

# COMPACT INFORMATION



# ATRACT-CREW MEMBER

# WHO IS ATRACT?

ATRACT is the sustainable personnel service provider for the tourism sector in Austria and the German-speaking neighboring countries - with a fairness programme and career plan for long-term, valuable employment relationships.

Finding, training and ensuring the long-term engagement of the RIGHT employees with the RIGHT talents/skills for the RIGHT jobs with the RIGHT employers at the RIGHT time.



the RIGHT employees



the RIGHT skills



the RIGHT jobs



the RIGHT time



the RIGHT employers

We are looking for committed people who value sustainable working relationships in tourism. ATRACT is much more than a recruitment agency. We match you with your employer & in addition to that we offer professional & linguistic training, as well as ongoing coaching. You are supported by our ATRACT-Team in Austria, trainers & coaches.



## FIND & RECRUIT

### Through our unique EU wide network

We match the right employees with the right jobs. Our ATRACT team scouts potential candidates to join our future ATRACT Crew Members and workforce at member companies.

Leveraging a unique EU-wide network built through initiatives like pan-European social media campaigns and collaborations with tourism institutions, we cater to applicants of all skill levels.

All applicants undergo screening, with ATRACT pre-selecting suitable candidates for member companies.



## TRAIN & INSTRUCT

### We train the right skills in all areas

At ATRACT, we ensure that employees acquire the necessary skills in all areas. In our ATRACT training camps, they acquire technical, linguistic, interpersonal and country-specific skills to enable them to successfully start their new job.

Our member companies receive a precise assessment of their new employees' skills and work with us to develop quality standards and objectives in our ATRACT workshops.



## PLACE & SUPPORT

### Coaching on the job & the ATRACT-community

Matching & bonding - we support and coach employers and employees even after they have taken up employment.

This is the basis for greater job satisfaction and long-term, sustainable working relationships. Both our career coaching to develop employees' talents and the ATRACT seal of approval have already had very positive effects in ATRACT member companies.



# HOW TO BECOME PART OF OUR ATRACT CREW

ATRACT offers individual entry options in order to meet your needs! We will make sure to find the right way for you - from start to finish.

1. Submit your application  
(CV, ID, Picture)

2. Individual Interview with your  
ATRACT Career Coach

→ We see potential! ←

3. ATRACT Commitment

4. We present your profile to all  
ATRACT members

5. Job Interview for your match

Start your  
German course &  
workshop  
"living and working  
in tourism"

6.a ATRACT training camp  
(get your ATRACT certificate)

6.b Direct entry into your career  
with ATRACT

7. CARRER START,  
job coaching & community events

## A PART OF OUR MEMBERS

ATRACT employers have fantastic jobs on offer for keen, motivated people in the tourism sector in Austria and the German-speaking neighboring countries.

**and many more...**





## WHAT ATRACT OFFERS YOU

As an ATRACT-Crew Member you are enjoying several advantages in addition to the Austrian and the German-speaking neighboring countries legal minimum requirements for employers.

- ☑ You get support and guidance all the way from your home country to your new ATRACT employer.
- ☑ You will receive training and lessons to prepare for your job and stay in Austria and the German-speaking neighboring countries. You will benefit from the program in our workshops on "Living and Working in Tourism", two months of online German courses and an ATRACT training camp (5 days) led by ATRACT trainers and coaches (worth € 2500,-).
- ☑ ATRACT will cover 90% of the costs of the training camp (workshops, German courses, training sessions, etc.), including accommodation and meals.
- ☑ You receive an ATRACT-certificate following the successful completion of the training camp.
- ☑ We help you plan your career.
- ☑ We offer support in finding the ideal ATRACT employer for you.
- ☑ You are a member of a friendly community that offers a helpline and personal feedback.
- ☑ We visit you at your place of work – ATRACT offers you and your employer guidance and support to ensure everyone is happy.
- ☑ Minimum wage for e.g. 5 days / 40 hours approx. € 1500 net or e.g. 6 days / 48 hours approx. € 1700 net (significantly higher salary possible according to qualifications)
- ☑ Entitlement to 5 weeks vacation and 14 months salary (aliquot to the duration of work)
- ☑ You have accident and health insurance, which means doctor's visits are free of charge.



## WHAT ATRACT EXPECTS FROM YOU

To ensure long-term, sustainable and fair working relationships there are several points you should bring to the table.

- ☑ You actively participate in the ATRACT programme and contribute as part of the community.
- ☑ You are open to further development and career opportunities and accept the hotel's offers for further training (e.g. German and specialist courses).
- ☑ You make a commitment to take part in the "Working and Living in Tourism" workshop.
- ☑ You are required to send us your job application documents, a copy of proof of your nationality (passport or ID) and a nice picture of yourself in advance.
- ☑ The ATRACT "community fee" for admission to the program in the amount of €250 becomes due for payment after 30 days of employment in businesses mediated by ATRACT.
- ☑ An installment of €250 is required for enrollment in the ATRACT training camp, representing 10% of the cooperative's investment in the applicant. This payment must be made prior to the commencement of training and serves as a reservation simultaneously.
- ☑ You help to professionally shape your job start and job change.

Therefore you receive:

**ATRACT-trainings camp worth € 2500,- and services from our ATRACT-Team & ongoing Coaching on the Job according to individual needs.**





# ATRACT TRAINING CAMP

Our innovative ATRACT programme offers you optimal preparation for your job in Austria and the German-speaking neighboring countries. Get to know more about this great experience!



## LEARN TOGETHER

Start your new job with ATRACT at a cool employer and a great country in Austria's tourism sector and neighboring German-speaking countries. In our 5-day training camps, we prepare you for your new job responsibly and efficiently with our innovative ATRACT program! And the best part is that you won't be alone - you'll become a member of our ATRACT community, where you can spend your free time with new like-minded people and make friends. Plus, by participating in our ATRACT training plan, you'll focus on practical German language skills and learn lots of information about life in Austria and neighboring German-speaking countries. All this and more, combined with the practical training, promises you a good start to your professional life.



## ATRACT-CERTIFICATE

After successfully being matched with one of our member companies and commencing your new position, you will have the opportunity to participate in our training camp. Here, you will acquire technical, linguistic, interpersonal, and country-specific competencies to ensure a successful start in your new role. Upon completion of the training camp, you will receive a certificate of participation. ATRACT will provide your new employer with written feedback regarding the skills and competencies you have acquired with us.



# ATRACT WORKING ARRANGEMENTS

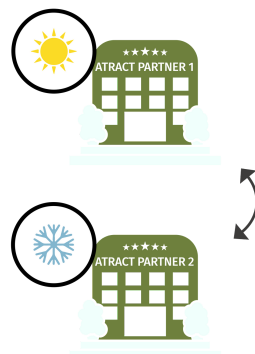
ATRACT offers you various different working arrangements, in order to find the right fit for you! In total, you will be at ATRACT for at least 9 months & can spread this time over up to 18 months.

## Fix model *Long(er)-term*



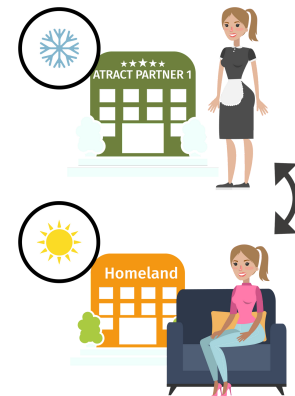
year-round or summer and winter with one and the same ATRACT employer

## Sharing model I *Long(er)-term*



summer with one ATRACT employer and in winter with a different ATRACT employer

## Sharing model III *Long(er)-term*



summer off and winter in Austria or in the German-speaking neighboring countries with one of our ATRACT employers



# LIVE & WORK IN AUSTRIA

Ready for your adventure in a new country? We want to prepare you for your life and work in Austria and the German-speaking neighboring countries.

## ABOUT AUSTRIA

Austria has just under 9 million residents. The capital is Vienna and the spoken language is German in various dialects. That is why one important point is the German language. It is part of a new life and will help you to settle in quickly. Almost everyone knows English, and Italian is often spoken in the catering industry.

Tourism plays a major role in the Austrian economy and depending on the region, the winter or summer season is one of the busiest times of the year. That is why many hotels and restaurants need support at this time.



If you want to get out into nature, there is a lot on offer in winter and summer! In winter, people here love to go skiing, ski touring, Rodeln (that's our Austrian term for sledging), cross-country skiing and ice skating. In summer you can enjoy the landscape while hiking for example. There are also many lakes for swimming. Cycling and mountain biking are also very popular.



## AUSTRIAN RECIPE

# KAISERSCHMARRN

Whether as a dessert or as a sweet main course - everyone enjoys this classic! To get a taste of the sweet Austrian life, we show you how fast & easy you can create our tasty Kaiserschmarrn.

### INGREDIENTS for four portions

<b>4</b>	eggs
<b>125 g</b>	flour
<b>125 ml</b>	milk
<b>1 pinch</b>	salt
<b>1 TSP.</b>	baking powder
<b>40 g</b>	sugar
<b>80 g</b>	raisins
<b>4 TBSP.</b>	butter
<b>1 TBSP.</b>	powdered sugar for sprinkling



### FIRST STEP

Separate eggs. Mix egg yolks with flour, milk, salt, baking powder and sugar to a smooth dough and let rest for 10 min.

### SECOND STEP

Beat the egg whites until stiff & gently fold into the batter. Then add the raisins.

### THIRD STEP

Add 2 tablespoons of butter to a frying pan and fry a crispy pancake over medium heat. Flip the pancake and add the remaining butter. After baking, tear the pancake into pieces and sprinkle with the powdered sugar.

Kaiserschmarrn is served with „Apfelmus“ (applesauce) or cranberry jam for example.

**LASST'S EUCH SCHMECKEN!**  
ENJOY IT!



## TESTIMONIALS

# COMMUNITY VOICES

One of the key aspects of ATRACT is our great community! Different people from various countries come together and support each other - with ATRACT you will always have somebody at your side.



### **TOMAS**

Waiter, Hotel Kröllner

"Personally, my experience with ATRACT was unforgettable. Thanks to your assistance, I was able to find my dream job in Austria. ATRACT has not only advanced my career but also enriched my life by connecting me with a diverse community of people who share similar goals and aspirations."



### **IVANOR**

Waiter, AQUA DOME

"I truly believe that ATRACT has created a pathway to recruit, train, and place workers (Recruiting 4.0) through its Training Camp Program. This program has equipped its members with the professional skills needed to excel in their jobs while they learn the German language and Austrian culture."



### **ALEXANDER**

Housekeeping, Almi's Berghotel

"I have fallen in love with this country. It's beautiful and the people here are so full of energy. I definitely want to stay."



# ATRACT TEAM

Our ATRACT team is your back-up for a good start in Austrian tourism and in the German-speaking neighboring countries. From the first contact, we are your point of contact for questions and concerns, we accompany you from your home country to and during your new job in Austria or in the German-speaking neighboring countries. You can rely on our ongoing support.

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# PART OF OUR ATRACT-COMMUNITY



and many more...



**Soon you too?  
Join our community!**