



Company Profile

International Workforce Solutions

Australian Values Statement

Dizon & Associates commits to promote the Australian Values Statement:

Australian society values respect for the freedom and dignity of the individual, freedom of religion, commitment to the rule of law, Parliamentary democracy and equality of men and women and a spirit of egalitarianism that embraces mutual respect, tolerance, fair play and compassion for those in need and pursuit of the public good.

Diversity & Inclusion

We believe that success and growth lies in the richness of diversity. We value people from all walks of life regardless of age, gender, sexuality, religion, mental health or physical impairment. Inclusion forms the foundation of our community and we commit to the safety, respect and mutual understanding of those who are part of it.

Acknowledgement of Country

We acknowledge that we facilitate the migration of foreign persons onto the lands of many traditional custodians in Australia. We recognise their ongoing connection to the land and value their unique contribution to our business and wider Australian society. We pay our respect to Indigenous Elders, past, present and emerging.



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Who We Are

Founded in 2010, Dizon & Associates began as an immigration consulting firm helping international people migrate to Australia. Over the last 15 years, our specialised experience and network of global connections built the foundations for us to launch an international recruitment solution in 2022.

Our business takes a holistic approach in providing a skilled international workforce, using innovative and strategic pathways tailored to both employers and workers.

We offer services that source skilled overseas workers, manage the immigration process, facilitate mobilisation and integrate migrants into the Australian community and culture.

Vision & Purpose

Vision: To be industry leaders in immigration and international recruitment by putting people at the centre of everything we do

Purpose: Supporting people throughout every stage of their journey and enrich the diversity of our Australian community

Our Values

Compassion: We care about people and their lives

Personable: Individual relationships bring mutual success

Innovative: Just because something has always been done a certain way doesn't mean there isn't a better way

Respected: By both clients and industry peers

Integrity: Being honest and transparent in all dealings with our clients and stakeholders





Australia is home to a world-class workforce and growing economy. However, ongoing skills shortages are placing pressure on key industries.

The shortage in Australia's labour market is a result of both the competition in the local talent pool and the scarcity of highly skilled staff.

The increasing challenges faced by companies today is the sourcing and retaining of suitably qualified and experienced professionals. Migrant workers must now be considered as part of the recruitment toolkit to channel new talent into their business.



And this is where we can help.

Paul Dizon
BA LLB MBA GCMLP
Managing Director
Dizon & Associates

Compliance You Can Trust

Committed to Compliance

We operate under the highest standards of professionalism, complying with all Australian legislation and modern slavery policies.

Our services are built on a foundation of integrity and transparency, ensuring that every step of the recruitment and migration process meets legal and ethical requirements.

We are registered with the Australian government to provide immigration assistance and representation in all business sponsorship and visa matters.

The Philippine Overseas Employment Administration (POEA) is a Philippines government body responsible for monitoring and regulating private recruitment agencies in the Philippines. Dizon & Associates is an accredited foreign placement agency in Australia.

*Registered. Accredited.
Aligned with Australian
and international law.*



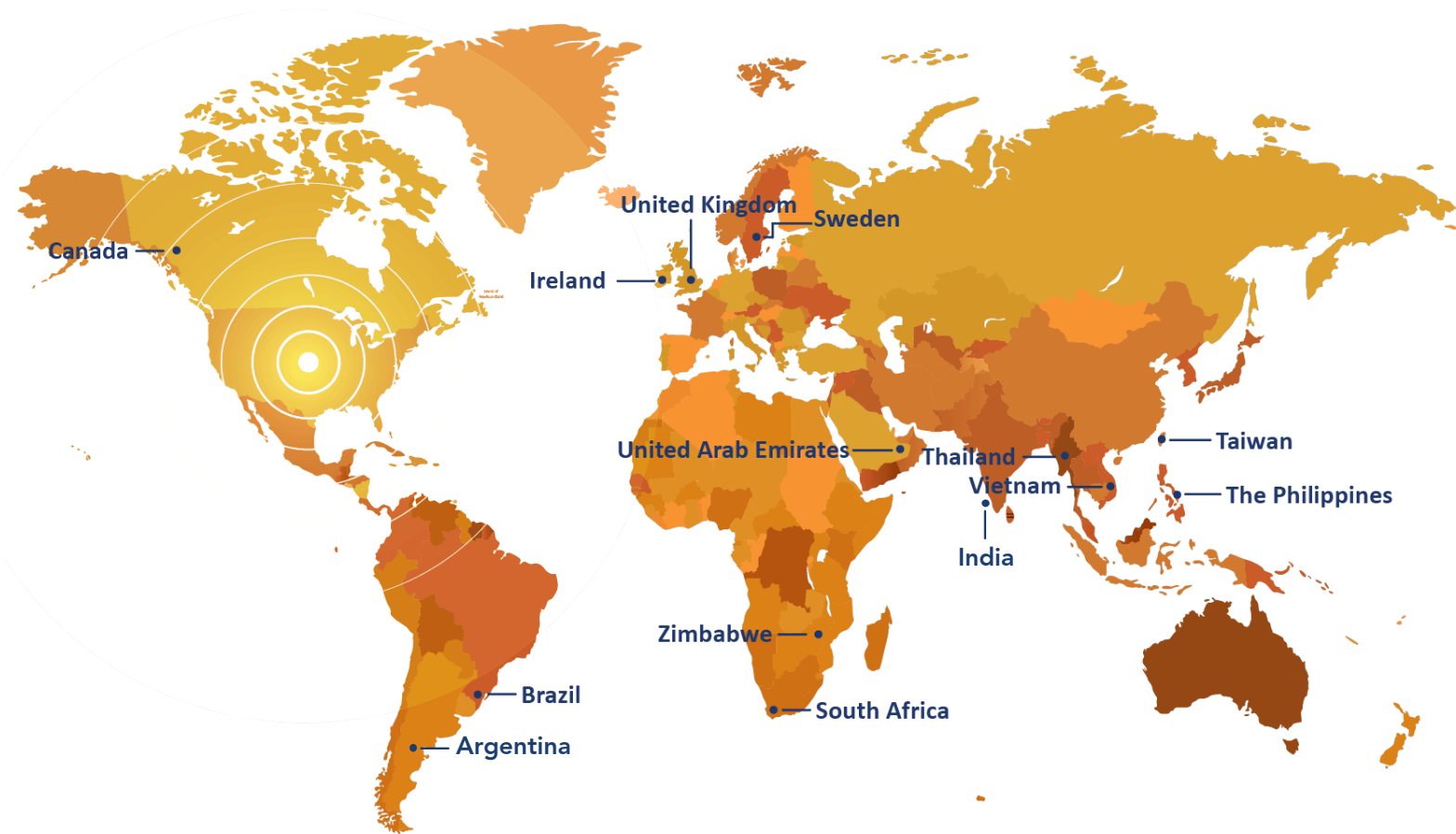
**Philippine
Overseas
Employment
Administration**



Your International Recruitment Partner

With offices in Australia and South Africa including affiliate partners in the Philippines, India, Canada and Brazil, we work with your business to develop a tailored visa and international recruitment model specific to your company's workforce needs.

Our Global Reach Extends to:



Where We Recruit From

Our global partners are established in-country recruiters who shortlist the best candidates for the Australian workplace and culture.

We not only present people that are highly qualified, experienced and suitable for the role – we also ensure that they satisfy immigration requirements.

How our Recruitment Process Works



1. Tailored Workforce Solution

We begin with a thorough consultation to understand your staffing needs, skills gaps, and workforce objectives. By identifying these key elements, we develop a strategic recruitment roadmap that outlines how a skilled international workforce can support your business growth and long-term success.

2. Sourcing & Suitability Evaluation

Our global network of recruitment partners works to source skilled professionals who match your business needs. Our partners are licensed experts and experienced in finding talent for Australian employment. We conduct a suitability evaluation to ensure candidates are qualified, experienced, and eligible for immigration to Australia.

3. Shortlisting Process

Our internal team reviews and interviews candidates, focusing on qualifications, work history, communication skills, and overall fit for your business. You receive a “profile report” for each shortlisted candidate, offering a detailed overview to make informed decisions.

4. Employer Introduction & Interview

We introduce the most suitable candidates to employers for official job interviews. Our process is transparent, allowing you to assess and select the best fit for your business. Employer feedback is provided, and we inform candidates of the outcomes, keeping all parties well-informed.



5. Final Selection & Job Offer

Once the right candidates are chosen, employers can extend job offers with clearly outlined terms. We ensure that all immigration requirements, industry tickets, or regulatory licenses are met before agreements are finalised, supporting both you and the candidates through any necessary steps.

6. Visa Application, Mobilisation & Onshore Support

Our migration team takes charge of the visa application process, providing full support to both employers and candidates. We handle the required documentation, ensuring all procedures are compliant with Australian laws.

Additionally, we facilitate mobilisation to Australia, including pre-departure orientation and settling-in assistance to ensure candidates are prepared for their new role.

7. Ongoing Integration & Support

Our commitment extends beyond placement. We continue to support employers and skilled workers, assisting with workplace integration, cultural adjustments, and any further needs to promote a successful and lasting working relationship.

Our end-to-end recruitment process is designed to offer a tailored and consultative approach that fits seamlessly with your business's unique needs.

Visa Pathways We Support

To address different recruitment needs, we support a range of both non-sponsored and employer-sponsored visa programs

Employer-Sponsored Visa Programs



Non-Sponsored Visa Programs



Comprehensive Support for Visa Applications

We guide employers through every step of the visa process, from understanding eligibility requirements to submitting applications. Our strategic approach ensures the best visa pathway is selected to align with both business needs and candidate qualifications.

Building Stronger Workforces in Regional Australia

Global Recruitment Solutions for Local Workforce Challenges

Regional and remote communities are the backbone of Australia's economy, yet many face ongoing workforce challenges that limit growth and development. We connect employers with skilled international workers to address these shortages and help build strong, future-ready teams.

The Challenges We Address

Small Local Talent Pool

Regional areas often have a limited number of skilled tradespeople, particularly in niche or specialised roles. This makes recruitment slow and competitive. By accessing global talent markets, we expand your candidate pool with qualified professionals who are ready to contribute from day one.

High Competition for Talent

Local candidates are often approached by multiple employers, which drives up wages and makes retention difficult. International hires are typically more stable and committed, especially when supported with relocation and community integration programs.

Skills Shortages in Key Trades

Ongoing shortages in automotive, mechanical, welding, healthcare, aged care, and other specialised fields are common in regional towns. We connect you with overseas

professionals who are trained, certified, and eager to bring their expertise to Australia.

High Turnover and Reluctance to Relocate

Many local workers are unwilling to move to rural or remote areas, resulting in ongoing rehiring and disruption. International candidates are often more open to relocation, particularly when offered a clear pathway to permanent residency and community support.

Limited Diversity of Experience

Smaller talent pools provide less exposure to different techniques, tools, and global best practices. International professionals bring fresh perspectives, diverse skills, and innovative approaches that can strengthen your business and upskill your local workforce.



We help design solutions that support local priorities and drive future growth.

Why Employers Choose Us

Your Trusted Partner in International Recruitment

More than a recruitment agency, we are a trusted partner committed to helping Australian businesses grow through access to skilled international talent.

What Sets Us Apart

Building Sustainable Relationships

We don't just fill positions. We build longterm partnerships with both businesses and candidates.

We are a Registered Australian Migration Agency

Ensuring the visa applications meet all legal and compliance requirements.

Extensive Industry Experience

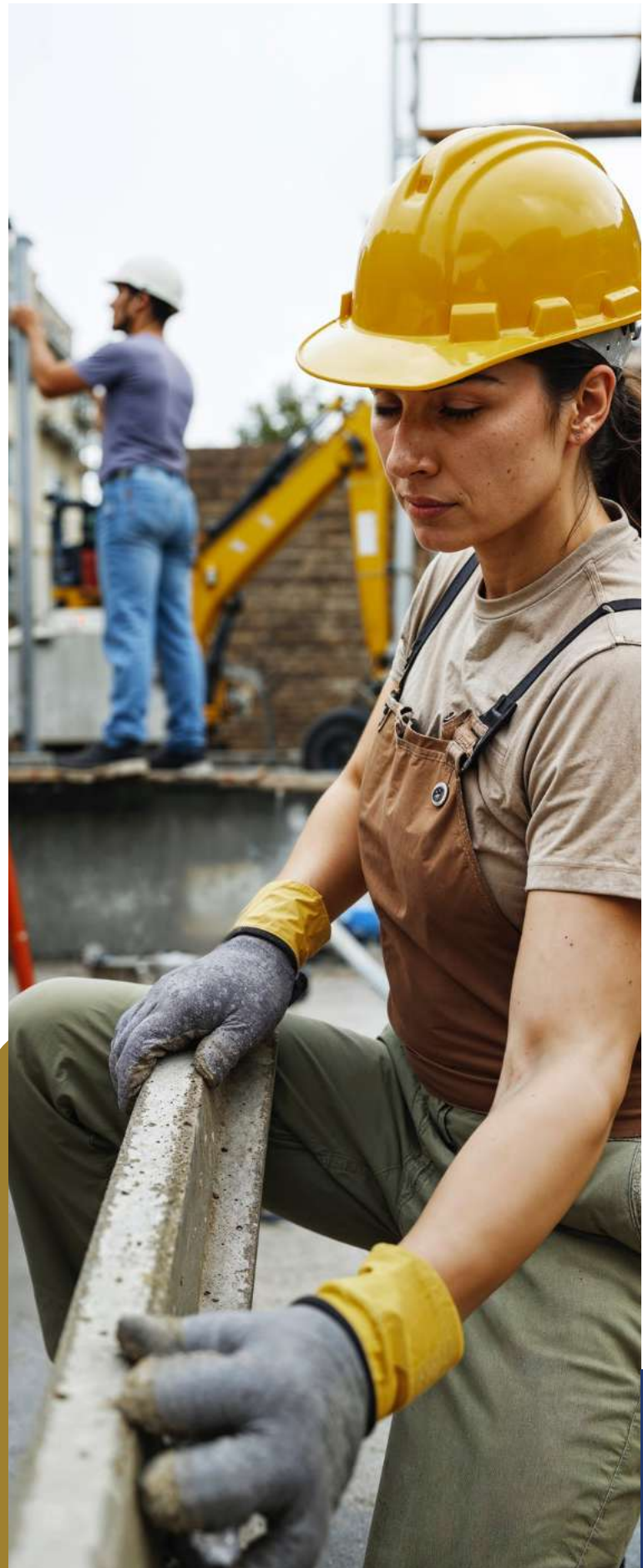
With more than 15 years of experience across a range of industries, we understand the demands of Australian businesses.

Tailored Advice & Compliance Support

We handle all the complex paperwork so you don't have to.

Comprehensive, End-to-End Support

We manage the recruitment process from start to finish. This includes understanding your workforce needs, sourcing and screening candidates, and guiding them through the visa process.



Case Studies

Mining Industry

A company that supplies mining services in Western Australia were experiencing challenges in retaining mobile plant operators. Their workforce consisted of veteran staff and high turnover working-holiday people. The company engaged us to provide a migration solution and assist in recruiting experienced international workers.

Solution

Mobile plant operators were not an eligible occupation on the immigration department's Skilled Occupation List. However, we proposed the sponsored migration pathway under a regional visa program that allowed an exemption for this occupation. We presented candidates from the Philippines and South Africa. We also arranged a skills test demonstration for the client in Manila and Johannesburg.

Outcome

The client selected 16 candidates, and these workers commenced employment in Australia within 3 months. The regional visa program imposes a condition that the sponsored worker must remain with the company for at least 3 years to qualify for permanent residency. The workers applied for their independent residency after committing to the company for 3 years.



Case Studies

Occupational Therapist

A large public health organisation in Australia approached us with a request for five skilled Occupational Therapists. We sourced qualified candidates from South Africa, Sweden, and India. During the process, one promising candidate faced a significant hurdle when a minor medical condition was flagged by the Australian government. This posed a risk to her visa approval and created uncertainty around her relocation plans.

Solution

Although the candidate's condition required a health waiver, we acted swiftly to support her application. Our team coordinated closely with the relevant authorities, compiled a detailed medical report, and ensured all documentation met the necessary standards. Throughout the process, we maintained clear communication with the client, offering reassurance and updates during a challenging time.

Outcome

Thanks to our proactive approach and thorough support, the health waiver was approved and the candidate's visa was granted. She successfully relocated to Australia and is now continuing her career as an Occupational Therapist. Our intervention helped her overcome a potential setback and achieve her goal of working abroad.





Let us Build Your Workforce Together

Contact Us Today

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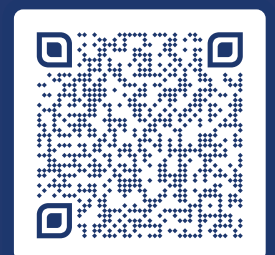
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*We are passionate about what we do
and are committed to your success.*



Immigration Law
International Recruitment



International Recruitment