

ALLIANCE ABROAD

*Solving Hospitality Workforce
Challenges with Global Talent*

Coffee with Susan
H-2B Essentials for Employers



H-2B Coffee with Susan @ *Alliance Abroad Group*



Grab a Cup o' Jo - Let's talk H-2B

-  Timelines
 -  Best Practices
 -  Tips for Success
-

What's great about H-2B Programs

These participants love to find their H-2B homes and will want to come back season after season.

-  Proving seasonality can be less difficult than you imagine
-  Reduce your temp labor AND the same workers can come back year after year
-  No training plans needed
-  Can do lots of jobs without the restrictions of other visa's

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★ The Real World Over #120k issued last year

Cap's? What are the REAL CAPS:

The Cap's Explained:

Ok, yes, it's 66k but...

- A previous worker does not count against the number if they were H2B's before and want to stay
- Certain countries have special agreements – they are:
 - Columbia, Costa Rica, El Salvador, Guatemala, Honduras and Haiti
- Supplemental Visas:
 - Congress keeps authorizing more beyond the cap because it's needed

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↔ The Timelines: When to file – How to file

DOL Normal Filing:

- Jan 2-5 for start dates between April 1 – Sept 31.
- July 2-5 for start dates between Oct 1 – March 31.

Other:

- You can still file. There are other options of recruiting with supplemental visas, in-country candidate or the special countries.

Reality:

- There is no definite timeline for employers. Your attorney can provide best estimation for your staffing needs and/or season

The DOL is just going to give you the regulatory process as stated in the regulations, those end up being a lot different than the reality on the ground and there is a strategy involved in terms of filing timelines.

6 months ahead is best!

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★ BEST PRACTICES

- Have a good relationship with your immigration attorney and stay in constant communication with them.
- Prioritize your interviews when you have them to find your best team
- Select backup in case anyone cancels prior to starting

↔ WHAT YOU HAVE TO DO

- Provide physical data from your last few years of business to establish the need for workers. Such as payroll records indicating a peak season.
- Give the workers 35 hours a week.
- Engage with your future hires while everyone is waiting to get here!



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Best Practices – Important Take Aways

- Communication: Since timeline can be fuzzy remain in contact with AAG and your attorney.
- Since the H-2B program is free to workers, they have the luxury of choosing the best option for themselves. Loyalty and referrals are grown/accomplished by treating them with respect.
- Be honest about living arrangements.
- Recruiting from Mexico – very high approval ratings!
- When in doubt ask your lawyer.

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H-2B Visa: Step-by-Step Flow

✂ Employer Needs Temporary Workers

Short-term, → could be seasonal, peak load, or a special project.

🔍 Search for U.S. Workers

Advertise & recruit locally — must show not enough U.S. workers available.-Using your local workforce commission is enough.

📄 Department of Labor Approval

DOL checks & issues a Temporary Labor Certification. Done by your attorney.

📄 Petition

Employer files Form I-129 to bring the worker. Also completed by attorney.

🗂 AAG Interviews Applicant

We start getting you your people and interviewing them. AAG arranges.

🗂 Worker Visa Application

Worker fills DS-160, visits U.S. Embassy, and attends an interview. AAG arranges.

➔ Travel to U.S. & Work

Worker arrives, does the job for approved period. Your turn here!

🏠 Return or Renew

At the end, worker goes home or moves to another property.



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As explained by AI talking to a kindergartener

- Imagine you are having a big party with your toys, but you only have a certain number of stickers to give to your friends so they can come in.
- You have 66 stickers for your party.
- You give out half in the morning (33 stickers).
- You give out half in the afternoon (33 stickers).
- BUT, sometimes, more friends want to come and help clean up after the party. You don't have enough stickers!
- So, you ask mommy or daddy, and they say, "Okay, you can give out a few *extra* special stickers, but only to friends who helped before or from special neighborhoods."

So, the rules are:

- Only a set number of stickers for your party.
- Sometimes, a few extra stickers for special friends if there aren't enough helpers.
- That's how the H-2B party works!



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✓ Program Benefits in the Real World

- Workers for the entire season-NO turnover
- They can only work for your hotel
- Can come back year after year (in country or out of country)
- They can work positions not allowed on the J-1 program

✚ Program Challenges

- **Housing – There has to be something reasonable close to your property and transportation**
- The Up Front charges are expensive but CHEAPER in the long run than temp labor and this is a LEGAL workforce



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Program Costs with AAG



All in One Option using our highly successful labor attorney:

- \$3,500 per person (this includes a \$500 flight budget) Includes all attorney fees/filing fees.. Does not include flight home (some stay over etc.)
- 98% arrival success rate
- 5 Minimum per job title

AAG Recruitment Only (Per worker)

- \$1,200 including travel booking
- \$1,100 excluding travel booking

Cost per worker v. Temp Cost per Worker

H2B Worker:

Up Front Costs:

\$3.5k

10 Months of salary at \$20/hr over 10 months:

\$41,600

Flight Home (if applicable)

\$500

Total Cost for legal/loyal worker:

\$42,103

Temp Worker:

Up Front Costs:

\$0

10 months of salary at 35% mark up of

\$27/hr:

\$46,800

80% Turnover Cost - \$\$\$\$

Total Cost before

turnover/overtime/training/ad's

\$46,800

The Bottom Line

\$4,697 SAVINGS per worker not including the amount you save with turnover costs.

10 HSKP: \$46,970 SAVINGS per year

50 HSKP: **\$234,850 per year**

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Thank You!

Contact me:

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