

QUESTION TAKEN ON NOTICE

ADDITIONAL ESTIMATES HEARING : 27 February 2017

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(AE17/078) - Examples of companies describing why they need overseas workers - Programme 2.3: Visas

Senator Pratt, Louise (L&CA 125) asked:

Senator PRATT: Can I ask what steps the department takes to ensure companies seeking to bring in overseas workers are making sufficient effort to hire locals first?

Ms Dacey: That was part of the discussion we had before. I have seen just one example where they have kind of written long stories about what they have done and how things have not worked and how they have approached different kinds of markets, but I think it is pretty variable—

Senator PRATT: If you could review—

Ms Dacey: We will give you some examples, perhaps.

Answer:

Companies who make a request for a labour agreement must provide a completed domestic recruitment table ([see attached](#)) outlining their efforts to test the local labour market over the last six months. This table must include:

- an explanation of the types of advertising or recruitment efforts used by the company;
- the details of where these advertising or recruitment efforts took place;
- the period/dates of the advertising or recruitment efforts;
- any related fees paid and who they were paid to; and
- the geographical target audience for these efforts.

Supporting evidence must also be provided. This can vary quite significantly depending on the occupation and industry. Below is a list of the evidence that was submitted to the Department of Immigration and Border Protection in two recent cases, as an example of the sorts of evidence that companies can provide:

- copies of advertisements published on Seek.com, Adzuna.com.au, MyCareer.com.au, company websites, employment agencies and Indeed.com;
- demographic data for the relevant region;
- an explanation of challenges faced in recruiting and/or retaining adequately skilled local workers;
- letters of support from industry stakeholders; and
- relevant extracts from the following documents:
 - the Australian Labour Market Update (Department of Employment 2015);
 - the Skilled Labour Market (Department of Employment 2014–2015);
 - Skill Shortages in NSW (Economic Development Committee (NSW Parliament) 2014);
 - AiGROUP Report on NSW Government Budget 2015–2016;
 - Australia 101 – National Skills Shortage (Australia101.com).

Prior to requesting a labour agreement, companies are also required to consult with relevant industrial stakeholders (e.g. industry bodies, unions, impacted community groups), and provide the outcome of these consultations with their request.



Summary of domestic recruitment by:

[*organisation name*]:

List <u>all</u> occupations sought under the labour agreement	ANZSCO code (order numerically from lowest to highest)	List <u>all</u> advertising or recruitment efforts <u>by your organisation</u> in the last six months for the occupation ¹	Period/dates of advertising or recruitment	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful	How many Australians do you currently employ in this occupation?

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Australian Government.

Signature: _____

Name and position of authorised person: _____

Date: _____

¹ One method per table cell (e.g. Seek.com advertising). Please replicate the row if multiple methods have been used. You must attach examples of your efforts to recruit for each occupation.