

ALLIANCE ABROAD

*Solving Hospitality Workforce
Challenges with Global Talent*

**“Coffee with Susan:
H-2B in the Real World”**



Grab a Cup o' Jo - Let's talk H-2B in the Real World!

Please welcome two guest speakers currently managing H-2B staff at their properties.



- Nadine Johnson-Smith, Director of Human Resources at The Westin Hilton Head Island Resort and Spa

&

- Sara Pace, Human Resources Manager for The Hilton Head Island Resort



Thank you so much Nadine and Sara!!!!



← H-2B Can be like coffee, strong and
→ sometimes complicated to order.

Let's talk questions for Nadine and Sara:

- 1. How long have you been participating in this work program?**
- 2. How was it when you first started?**
- 3. What pro tips could you share for having a successful H-2B program?**
- 4. Highlights of why you love it!**
- 5. How does it contribute to your overall hiring strategy?**
- 6. What advice would you share for a HR department on how to understand how it works?**



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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
- Start Early! Preparations is KEY!

↔ WHAT IF YOU DON'T HAVE AN IMMIGRATION ATTORNEY

- Alliance Abroad works with Farmer Law, based in Austin, TX
- We love their innovative solutions to any H-2B season
- You can work with them and us at the same time
- Let us know if this is an option that would help you!



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✓ Program Benefits in the Real World

- Workers are available for the entire season (minimal turnover).
- They can only work for your hotel.
- Many return year after year (in-country or out-of-country).
- They can work in positions not eligible for the J-1 program.
- Provides a stable, **legal** workforce.

✘ Program Challenges

- Housing – There has to be something reasonable close to your property and transportation must be accessible
- While upfront costs can be higher, the program is ultimately cheaper than temp labor when factoring in turnover and training expenses.



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Thank You!

Susan Van Nostrand

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