



Guide to Employing Engineers from Overseas

Introduction

The growing skills shortage in Australia might mean that local government authorities will need to look at recruiting engineers from overseas to come to Australia. The Federal government has a number of recognised avenues to allow this.

References

It is best to consult the official website rather than rely on printed material that may be out of date or contain errors.*** Initially, look at the following websites from the Department of Immigration and Multicultural Affairs (DIMA), and consult DIMA's publications.

- www.immi.gov.au/employers-info/overseasworker.htm
- www.immi.gov.au/faq/work/work06.htm
- Migration Booklet 5 -*Employer Sponsored Migration*

Frequently Asked Questions

Printed below are three frequently asked questions and the answers provided by DIMA.

How do I employ someone from overseas on a temporary basis ?

The temporary residence program allows employers to overcome temporary skilled labour shortages by recruiting key personnel from overseas, for a period of up to four years. Many people enter Australia on a temporary basis, for a range of specialised purposes, under the temporary residence program. This may require sponsorship or nomination from the employer in Australia. In all cases, the programs are designed to allow overseas people to come to Australia for specific purposes, which will result in some benefit to the Australian community.

Visas are available under these arrangements for:

- Sponsorship by an Australian or overseas business - if your business is unable to meet its skills needs from within the Australian labour force, you can sponsor personnel from overseas on a temporary basis, to work in Australia for up to four years.
- Labour agreements - formal agreements

negotiated between the Australian Government, employers (including industry or employer associations) and other interested parties (for example, unions or professional associations).

- Regional headquarters agreements - for overseas companies that plan to establish their headquarters for the Asia-Pacific region in Australia.
- Service sellers - for representatives of overseas suppliers of services, who are negotiating, or entering into, agreements to supply their services in Australia.

If the employee you sponsored on a temporary visa leaves your business, you should immediately inform your nearest Business Centre and provide whatever details you have of your former employee's whereabouts.

What if a person applies for a position with my company and provides what appears to be a valid business long stay temporary residence visa ?

If you were not the person's original sponsor, they will not have permission to work for you. You will need to contact your nearest Business Centre to apply for sponsor status. The person cannot start working for you until the application has been approved.

How do I employ someone from overseas on a permanent basis ?

If your recruitment requirements calls for the employment of overseas personnel on a permanent basis, you may sponsor a skilled person from overseas under the following schemes :

- The Employer Nomination Scheme (ENS) has been developed for Australian employers to recruit permanent, highly-skilled staff from overseas, or from people temporarily in Australia, when these employers have been unable to fill a vacancy from within the Australian labour market or through their own training programs.
- The Regional Sponsored Migration Scheme (RSMS) is designed to help employers in regional, or low population growth, areas of Australia, who are unable to fill skilled vacancies from the Australian labour market.



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- The Regional Sponsored Migration Scheme (RSMS) is designed to help employers in regional, or low population growth, areas of Australia, who are unable to fill skilled vacancies from the Australian labour market.
- Labour Agreements (LA) enable Australian employers to recruit a specified number of workers from overseas in response to identified or emerging labour market (or skills) shortages in the Australian labour market.
- Invest Australia Support Skills (IASS) program is designed to encourage international firms to choose Australia as a location for direct foreign

investment. It allows companies that make a significant investment in Australia to bring out essential key expatriate managerial and specialist employees from within the company group. (This program replaced Regional Headquarters agreements from 1 July 2002).

**** The information contained in this document is correct as at June 2006. Please consult the latest advice from DIMA before employing an engineer from overseas.*