

# Skill Shortages

Australia's immigration arrangements  
play an important part

# Migration program components

Total program of 140,000

- **Skill stream** in 2005-06 of 97,500

- Business skills
- General Skilled Migration
- Employer sponsored Migration
- State sponsored migration

- **Family Stream**

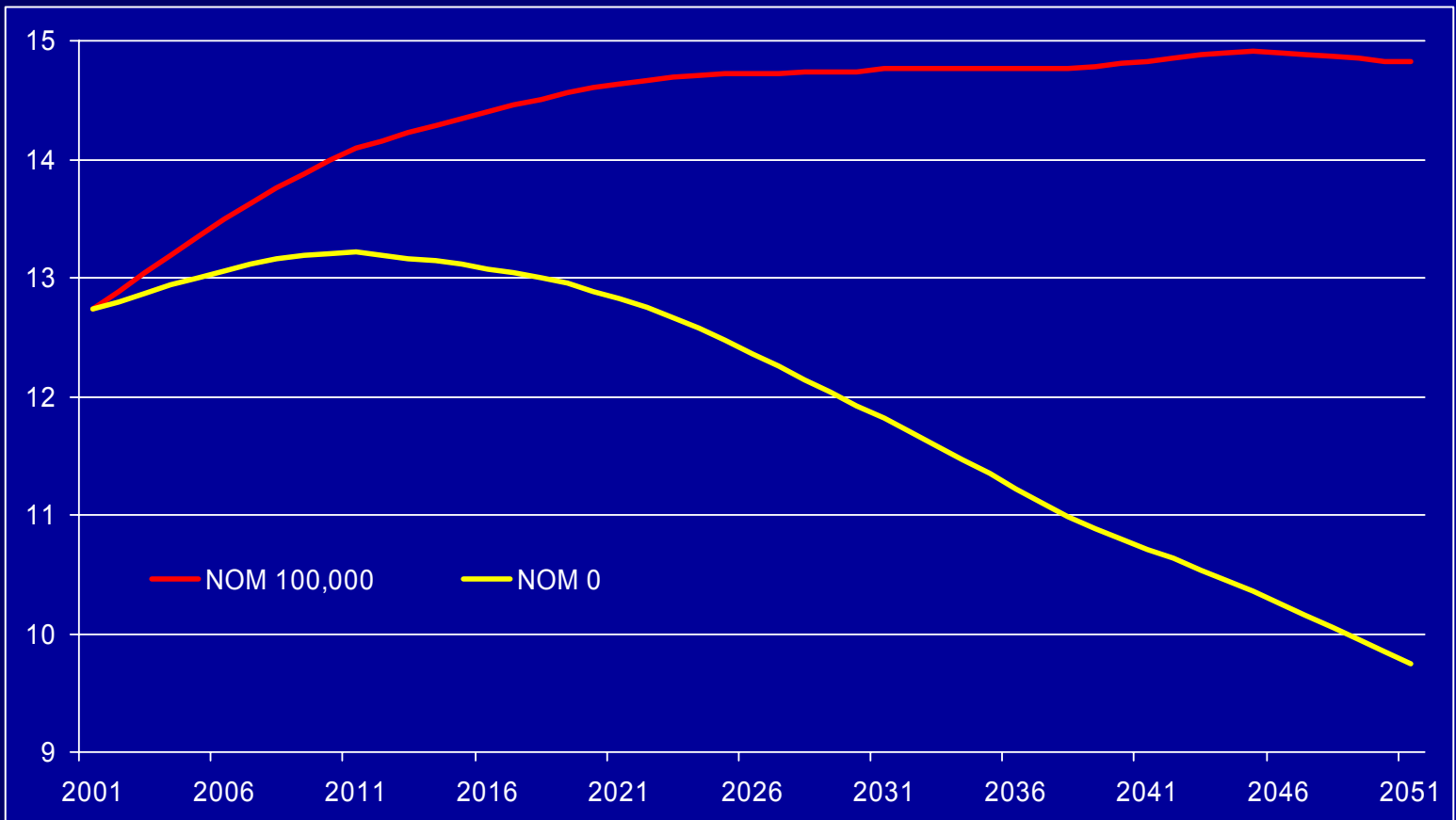
- Largest component is the spouses and children of Australian citizens and residents

# Migration program objectives

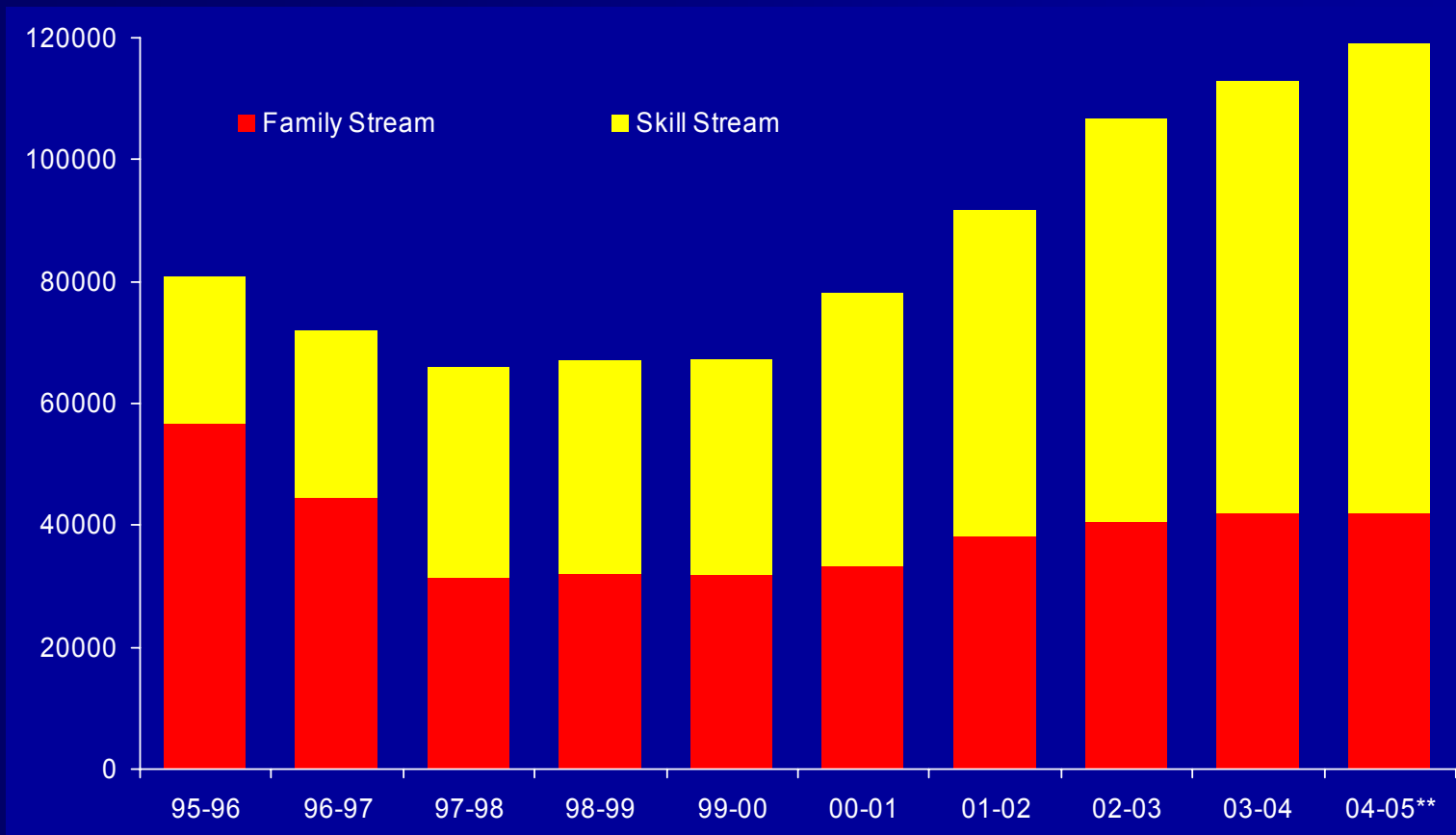
- Economic
- Social
- Demographic

Temporary entry arrangements share similar objectives

# Australia's working age population



# Changing composition of the migration program

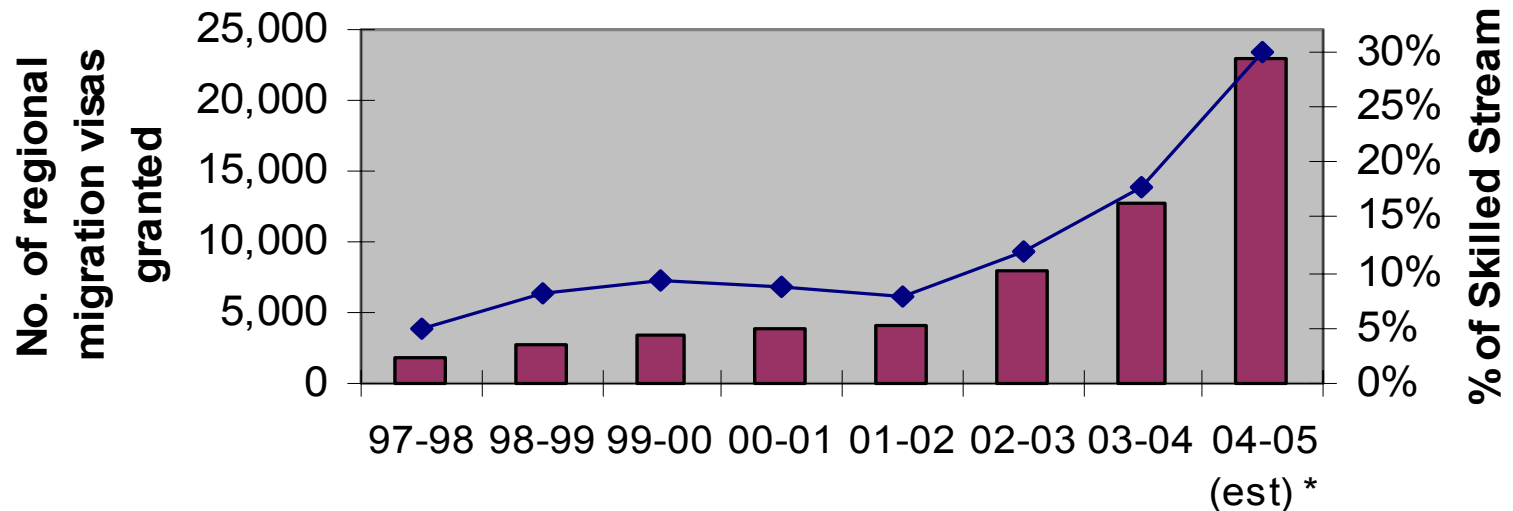


# Targeting migration

- Employer Sponsored Migration
- State/region sponsored migration
- Migration Occupations in Demand List (MODL)
- “A primary aim will be to increase the number of skilled migrants entering under the employer sponsored categories, as it is employers who are best placed to identify the skilled migrants that we need.” – *Senator the Hon Amanda Vanstone*

# Movement to state-specific and regional migration visas

## STATE-SPECIFIC AND REGIONAL MIGRATION VISAS 1997-98 TO 2004-05



■ State-specific & regional migration visas —◆ % of Skilled Stream

# A range of mechanisms

- Regional Sponsored Migration Scheme (employer sponsored)
- Skilled Independent Regional (SIR) (state sponsored)
- State Territory Nominated Independent (state sponsored)
- Skilled Designated Area Sponsored (SDAS) (sponsored by relatives)

# Regional Sponsored Migration Scheme (RSMS)

- Permanent visa
- 2 year full time employment
- Operates in most parts of regional Australia
- Allows employers in regional or low population growth areas to fill skilled positions that they are unable to fill from the local labour market
- The RSMS has been successful in attracting and retaining skilled migrants to regional Australia

# Analysis of RSMS

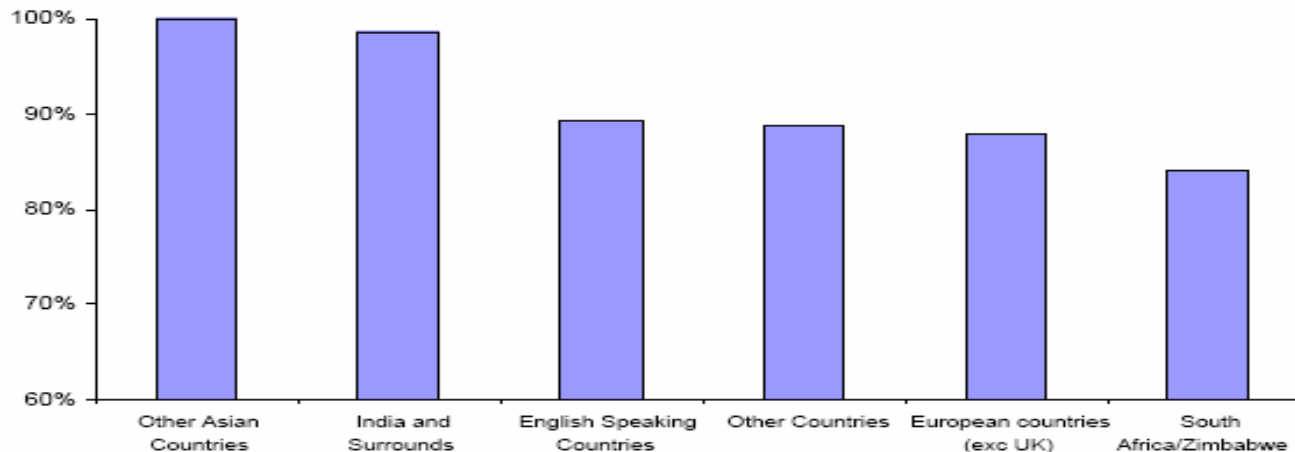
- 2 years in designated region
- 6% have experienced unemployment
- High retention rate
  - 91% are still living in the designated area
  - 83% are still working for their RSMS employer
  - 78% a working for their RSMS Employer and living in their designated area
  - Of the 17% who are not working for their RSMS employer, around  $\frac{3}{4}$  are still residing in their designated area.



# Migrant satisfaction

- 98% of applicants say that migrating to Australia was the correct decision
- 91% of applicants say that RSMS met expectations
- 96% of applicants felt welcome in Australia
- 95% of applicants are working in their preferred occupation

**Fig 4.1: Proportion satisfied with RSMS scheme**



# Employer Satisfaction

- Most employers use the RSMS because of skills shortages
- Employers are generally satisfied with the scheme



# 457 regional

- 3 months – 4 years
- Special arrangements for employers in regional or low population growth areas
- Employer sponsored

# Outreach Officers

- Regional Outreach Officers (ROOs)
  - Liaise with regional authorities and employers to improve regional migration outcomes
- Industry Outreach Officers (IOOs)
  - Seconded to industry and business organisations to train, promote and improve skilled migration outcomes

# State/Territory Nominated Independent visa

Stephen McLeish, a panel beater from Scotland, put his resume on the Skill Matching Database in 2005 and was sponsored by the Victorian government on a State/Territory Nominated Independent visa.

He was exactly what John Ostermeyer from GP Motors in Bairnsdale, Victoria was looking for 'I was experiencing huge problems finding staff and not having any luck recruiting anyone...in the region or even in Melbourne.'

From John's perspective the match couldn't have been better "... Stephen had the skills and was from a small community in Scotland. He and his partner recently bought a house, so I think he is pretty happy with the way things have turned out – I know I

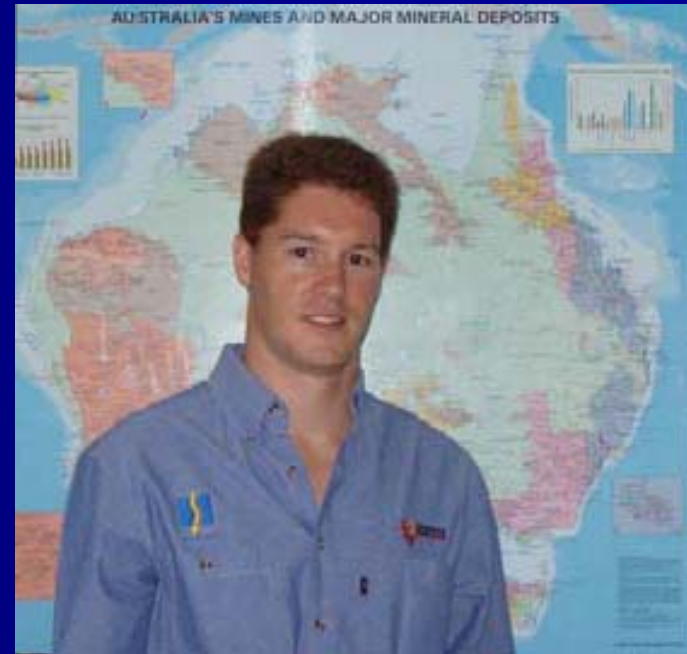


# Regional Sponsored Migration Scheme

James Buchanan left an oil drill rig off the Norwegian coast, south of the Arctic Circle to live in the Western Australian goldfields. He settled in Kalgoorlie under the Regional Sponsored Migration Scheme (RSMS).

This is his fifth year with Downhole Surveys. He started as a gyroscopic survey engineer, and is now an operations manager, with 12 engineers working for me.

“In the time I have been here the company has tripled its business, taken on more staff and opened up new markets overseas. Australia is a total land of opportunities. “It’s been a great thing being accepted under RSMS. Australia has lived up to every potential for me,” James said.



# Skilled Independent Regional (Provisional) visa

Geetika Gupta arrived in Australia on a Skilled Independent Regional (Provisional) visa, meaning she had to look for a job in a regional of low population growth area.

'It was tough, at first, and it took some time because we had to find a place which also had employment prospects for Gupreet, my husband, who is an engineer.'

The couple eventually settled in Elizabeth, in Adelaide's northern Suburbs, and they feel that they are giving something back now that they have found work.

'One of Australia's priorities is to keep matching people like Geetika and Gurpreet with the states and territories that most need skilled migrants.' said immigration Minister, Amanda Vanstone.



# Temporary Business Long Stay Visa (457)

Dr Barrett Losco, and his wife Dominique are both chiropractors specialising in children's disorders. They moved from Johannesburg in South Africa to Horsham in Victoria's wheat belt.

Since arriving on a temporary business long stay visa, the Losco's have established two Kiro Kid chiropractic clinics for local employer Dr Davies in Horsham (population 12,000) and Donald, and outlying town (population 1,300).

The Barrett and Dominique say "we have only been open about two months and we have been overwhelmed by the friendliness and welcoming attitude of the local people. They are happy that we are providing a service that they haven't had before".



# Regional Sponsored Migration Scheme

Surfing the internet for job advertisements resulted in a life changing experience for Dutch backpacker Monique Kamsma.

In Australia on a working holiday, Monique, 29, discovered her welding skills were badly needed by local employers struggling to meet demands in a growing economy. Applying for work, she was employed on the spot in Darwin by Universal Engineering NT managing director, Steve Tiley, who offered to sponsor her under the Australian Government's employer-sponsored migration program.

Surprised by the offer, Monique agreed to give it a go. She has become so fond of Australia she is considering making it home.



# Skilled Independent visa

On Christmas Eve, 2004, Deepak Darshan received the email he now describes as "one of the best Christmas presents I have ever received".

Deepak had already been offered a Skilled Independent visa on the basis of his outstanding medical and research qualifications.

The Christmas Eve email came from The Queensland Institute of Medical Research (QIMR) They had offered him a job as a research officer – signed, sealed and delivered his decision to pack up the family and move to Australia.

His wife, also a doctor, found work at a Brisbane hospital.

'This really is a land of opportunities and we are grateful to be here'.

'Migrants play a vital role in helping to address the critical skill shortages felt



# Regional Migrant Profile

John Chalkley is meeting more than personal challenges after joining the Royal Flying Doctor Service in Queensland. The London-born medical practitioner is one of numerous overseas medicos helping to overcome a critical shortage of doctors in rural areas. His outback practice covers an area bigger than his home country, Britain. Employed through the Australian Government's Regional Sponsored Migration Scheme (RSMS), Dr Chalkley, his Japanese-born wife Naoko and their two children are flourishing in their Mount Isa home, about 1560 km north-west of Brisbane.

