



Company Profile

International Workforce Solutions

Purpose of This Document

Dizon & Associates provides international recruitment and migration solutions to support Australian employers facing ongoing skills and workforce shortages. We work with businesses across multiple industries to source and mobilise skilled overseas workers where suitable local labour is limited or unavailable.

Our service model combines international candidate sourcing, immigration strategy, employer sponsorship management, mobilisation, and onshore support within a single, accountable framework. This integrated approach enables employers to plan, recruit, and retain skilled workers through compliant and structured overseas recruitment pathways.

With more than 15 years' experience in immigration and workforce solutions, Dizon & Associates supports employers to address workforce gaps while managing regulatory obligations and operational risk. We work closely with each business to understand role requirements, location considerations, and workforce objectives, delivering recruitment solutions aligned with short-term needs and long-term workforce planning.

This booklet provides an overview of our international recruitment and migration services, delivery approach, and compliance framework.



Message from The Managing Director



Australia is home to a strong, capable workforce and a resilient economy. However, ongoing skills shortages are placing increasing pressure on employers across many industries.

These challenges are not simply cyclical.

They reflect long-term changes in the labour market, increased competition for skilled people, and a narrowing pool of experienced professionals available locally. For many businesses, sourcing and retaining the right people has become one of the most significant constraints on growth and continuity.

I founded Dizon & Associates in 2010 working directly with individuals and businesses navigating Australia's migration system. Over time, it became clear that migration advice alone was not enough. Employers needed practical, compliant workforce solutions that recognised international workers as a legitimate and necessary part of the recruitment toolkit.

Today, we support Australian employers to access skilled overseas workers through structured international recruitment models that align immigration requirements with real operational needs. Our focus is on doing this properly, lawfully, transparently, and with respect for both employers and workers, so overseas recruitment contributes positively to businesses and the communities they operate in.

Paul Dizon
BA LLB MBA GCMLP
Managing Director
Dizon & Associates

What Sets Us Apart

International recruitment is not just about finding people overseas. It requires a clear understanding of operational needs, regulatory obligations, and the practical realities of bringing workers onshore and integrating them into the workplace.

How We Support You

Integrated recruitment and migration services

We manage international sourcing, visa strategy, sponsorship obligations, mobilisation and onshore support within a single service model. This reduces gaps, duplication and risk for employers.

Compliance-driven, practical approach

We operate within Australia’s regulatory framework and work to ensure recruitment decisions are aligned with both legal requirements and operational needs. Compliance is treated as a foundation, not an afterthought.

Employer-focused workforce planning

We work closely with employers to understand role requirements, locations, workforce pressures and timelines, rather than applying generic recruitment solutions.

Experienced and accountable

With more than 15 years’ experience in immigration and international workforce matters, we understand both the policy environment and the commercial realities employers face.

End-to-end delivery

From initial workforce consultation through to arrival and settlement support, we remain engaged throughout the recruitment process to support continuity and retention.



Where We Recruit From

With offices in Australia and South Africa and affiliate recruitment partners across selected global markets including the Philippines, the United Kingdom and Argentina, we support employers through access to a diverse international workforce aligned to Australian workplaces.



Our Global Reach

We work with in-country recruitment partners who understand local labour markets as well as Australian workplace expectations. Candidates are assessed for skills, experience and suitability for Australian employers, along with their ability to meet immigration and licensing requirements where applicable. Recruitment markets vary depending on occupation, location and eligibility criteria.

Employer Sponsored Visa Pathways

The following employer sponsored visa pathways are commonly used by Australian employers where international recruitment is required to address workforce gaps across a range of industries and occupations.

Subclass 482 – Skills in Demand

The Subclass 482 Skills in Demand visa is a commonly used employer-sponsored pathway that allows Australian businesses to engage suitably skilled overseas workers on a temporary basis where genuine skill shortages exist.

It is widely used across trade and technical occupations and supports employers seeking to fill ongoing roles where local labour supply is constrained. The visa is commonly applied to trade, technical, supervisory, specialist, and site-based operational roles across a range of industries.

This pathway provides flexibility for medium-term workforce planning and enables businesses to maintain productivity while addressing skills gaps through structured overseas recruitment.

Sponsorship periods may extend for several years, depending on the role and individual circumstances.

Subclass 494 – Skilled Employer Sponsored Regional (Provisional)

The Subclass 494 visa supports employers located in designated regional areas of Australia. It is commonly used where attraction and

retention challenges exist for skilled trade and technical roles, particularly in locations with limited local labour availability. This pathway supports employers seeking to maintain workforce continuity for ongoing operational requirements.

This pathway involves a commitment to regional employment arrangements and is granted on a provisional basis. Where eligibility criteria are met, it may support longer-term workforce retention strategies.

Subclass 417/462 - Working Holiday

The Working Holiday Program (Subclass 417/462) enables eligible overseas workers from specific countries to undertake any employment in Australia for up to 12 months. Working holiday people are typically between 18-30 years old from Europe, East Asia and North & South America.

These visas are not employer sponsored and are commonly used to support temporary, project-based or peak-period labour requirements. They can provide workforce flexibility where immediate site support is needed.

However, sponsorship opportunities can be offered to Working Holiday visa holders should employers decide to retain them on an ongoing employment arrangement.

Recruitment Steps

Our international recruitment and migration services are delivered through a structured, end-to-end process focused on compliance, workforce continuity, and predictable delivery outcomes. Each stage is managed in consultation with the employer to ensure alignment with operational needs, location requirements, and workforce planning objectives.

1. Workforce Consultation and Planning

We begin with a detailed consultation to confirm workforce requirements, including role types, trade specialisations, work locations, shift arrangements, and required start dates. Relevant licensing, skills assessment, and sponsorship pathways are reviewed, and a tailored recruitment and migration roadmap is developed.

2. International Sourcing and Suitability Assessment

Roles are promoted through our network of licensed international recruitment partners. Candidates are screened against trade qualifications, hands on experience, suitability for Australian work environments, and visa eligibility to ensure only viable candidates progress.

3. Shortlisting and Candidate Evaluation

Our recruitment team interviews candidates and verifies employment history, trade competencies, qualifications, and communication ability. Where required, practical assessments or role specific evaluation methods may be incorporated. Shortlisted candidates are presented with structured profile reports to support employer decision making.

4. Employer Interviews and Selection

Employers conduct interviews with shortlisted candidates to confirm technical suitability and workplace fit. Feedback is managed, and selected candidates proceed to offer stage.

5. Job Offer and Pre-Migration Preparation

Employment offers are issued subject to any required licensing, skills assessment, or regulatory approvals. Employment terms are confirmed, and both employer and candidate are supported through pre-migration preparation.

6. Visa Application and Mobilisation

Dizon & Associates manages the full visa process, including sponsorship and nomination where required. Documentation, submissions, and authority liaison are coordinated to ensure compliance. Mobilisation includes pre departure planning and arrival coordination.

7. Settlement and Onshore Support

Following arrival, we assist with initial settlement and workplace integration, including guidance on essential services where required. Ongoing engagement supports early settling in and workforce retention.

Committed to Compliance

Compliance underpins every aspect of our international recruitment and migration services. We operate in accordance with Australian legislation and applicable international requirements, with a strong focus on transparency, professionalism and ethical recruitment practices.

We are registered with the Australian Government to provide immigration assistance and representation in business sponsorship and visa matters. All migration services are delivered within the scope of Australian migration law, ensuring that employer sponsorship and recruitment activities meet regulatory obligations.

Where overseas recruitment is involved, we work with regulated in-country recruitment partners. In the Philippines, private recruitment agencies are monitored and regulated by the Department of Migrant Workers (DMW), the Philippine government authority responsible for overseas employment and worker protection.

Dizon & Associates is an accredited foreign placement agency in Australia for engagement with DMW-regulated recruitment partners in the Philippines. This accreditation supports lawful, monitored recruitment activities and aligns with modern slavery and ethical recruitment frameworks.

Registered. Accredited. Aligned with Australian and international law.



Supporting the Regions

Regional and remote areas of Australia play a vital role in supporting national industry, infrastructure and economic activity. Many employers operating in these locations face persistent workforce constraints that can limit growth, productivity and long-term planning.

We support employers in regional Australia by enabling access to skilled overseas workers where local labour supply is limited. Through structured international recruitment and employer sponsored pathways, we assist businesses to stabilise their workforce, reduce ongoing turnover and support sustainable operations in regional communities.

How We Support Regional Employers

Addressing workforce shortages

Where local talent pools are small or constrained, international recruitment provides

access to skilled and experienced workers who can support core operational roles across a range of industries.

Supporting attraction and retention

Regional locations can be difficult to staff on a long-term basis. International candidates are often more open to regional employment where clear job pathways, community integration and longer-term prospects exist.

Building workforce capability

International workers may bring diverse experience, technical skills and different perspectives that strengthen teams, support knowledge transfer and contribute to workforce capability over time.



Designated Area Migration Agreements (DAMA)

Employers operating in approved regional locations may access a Designated Area Migration Agreement (DAMA). DAMAs allow for specific concessions to standard visa settings where agreed workforce shortages exist. These may include flexibility around occupation eligibility, English language requirements, age limits and salary thresholds.

Within regional and labour-based industries, DAMAs are commonly used where standard visa options are not available or do not align with local labour conditions. Use of a DAMA is subject to location eligibility, role criteria and endorsement by the relevant regional authority.

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 respects to Indigenous Elders, past, present and emerging.



This booklet outlines our approach to international recruitment and migration services. We work with employers to assess requirements and discuss appropriate engagement options where international recruitment is being considered.

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