

LOOKING TO HIRE SKILLED WORKERS?



An Employer's Guide To Hiring Overseas Workers



HAVE YOU
CONSIDERED
**RECRUITING HIGHLY
SKILLED WORKERS
FROM OVERSEAS?**

INTRODUCTION

Australia's resources sector is once again experiencing chronic skills shortage, with the resurgence of the mining industry, emerging sectors such as LNG and the ever tightening job market.

Australian companies are trying many different ways to increase their skilled worker numbers, but hiring more apprentices and taking on additional trainees requires time and of course skilled personnel to educate and up skill those people new to the industry.

It can take many years to train additional workers to the required qualification and skill level and Australia is looking into more options to attract enough skilled labour to its resource-rich states.

Australian businesses can hire workers from overseas to fill skilled positions that cannot be filled from within the Australian labour market.

Under the current immigration policy, employer sponsored visas are given priority in processing.

Sponsoring an overseas skilled worker is not difficult or costly.

If your business can offer a skilled, permanent or temporary full-time position that cannot be filled by an Australian worker, it is worth considering this option.



HIRING A SKILLED WORKER FROM OVERSEAS IS NOT DIFFICULT

Would You Like To Hire Skilled And Experienced Overseas Workers?

WHO CAN I SPONSOR?

Australian Employers can sponsor skilled, English speaking workers for full-time positions that require qualifications equivalent to a trade certificate or an Australian diploma or a degree:

Australian Companies Can Hire Overseas Tradespeople

For example, Skilled Boilermakers or Heavy Equipment Fitters

Australian Companies Can Hire Overseas Managers

For example, Project or Contract Manager

Australian Companies Can Hire Overseas Professionals

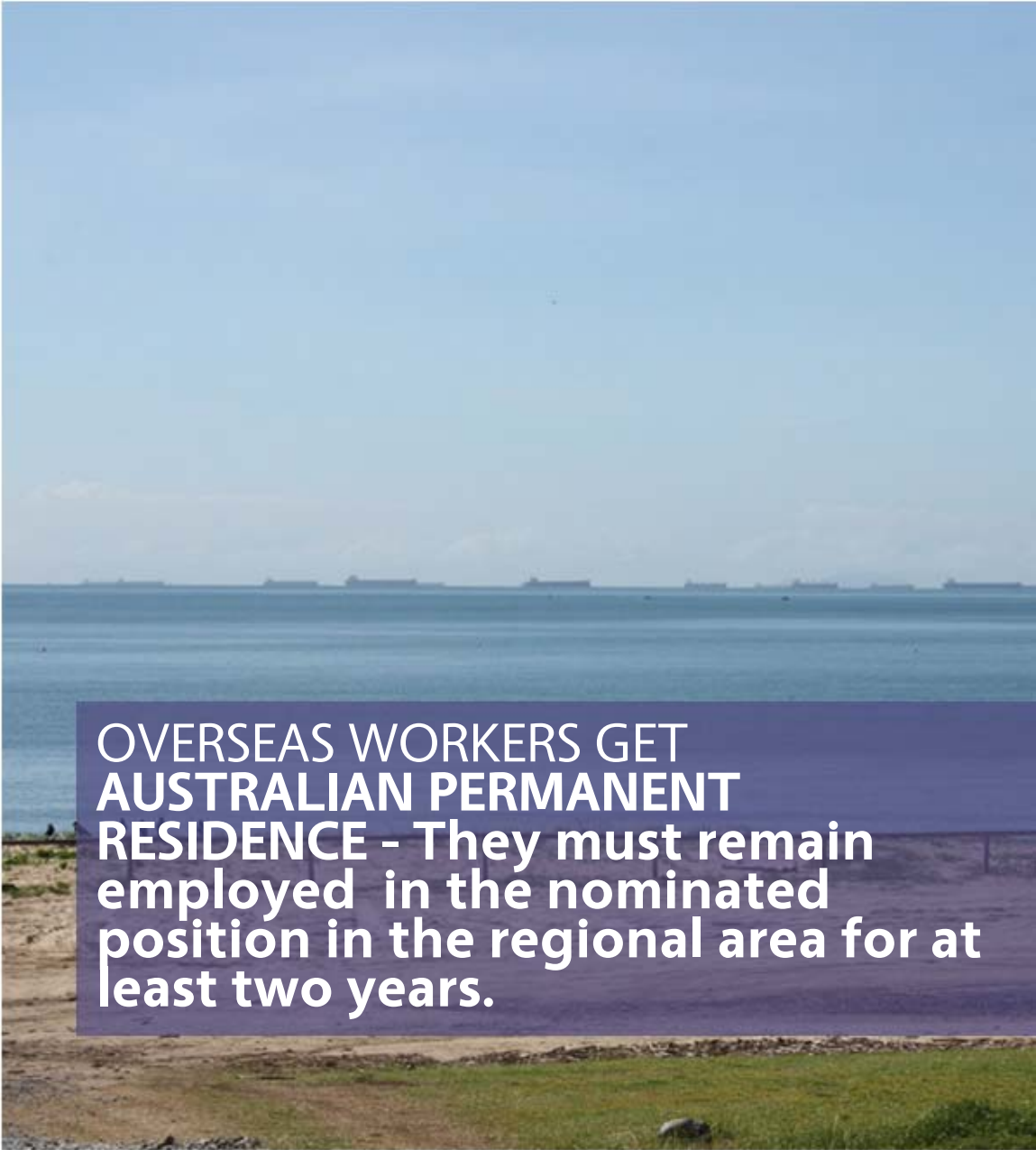
For example, Engineers or Accountants



REGIONAL SPONSORED MIGRATION SCHEME (RSMS VISA)

RSMS allows Skilled Workers to live as permanent residents in Australia.

The Skilled Worker is given access to Medicare and after meeting residence requirements, they can apply for Australian Citizenship.



**OVERSEAS WORKERS GET
AUSTRALIAN PERMANENT
RESIDENCE - They must remain
employed in the nominated
position in the regional area for at
least two years.**

AUSTRALIAN COMPANIES CAN USE THE REGIONAL SPONSORED MIGRATION SCHEME (RSMS)

The RSMS program is designed to help employers in regional Australia which is defined as all areas of Australia except Brisbane, the Gold Coast, Sydney, Newcastle, Wollongong, Melbourne and Perth.

If you are unable to fill a skilled position from the local labour market, then why not consider using the RSMS and hire a Skilled Overseas Worker?

Central Queensland Site Services Pty Ltd (CQSS) recruits Skilled Workers where possible from within Australia and from the UK, Ireland, Canada, USA and Asia.

The RSMS process consists of three distinct stages:

1. Certification of vacant position by the Regional Certifying Body (RCB)
2. Approval of sponsorship for the nominated position by the Department of Immigration and Citizenship (DIAC)
3. Visa application by the qualified Skilled Worker



PROFILE

REAL BUSINESSES REAL EXPERIENCES



Craig Freeman, Hastings Deering (Australia) Limited Area Service Manager, Mackay, Queensland

For Hastings Deering, one of the key areas of worker shortages is in the regional areas of Queensland which together with a general shortage of highly skilled Caterpillar Trained Heavy Equipment Fitters throughout Australia creates a huge skills shortage.

We have had fantastic experiences with the process and it has become a lot simpler over time.

Even with Hastings Deering employing over 300 Apprentices and constantly looking at ways to up skill its workforce and employ locally, the company still faced chronic understaffing in regional Queensland and went down the path of recruiting from overseas as a last resort due to the inability to find appropriate staff in Australia.

Hastings Deering managers have been very impressed with the Highly Skilled CAT Trained Overseas workers that were supplied.

Although they were apprehensive at first due to some negative press, they have had fantastic experiences with the process and it has allowed them to expand their training program and pass on further skills to local younger and mature aged apprentices and trainees.

Businesses who are unable to recruit locally should look at employer sponsored visas.

To qualify to hire overseas workers employers must ensure that the overseas worker is being paid market rates of pay.

Overseas workers must demonstrate English language ability and sufficient skills to fill the position.

Unless there are exceptional circumstances, most overseas workers will be under 45 and have relevant qualifications which are equivalent to at least a Trade Certificate or Australian Diploma.

Visa applications from workers who are sponsored by an employer under the RSMS are given top priority by the Australia Immigration Department.

Workers applying can either be skilled workers from overseas or skilled temporary visa holders who are currently in Australia. All workers applying under RSMS must undergo Health, Character and Police checks.



In certifying the vacancy (stage one), the RCB needs to verify that the position:

- > is full-time (at least two years)
- > cannot be filled from the local labour market
- > requires formal qualifications
- > is in accordance with standard Australian or individual state award wages and conditions.

PROCESS

VISA KEY FEATURES

	RSMS (PERMANENT) VISA KEY FEATURES
Skill level	Overseas worker is expected to hold a relevant Trade, a Diploma or a higher qualification that meets Australian standards.
Salary	Employed on a salary and working conditions as per the relevant Australian legislation and awards.
Age	Generally under 45. Older employees can be considered in exceptional circumstances
English	IELTS 4.5 or evidence of post secondary vocational training in English; or from native English speaking country
Visa holders access to social services	Access to Medicare, free public schooling and family tax benefits (but no social security for two years)
Employee's Obligation	Employee must remain employed in the nominated position in the regional area for at least two years.

PROFILE

REAL BUSINESSES REAL EXPERIENCES



Kador Engineering (Australia) Pty Limited

Philip Smith

Managing Director

"Quality tradespeople are harder to come by than ever. I, along with many trades businesses, felt the pinch when it came to finding skilled staff.

"I found the process to be quite efficient, I was helped very well with any questions I had and looking overseas helped me to find and hire capable, skilled staff.

"My experience has been a positive one and those migrants I have employed work hard, are proactive and have added to our work culture. I would recommend to any business considering hiring an overseas worker to give it a go because it will enhance your business."

My experience has been a positive one and those migrants I have employed work hard, are proactive and have added to our work culture

PROCESS

AN EMPLOYERS GUIDE TO SPONSORING OVERSEAS WORKERS

Position Vacant

1 You have a genuine position vacant, you have advertised the position and tried to recruit locally through the normal means but are unable to find suitable applicants.

RCB

2 CQSS will review your vacancy and assist you in obtaining certification of the vacancy from the Regional Certifying Body and prepare any Australian Immigration requirements.

Recruitment

3 CQSS pools qualified applicants to undergo face to face interviews, skills and trade testing, medical, police and background checks and prepares a qualified shortlist from which you can make your final selection.

- ✓ English Proficient
- ✓ Highly Trained
- ✓ Qualified Worker
- ✓ Health and Physical Requirements
- ✓ Visa Requirements

Immigration

4

CQSS using an Australian Registered Migration agent prepares for visa application, lodges the visa application.

Intergration

5

CQSS conducts pre-departure seminars, arranges transport for the worker to Australia, assists with TFN, opening bank accounts, superannuation account and local cultural awareness.

Monitoring

6

CQSS monitors the employee and employer satisfaction at 1 month, 3 month, 6 month and 12 month periods.



WHAT'S NEXT?

To discuss hiring overseas workers please contact

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