

# The demand for skills of APTC graduates in Australia?

How to identify it and  
how can Pacific countries respond

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# Focus of presentation

- APTC has new mandate to provide graduates with support to help them migrate for work
- The Australian qualification is viewed by nearly all graduates as a pathway to work in Australia
- But realising this goal requires a job offer from an employer
- So what are the existing and potential migration pathways for APTC graduates?

# Key principles shaping labour mobility

- Labour mobility is fundamentally different to the aid relationship between donor, beneficiary and recipient country
- With labour mobility, receiving and sending governments shape the requirements only. They are not in the driving seat.
- Governments cannot control whether employers offer jobs and who takes up the offer
- Much more needs to be done by governments to monitor the responses of employers and those who respond in terms of occupations involved, and the impact on the sending economies and communities

# Why APTC graduates?

- Australian employers in recruiting workers from the Pacific will view APTC graduates highly favourably for four reasons:
  - Prior work experience
  - Australian quals
  - Quality training delivered by well-resourced trainer
  - Graduates' competencies assessed by same process as TAFE Qld

# APTC graduates have limited chances of migrating for work

- However, the APTC Annual Report and Plan 2017-2018 shows that few APTC graduates have migrated to work overseas.
- Of the 12,151 APTC graduates produced in Stage 1 and 2, only 290 or 2.4 per cent are recorded as having migrated overseas.
- The largest number (103) were resident in New Zealand, mainly from Samoa (40) and Fiji (36).
- Only 76 APTC graduates were recorded as resident in Australia, mainly from Fiji (27) and Vanuatu (25)

# APTC Stage 3 new approach to promoting labour mobility for graduates

- The design of APTC Stage 3 includes two tracks for students:
  - (1) domestic or ‘home’ track and
  - (2) regional labour mobility or the ‘away’ track
- This change to APTC operations, however, is still to be implemented – due Semester 1, 2020

## But most APTC graduates intend to migrate for work

- Nine out of ten students about to graduate in the last year (N = 943) state in their end-of-course surveys that they intend to work overseas using the skills they obtained in their course.

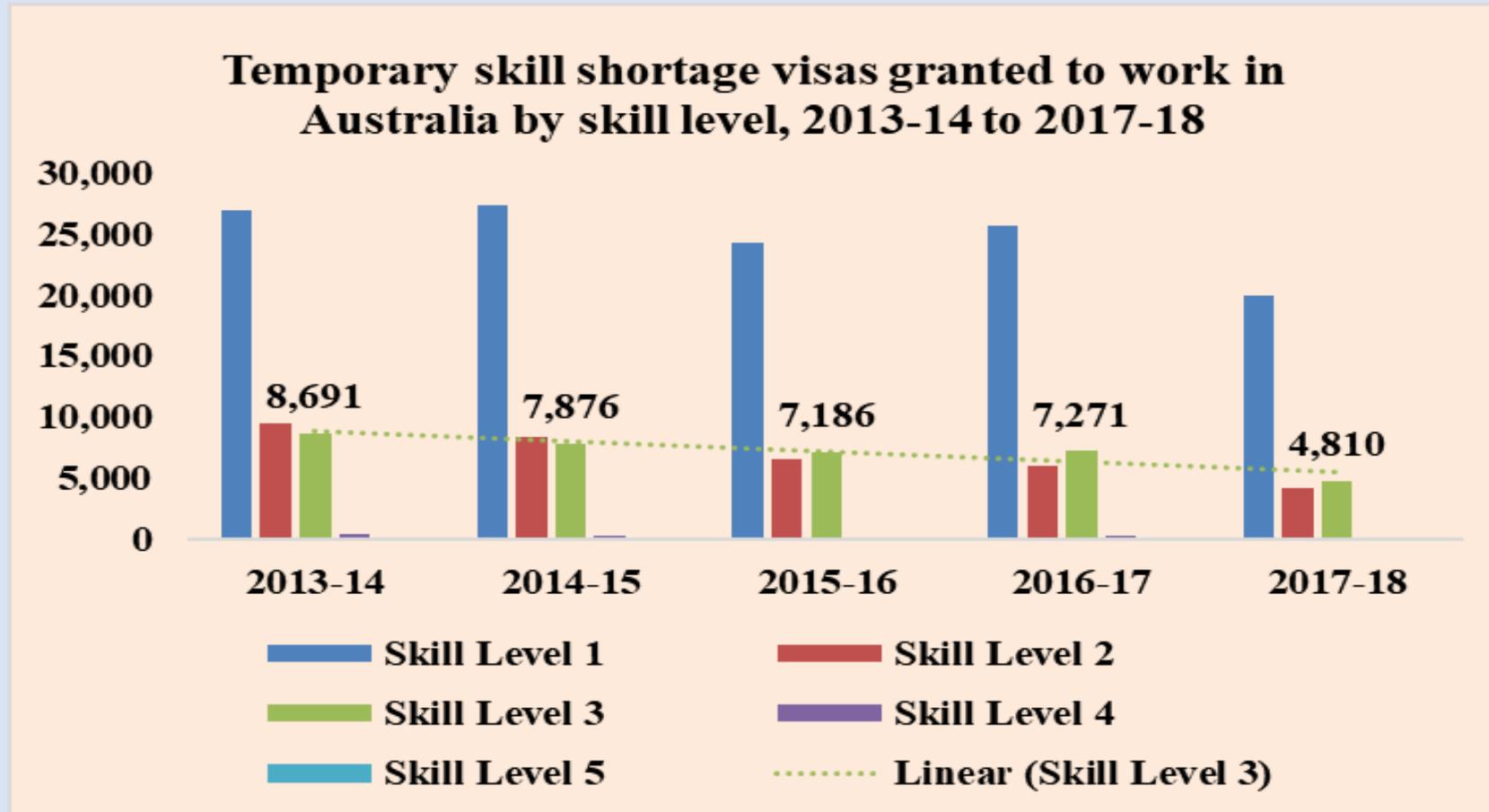
# Two pathways to migrate for work

- APTC graduates, depending on their qualifications, have two potential migration pathways to work in Australia.
- One pathway is for skilled workers with the prospect of accessing permanent residence.
- The other is through the Pacific Labour Scheme (PLS) for graduates with qualifications in skilled and semi-skilled occupations (Skill Level 3, 4 and 5).

# Migration is a two or multi-step process

- First, most employers prefer to engage migrants on a temporary work visa before offering sponsorship for a second two years
- For eligible (trade-based) occupations, employers can offer sponsorship for permanent residence at the end of four years.
- Second, employers also prefer to employ people who are already in Australia on a temporary work visa or other visa which has work rights.

# Trends in visas granted by Skill Level



# Recruiting Skill Level 3 workers from offshore

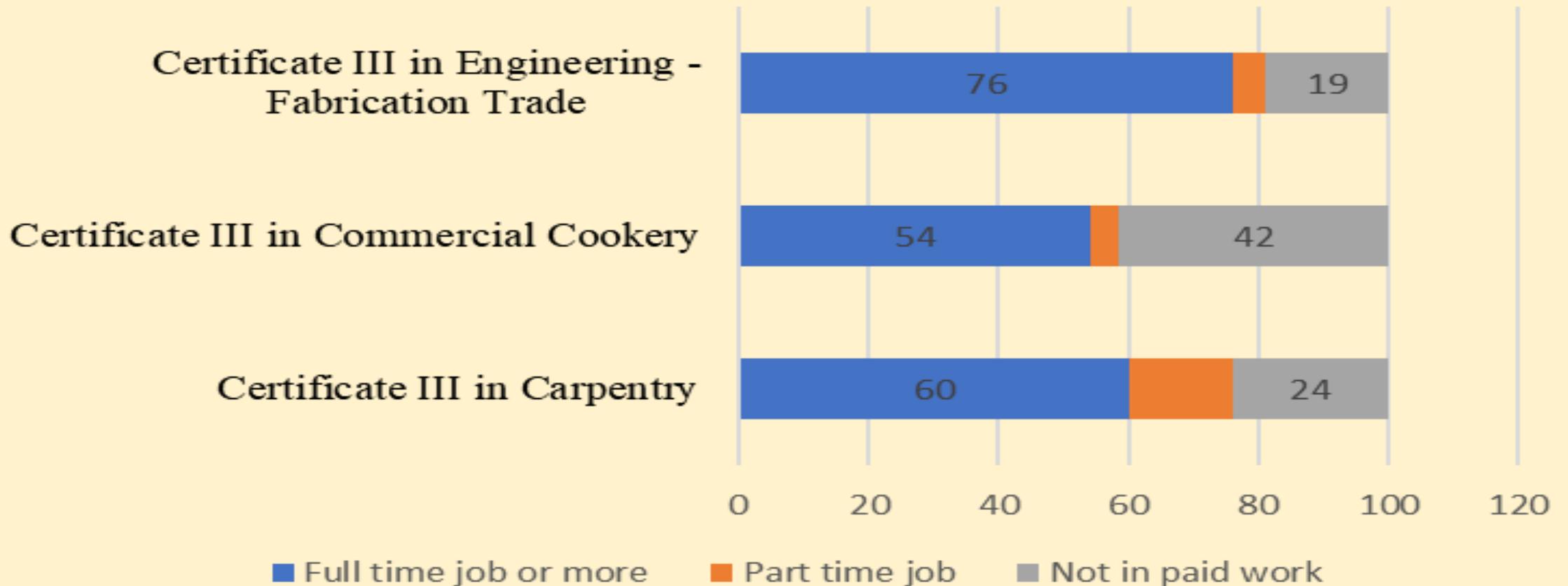
- Focusing on Skill Level 3 jobs, most TSS work visas at this level are applied for onshore.
- Over the five-year period to 2017-18, most employers (71 per cent) recruited for Skill Level 3 jobs from within Australia.
- Employers preferred workers who had either previously worked for them, or had other prior work experience within Australia.
- In contrast, over the same period, less than half of Skill Level 1 (professional) workers were recruited this way.

**Table 1: Skill level 3 occupations of persons granted visas from offshore, nine months to 31 March 2019**

<b>Skill level 3 occupations</b>	<b>Visas approved offshore</b>
321211 Motor Mechanic (General)	318
351411 Cook	246
321212 Diesel Motor Mechanic	235
324111 Panelbeater	114
322313 Welder (First Class)	113
322311 Metal Fabricator	82
323211 Fitter (General)	62
332211 Painting Trades Worker	59
331212 Carpenter	46
323214 Metal Machinist (First Class)	39

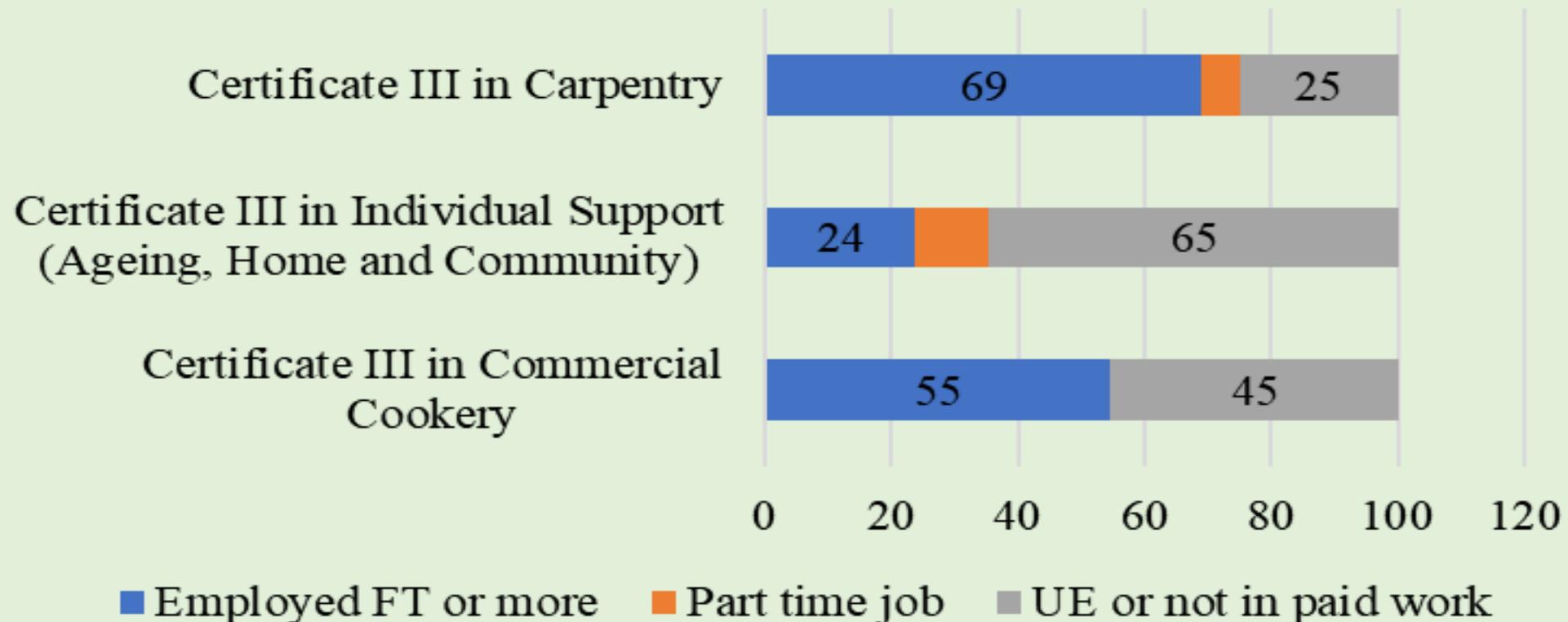
# Employment outcomes for 2018 APTC graduates not with the same employer

## 2018 APTC Graduates 6 - 12 months later



# Employment outcomes for 2018 Fiji APTC graduates not with the same employer

## 2018 Fiji APTC Graduates 6 - 12 months later



# Need for labour mobility options

- These results show that skilling up workers operating in small labour markets can overshoot the demand.
- It is important that opportunities for work in overseas labour markets are also available

# Conclusion

- It is important for sending and receiving governments to monitor skills loss and skills gains for sending countries
- Eg the Samoan Quota provides 1,100 places each year but New Zealand or the Govt of Samoa does not collect information on the occupations of those granted a permanent residence visa
- The side agreement Labour Mobility Arrangement states in Para 6.2 that Australia and New Zealand may offer support for capacity building arrangements at a bilateral or regional level ‘in order to enhance the benefits of increased labour mobility for the developing country participants’. In Para 6 (c) Australia and New Zealand commit to:
  - *implementing programmes to strengthen the collection and harmonisation of labour market statistics in the Developing Country Participants, with a view to improving labour market planning and strategising labour export.*