa Applicant
Legal Fee (Nomination Application)	TBC	Host Employer's Immigration Agent / Lawyer	Please consult your Immigration Agent / lawyer directly.
Visa Application Fee	\$3,035	Department of Home Affairs	Per Visa Applicant
Legal Fee (Visa Application)	TBC	Host Employer's Immigration Agent / Lawyer	Please consult your Immigration Agent / lawyer directly.
Skilling Australians Fund (SAF) Levy Small Business (Turnover < \$10m) Other Business (Turnover > \$10m)	\$1,200 per year, or part thereof \$1,800 per year, or part thereof	Department of Education, Skills & Employment	<ul style="list-style-type: none"> Payable in full on submission of nomination application The levy may be a tax deduction. Please consult with your accountant for further details.

Employer Investment - Trainee Program

No Fee	Alliance Abroad does not charge a fee to employers. We absorb all Department of Home Affairs fees, legal and Training Plan development costs, providing a cost-effective opportunity to bring global talent to your team.
--------	---



Contact Us

ALLIANCE
ABROAD | Australia



Bianca Haviland

Head of Employer Relations - Alliance Abroad Australia



0450 232 460



bhaviland@allianceabroad.com.au



www.allianceabroad.com



Roy McCullagh

Business Development Manager - Alliance Abroad Australia



0428 117 321



rmccullagh@allianceabroad.com.au



www.allianceabroad.com

