

HIRING INTERNATIONAL TALENT FOR TOURISM JOBS



In a tight labour market, finding the staff you need can be intimidating, particularly if **your tried-and-true recruitment** strategies aren't working anymore. There's a range of options available to you, some of which you may not have considered before. Here are some places to start, and some suggestions for where to go next.

✔ Post jobs where people are looking

- Get the word out through social media, online job boards, public notice boards.
- Incentivize some of your more tech-savvy staff to set up social media accounts for your business, and get your message out to the right people.

✔ Connect with people who connect people with work

- There are lots of employment centres and services that can help: town councils, community non-profits, schools.
- If you need to hire someone with special skills, try reaching out to a recruitment specialist or staffing agency.

I NEED TO HIRE MORE WORKERS... WHERE DO I START?

✔ Get referrals from current staff

- People who already work for you might have friends who are also looking for work.
- You could offer a small referral bonus for new hires that work out.

✔ Re-hire seasonal workers

- Get in touch with your previous seasonal staff members and invite them back.
- If they're not available, they might know others who are.

✔ Connect with international workers already in your area

- Visit settlement or support services in your area that help refugees or other displaced individuals.
- Connect with local organizations, churches, charities; reach out directly, and offer to drop by in person to meet people looking for work.

✔ Recruit students (domestic and international)

- Get in touch universities, colleges, or training institutions in your area.
- Place posters on campus, and reach out to their job centres and co-op placement services.
- See if they have a student job board where you can post openings.

✔ Explore immigration programs

- You may be able to sponsor and hire an international worker to fill seasonal or year-round positions.
- There are many possibilities and programs, each with its own requirements and processes.

**CHECK OUT
OUR GUIDES**
to help you
navigate the
immigration
system

