

WORKFORCE OPTIONS FOR INDUSTRY FORUM

30 November 2022

*We're working for
Western Australia.*





WORKFORCE OPTIONS FOR INDUSTRY FORUM

EVENT EMCEE



ANDREW MCKERRELL

GENERAL MANAGER

Peel Chamber of Commerce & Industry



WORKFORCE OPTIONS FOR INDUSTRY FORUM

WELCOME TO COUNTRY



GEORGE WALLEY
NOONGAR ELDER



WORKFORCE OPTIONS FOR INDUSTRY FORUM OPENING ADDRESS



DAVID DOEPEL
CHAIR

Peel Development Commission

WORKFORCE OPTIONS FOR INDUSTRY FORUM

SPEAKER

STEVE LANYI

ASSISTANT DIRECTOR – WA BUSINESS,
INDUSTRY & REGIONAL OUTREACH
Department of Home Affairs





Australian Government
Department of Home Affairs

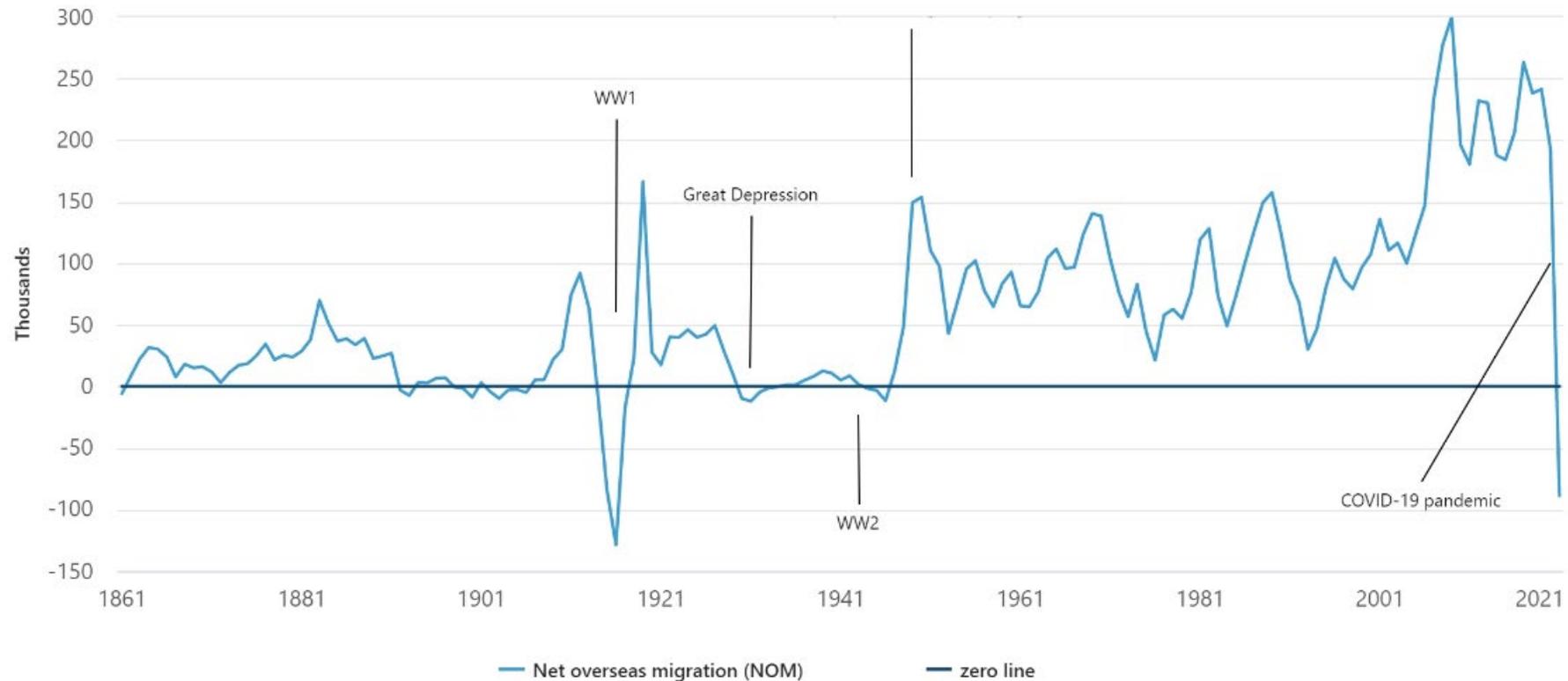
Workforce Options for Industry - Skilled Visas and Current Priorities

Peel Development Commission – November 2022

Steve Lanyi
Assistant Director - WA Business,
Industry and Regional Outreach
(BIRO)

Workforce Shortages and Net Overseas Migration (NOM) during COVID-19 how did we get here?

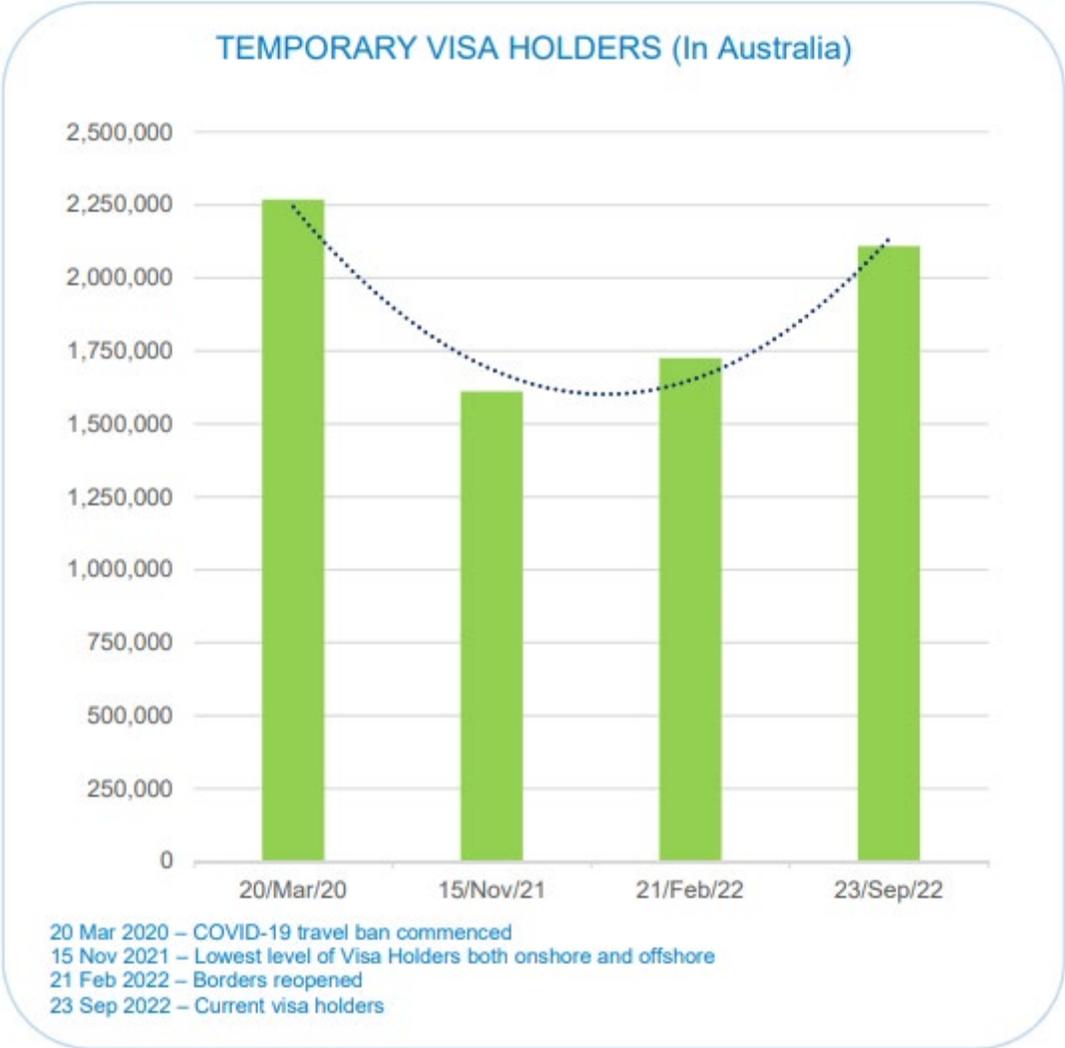
Graph 1.1 Net overseas migration(NOM) - Australia - Historical(a)



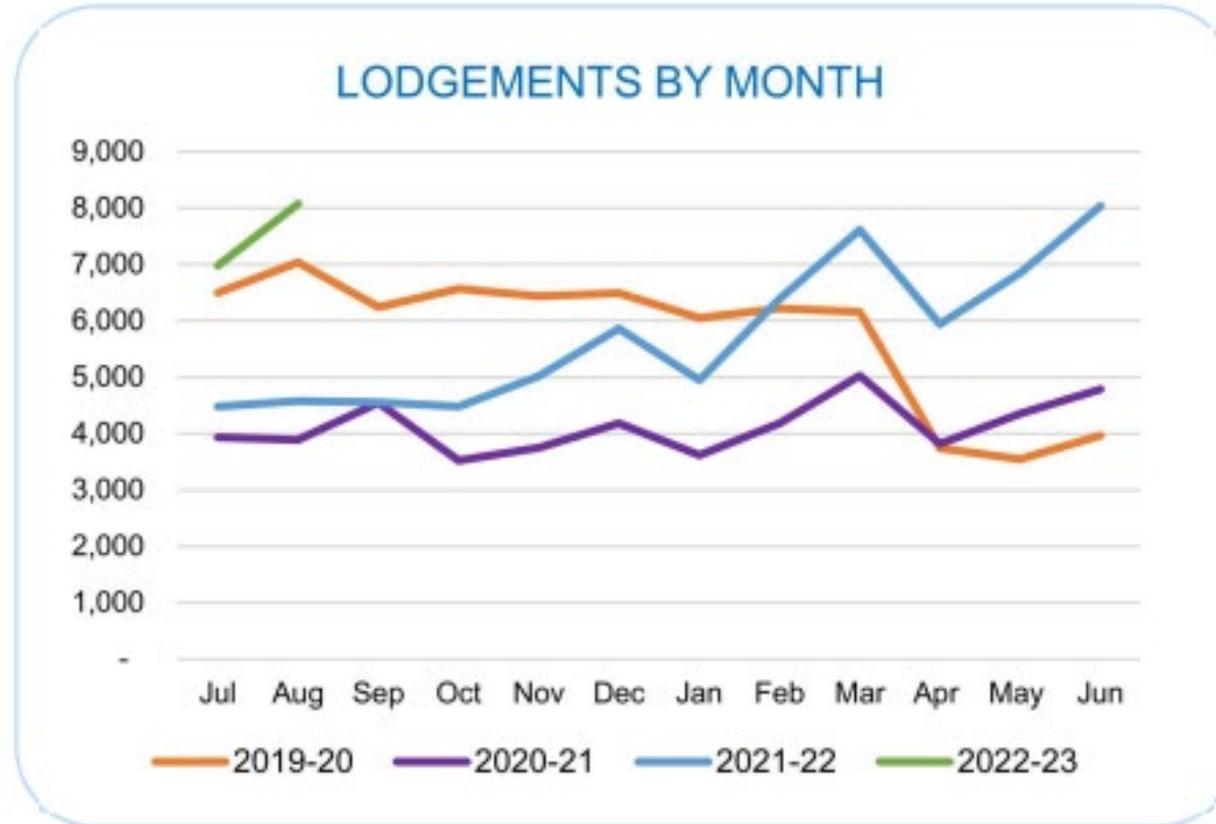
a. Estimates from 1972 are year ending June, prior to this they are year ending December. Estimates for 2020-21 are preliminary. See revision status on the methodology page.

Source: Australian Bureau of Statistics - [Overseas Migration, 2020-21 financial year | Australian Bureau of Statistics \(abs.gov.au\)](https://www.abs.gov.au/overseas-migration-2020-21)

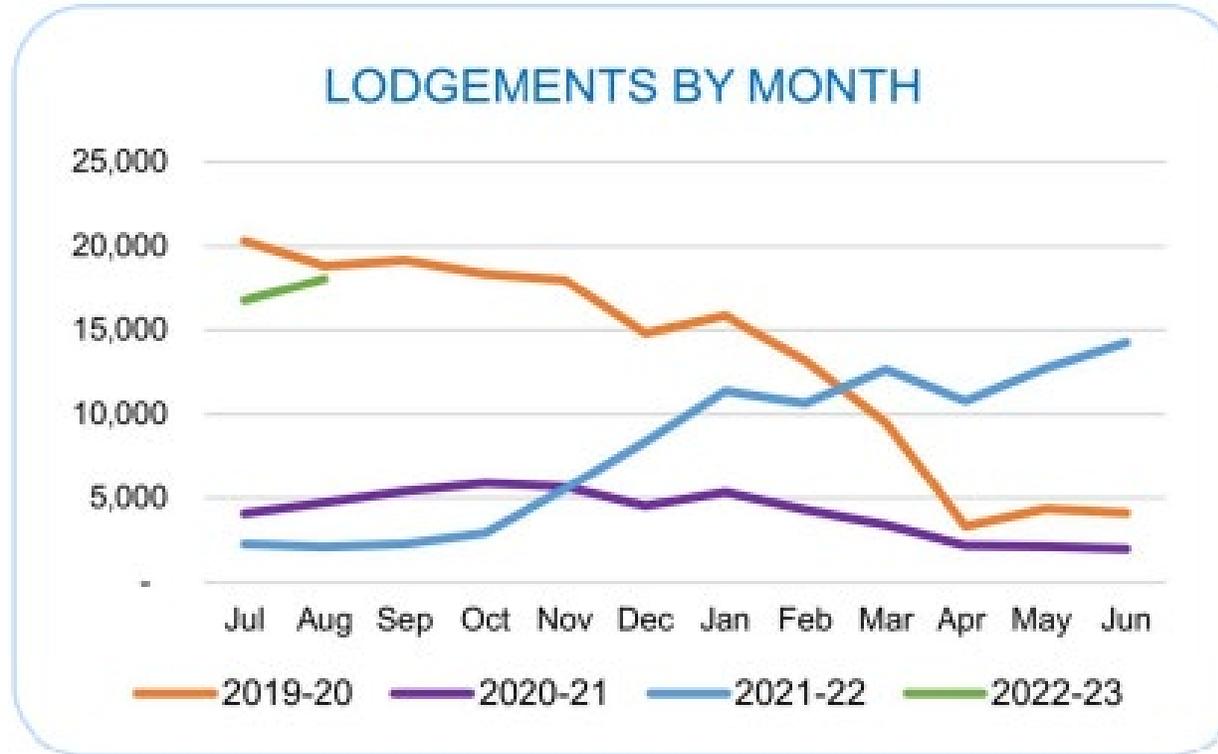
Temporary Visa Holders in Australia since 2020



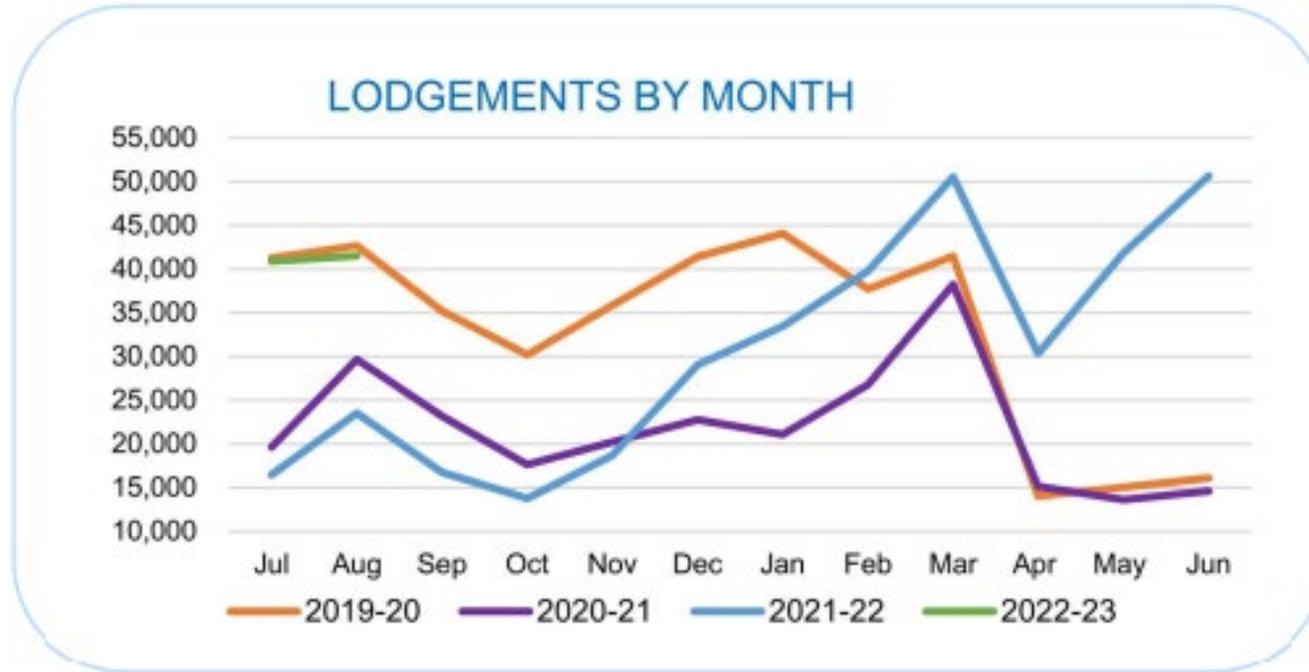
Temporary Skill Shortage – Subclass 482



Working Holiday Makers – Subclass 417 and 462



Students – Subclass 500



Skilled Visa Processing Priorities - Direction 100

Skilled visa applications are now processed in the following order of priority from 28th October 2022 under the new Ministerial Direction 100:

1. Visa applications in relation to a **Healthcare** or **Teaching** occupation (including child care, aged care and disability care occupations)
2. For employer sponsored visas, visa applications where the applicant is nominated by an **Approved sponsor with Accredited Status**
3. Visa applications in relation to an occupation to be carried out in a **designated regional area**.
4. For permanent and provisional visa subclasses, visa applications that count towards the migration program, excluding the Subclass 188 Business Innovation and Investment (Provisional) visa.
5. All other visa applications.

Within each category above, for provisional and permanent skilled visa applications, priority is given to visa applications where the primary applicant is located *outside Australia at the time the visa application is made*.

Further information can be found at: [Skilled visa processing priorities \(homeaffairs.gov.au\)](https://www.homeaffairs.gov.au/skilled-visa-processing-priorities)



Australian Government
Department of Home Affairs

Skilled and Regional Visa Options

Peel Development Commission – November 2022

Shaun Burress
WA Business, Industry and
Regional Outreach Officer (BIRO)

Skilled and Regional visa pathways

There are a number of standard / mainstream visa options also available to help fill regional job vacancies where Australian workers are not available.

Visas/ Pathway	Description	Subclass
Temporary Work (short stay specialist) visa	temporary visa, specialist work	400
Temporary Activity visa	temporary visa, specialist work	408
Seasonal Worker Program	temporary visa for seasonal work	403
Pacific Labour Scheme	temporary visa for low and semi-skilled work	403
Work and Holiday visas	temporary visa	417, 462
Temporary Skill Shortage visa	temporary employer sponsored skilled visa	482
Temporary Graduate visa	temporary visa	485
Employer Nomination Scheme	permanent employer sponsored skilled visa	186
Skilled Independent visa	permanent visa, point tested	189
Skilled Nominated visa	permanent visa, point tested	190
Industry Labour Agreement	temporary and permanent employer sponsored	482, 186
Designated Area Migration Agreement (DAMA)	temporary and permanent employer sponsored	482, 494
Skilled Work Regional (Provisional)	provisional visa, points tested	491
Skilled Employer Sponsored Regional (Provisional)	provisional employer sponsored skilled visa	494

Further information is available at: <https://immi.homeaffairs.gov.au/visas/working-in-australia>

Skilled Occupation Lists and “search” by occupation:

[Visa list \(homeaffairs.gov.au\)](https://www.homeaffairs.gov.au)

[Skilled occupation list \(homeaffairs.gov.au\)](https://www.homeaffairs.gov.au)

Getting a visa

Visa list

This is a list of Australian visas. If you are unsure which visa is right for you use our [Visa Finder](#).

- [Visitor visas](#)
- [Refugee and humanitarian visas](#)
- [Studying and training visas](#)
- [Other visas](#)
- [Family and partner visas](#)
- [Repealed visas](#)
- [Working and skilled visas](#)

Skilled occupation list

Select visas

Showing 2 out of 2 items that match your criteria [Reset search](#)

sorted by Occupation A-Z

Occupation	ANZSCO Code	Visa	List	Assessing Authority
Child Care Centre Manager	134111	189 - Skilled Independent (subclass 189) - Points-Tested 190 - Skilled Nominated (subclass 190) 407 - Training visa (subclass 407) 485 - Temporary Graduate (subclass 485) - Graduate Work 489 - Skilled Regional (Provisional) visa (subclass 489) - Family sponsored	MLTSSL	ACECQA

Processing times tool

[Global visa processing times \(homeaffairs.gov.au\)](https://homeaffairs.gov.au)

Visa Type * Working Holiday visa (subclass 417) **Visa Stream *** Not applicable **Application Date *** 04/10/2022

[Working Holiday visa \(subclass 417\)](#)

90% of the visas are processed in 44 Days

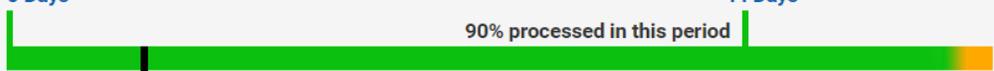
Your visa may take longer to process if:

- information required for your application is incomplete or missing
- your application is complex.

For Visitors and Working Holiday Makers the processing time is calculated differently depending on when you applied. If you applied before the border reopened, then the processing time is calculated from the date you became eligible to travel. If you applied after the border reopened, then the processing time is calculated from the date you applied.

0 Days 44 Days

90% processed in this period



 Within standard processing timeframe

The information provided in this guide is based on our current published visa processing times, and is a tool to help you understand how long a visa typically takes to process.

You can check the status of your visa application and if you have provided all necessary support documents through [ImmiAccount](#)

We will contact you when your visa application is finalised.

Further detail on processing times for applications recently finalised can be found at [Global Processing Times](#)

VEVO (Visa Entitlement Verification Online) - [Check visa conditions online \(VEVO\) \(homeaffairs.gov.au\)](https://www.homeaffairs.gov.au/vevo)



The screenshot shows the top navigation bar of the Australian Government Department of Home Affairs website. The logo and name are on the left, and the search icon is on the right. The main navigation menu includes 'ImmiAccount', 'Visa Entitlement Verification Online (VEVO)', and 'My Tourist Refund Scheme (TRS)'. The 'VEVO' link is highlighted with a red box.

Visa Entitlement Verification Online (VEVO) allows visa holders, employers, education providers and other organisations to check visa details and conditions.

VEVO tells you:

- which visa
- the expiry date
- the must not arrive after date
- the period of stay (how long you can stay)
- conditions (what you can and can't do).

VEVO

- [Check your own visa details ↗](#)
- [Organisation account holder VEVO login ↗](#)
- [Register as a VEVO organisation ↗](#)

Business, Industry and Regional Outreach (BIRO) Officers

The role of the Business, Industry and Regional Outreach & Engagement teams is to:

- Increase understanding of the available migration programs that support business, industry and regional communities and employers.
- Support business and industry in understanding visa pathway options to assist in post-COVID-19 economic recovery.
- Ensure key stakeholders have a forum to raise their concerns and are given the relevant visa information to make an informed migration decision.
- Provide a dedicated platform to communicate complex migration program information.

State	Email
VIC/TAS	BIRO.VIC.TAS@homeaffairs.gov.au
NSW	BIRO.NSW@homeaffairs.gov.au
QLD/NT	BIRO.QLD.NT@homeaffairs.gov.au
SA	BIRO.SA@homeaffairs.gov.au
WA	BIRO.WA@homeaffairs.gov.au
ACT	BIRO.ACT@homeaffairs.gov.au



WORKFORCE OPTIONS FOR INDUSTRY FORUM

SPEAKER



KRISTI CARLILE

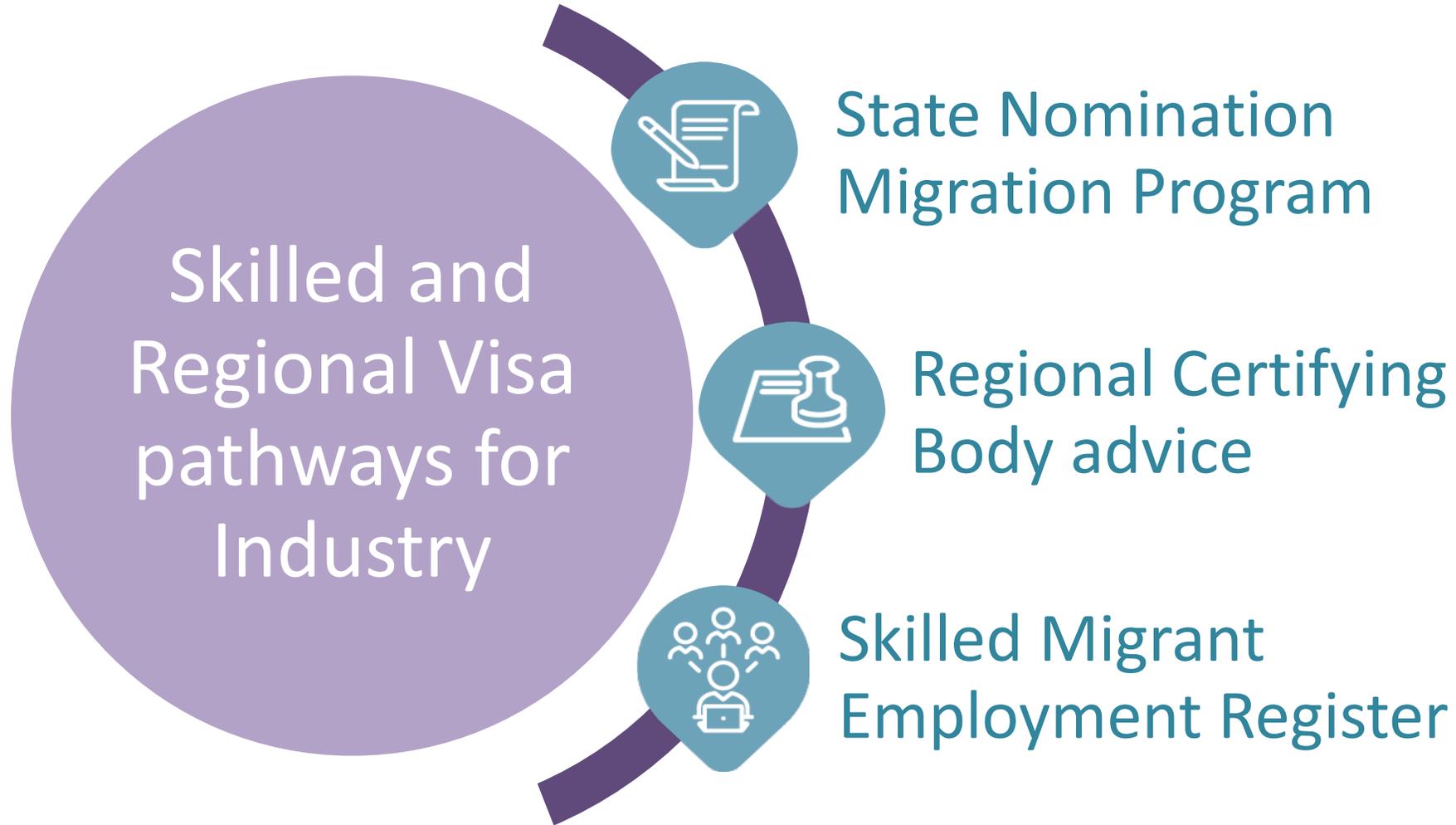
MANAGER, WA MIGRATION SERVICES
Department of Training & Workforce
Development



Workforce Options for Industry



WESTERN AUSTRALIA
IT'S LIKE NO OTHER.





State Nomination Migration Program



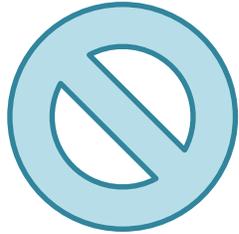
The Government of Western Australia nominates eligible migrants for the Skilled Nominated and Regional (Provisional) Skilled Nominated visa categories.

WA Migration Services processes nominations on behalf of the State Government.





State Nomination Migration Program



\$200 Application fee

Waived for the 2022-23 program



331 Eligible occupations

60% increase for 2022-23



2022-23 Nomination allocation

Increase of 4950 places



Regional Certifying Body (RCB) advice



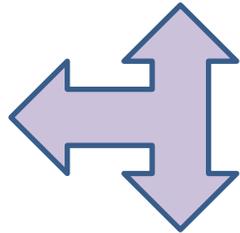
Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)(SESR)

The **SESR** allows Australian employers in regional Australia to sponsor (nominate) skilled migrants to fill employment vacancies, where the employer cannot source an appropriately skilled Australian worker.

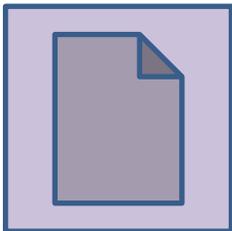




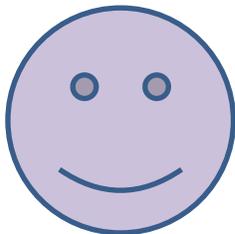
Regional Certifying Body (RCB) advice



All of WA considered 'Regional'



\$200 Application fee



650 Eligible occupations





Skilled Migrant Employment Register

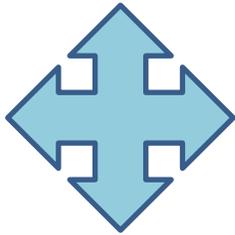
In July, the McGowan Government launched a new Skilled Migrant Employment Register to connect skilled migrants with WA jobs.



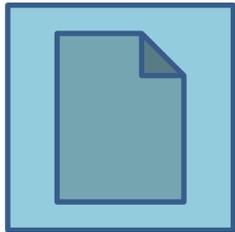
- Skilled Migrants register their details
- De-identified details are published on the Register
- Employers view the Register
- Employers register with Migration Services
- Employers request contact details of talent aligned to their business needs



Skilled Migrant Employment Register



**Connecting Skilled Migrants with
WA jobs**



FREE to Register



3237 current registrations (as 23.11)





Information for Employers

migration.wa.gov.au/information-for-employers



- What visas can I support?
- How can I attract overseas workers?
- Skilled Migrant Employment Register



Faster Visa processing



Recently, Hon. Mark McGowan, Premier of Western Australia wrote to Hon. Andrew Giles MP, Commonwealth Minister for Immigration, Citizenship and Multicultural Affairs requesting additional resources to reduce visa processing times.



Following the recent Jobs and Skills Summit, the Commonwealth Government announced it was investing \$36 million into faster processing of outstanding visa applications.





migration.wa.gov.au



9224 6540



migration@dtwd.wa.gov.au



WORKFORCE OPTIONS FOR INDUSTRY FORUM

SPEAKER

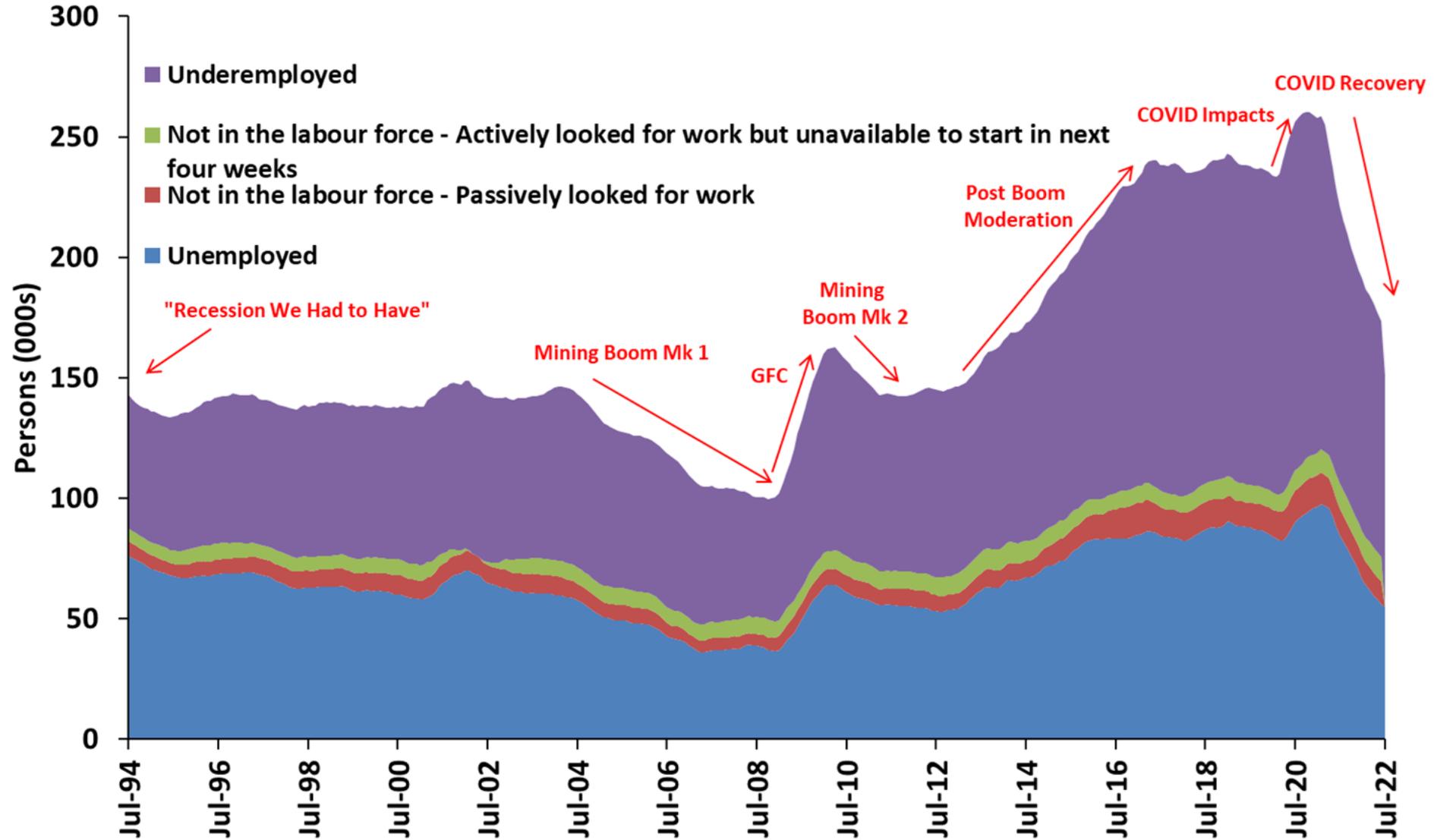
PHILIP WYLES

DIRECTOR SERVICE DELIVERY STRATEGY
Department of Training & Workforce
Development





Underutilisation WA Labour Market

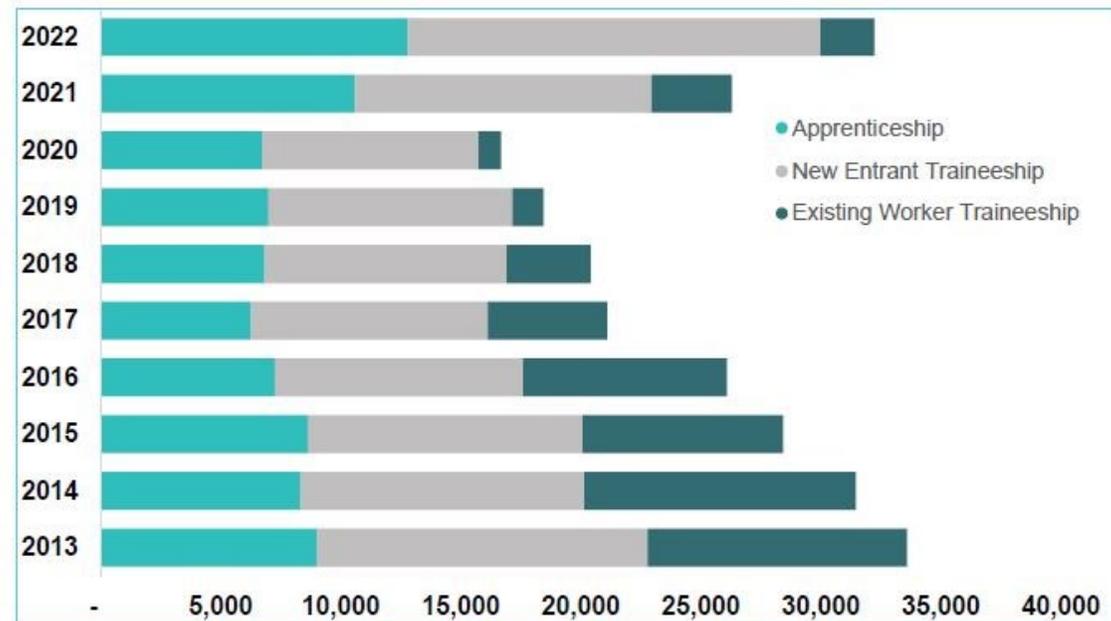




Apprenticeship and Traineeship Commencements



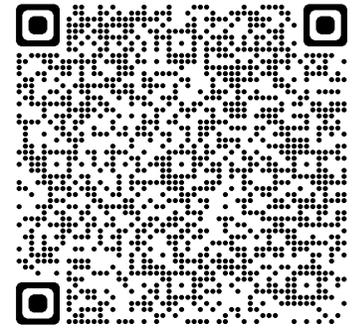
Western Australian employers have responded by taking on a record number of over 10,000 apprentices and trainees in the first quarter of 2022, the highest on record.





State Government incentives

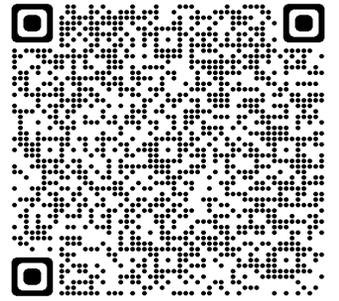
Never better to employ an apprentice or trainee



- Available at all WA TAFE colleges, and selected private training providers
 - Travel and Accommodation Allowance (TAA)
 - Fees halved for 210 qualifications
- Employer Incentives
 - Jobs and Skills WA (JSWA) Employer Incentive
 - Defence Industry incentive (DII)
 - Construction Training Fund (CTF) incentives
 - Payroll Tax Exemption (PTE)
 - Group Training Wage Subsidy



WA Group Training Program (WAGTP)



- Available to group training organisations (GTO) registered in WA.
- Provides incentive funding for GTOs to employ apprentices and trainees in priority target groups.
- The State priority target groups of apprentices and trainees to be supported include:
 - Aboriginal Australians;
 - people with disability;
 - women in non-traditional trades;
 - school based apprentices and trainees; and
 - people in remote and regional areas.
- To be eligible for WAGTP funding, GTOs must:
 - be registered to operate in WA as a GTO;
 - be compliant with the *National Standards for Group Training Organisations*; and
 - place their apprentices/trainees with host employers through a formal agreement.



Commonwealth Government incentives



Priority Wage Subsidy

- For employers of new or recommencing apprentices/trainees undertaking a Certificate III or higher, in occupations on the Commonwealth's Priority List
- 10% of wages for first and second year apprentices (up to \$1,500 per quarter), and 5% of wages for third year apprentice (up to \$750 per quarter)

Hiring Incentive

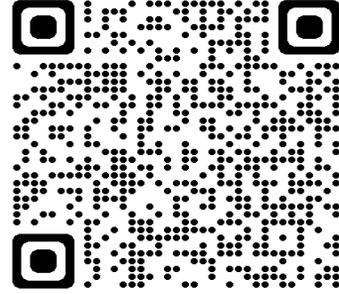
- For employers of new or recommencing apprentices/trainees undertaking a Certificate II or higher, in occupations that are not on the Commonwealth's Priority List; or in a Certificate II in an occupation on the Priority List
- \$3,500 (full time A+T) and \$1,750 (part-time A+T) paid in two equal six monthly instalments

Australian Apprentice Training Support Payment

- Direct financial assistance for apprentices/trainees undertaking Certificate III or higher, in a qualification on the Priority List
- \$1,250 (full time A+T) or \$625 (part time A+T) every six months over the first two years of apprenticeship/traineeship



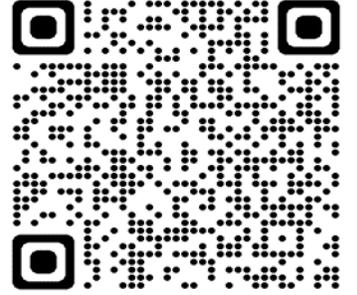
Job Ready Programs



- *Job Ready* programs connect job seekers with employers
- Current programs in:
 - Aged and Disability Care
 - Bricklaying
 - Driller's Offsider
 - Infrastructure (Civil construction)
 - Heavy vehicle driving drivers operations
 - Future Chef
 - Early Childhood Education and Care



Job Ready Program - Model



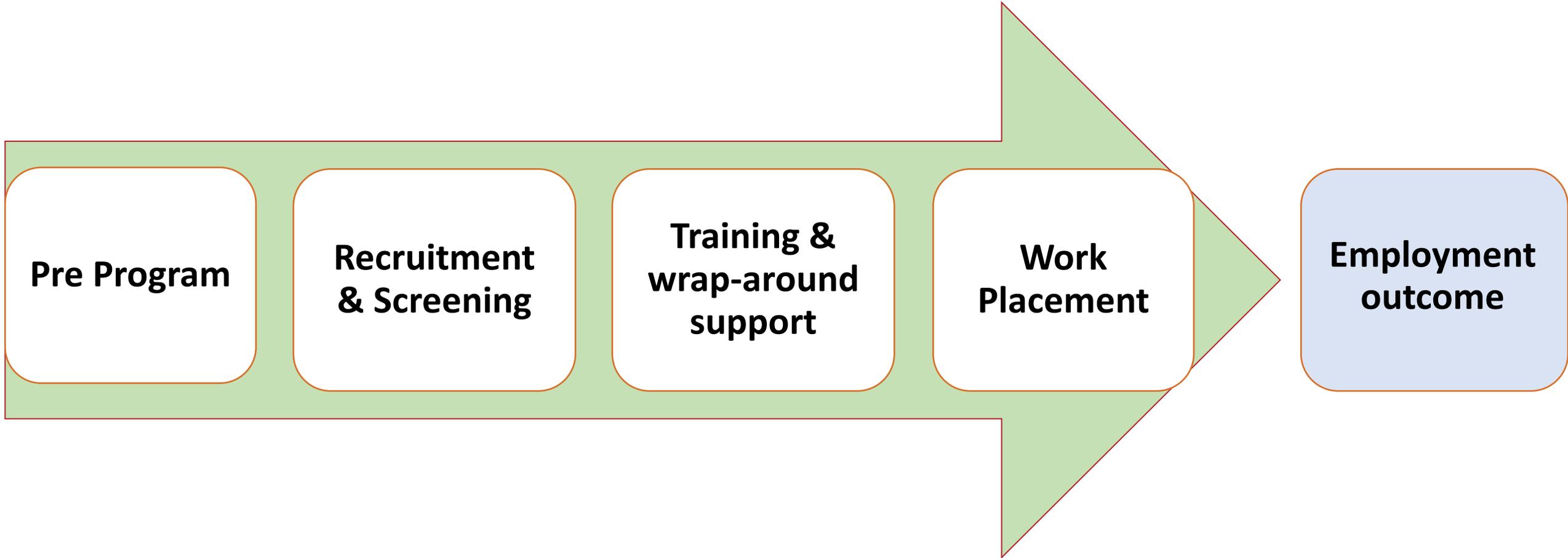
Pre Program

**Recruitment
& Screening**

**Training &
wrap-around
support**

**Work
Placement**

**Employment
outcome**





Jobs and Skills Centres

- Jobs and Skills Centres extensive experience in the region and local community
- Expertise in Aboriginal workforce development
- Works with other agencies and local employers
- Supported by professional career services
- Provides outreach services at other locations throughout the region.





Contact Details

Department of Training and Workforce Development

Philip Wyles

Director

Service Delivery Strategy

Ph. (08) 6551 5901

E. Philip.wyles@dtwd.wa.gov.au



WORKFORCE OPTIONS FOR INDUSTRY FORUM



SPEAKER

KIM WOOD

DIRECTOR INTERNATIONAL STRATEGY &
POSITIONING
South Metro TAFE



Opportunities for Business Growth and Development

Featuring
**South Metropolitan TAFE
Mandurah Campus**

Acknowledgement of Country



Kadadjiny Mia
ABORIGINAL TRAINING RESOURCE CENTRE
SOUTH METROPOLITAN TAFE

Gnaala Karla Region

- **Kwinana • Naval Base • Rockingham • Mandurah**

"I would like to acknowledge the Gnaala Karla peoples as the traditional custodians of the land we are meeting on today. It is upon their ancestral lands that South Metropolitan TAFE is situated.

I also want to pay respects to the Gnaala Karla Elders past, present and emerging, and extend this respect to other Aboriginal and Torres Strait Islanders present here today."

Mandurah Campus Snapshot

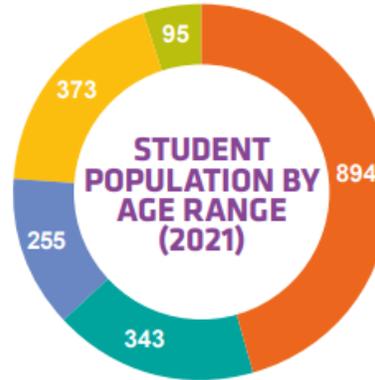
CAMPUS STUDENT DEMOGRAPHICS (2021)



Student count: **1,964**



- Male: **675 (34.37%)**
- Female: **1,274 (64.87%)**
- Indeterminate/intersex/ unspecified: **15 (.76%)**



- 15 – 19 yrs: **894 (45.51%)**
- 20 – 24 yrs: **343 (17.46%)**
- 25 – 34 yrs: **255 (12.98%)**
- 35 – 54 yrs: **373 (18.99%)**
- Above 55 yrs: **95 (4.83%)**



Apprenticeships
147 apprentices



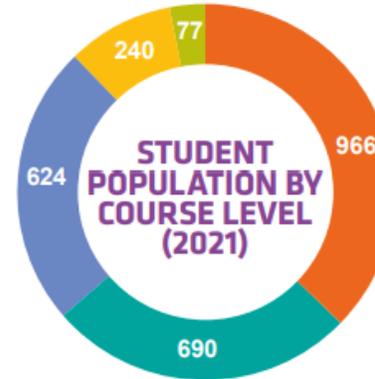
International students
0 students



Aboriginal or Torres Strait Islander students
86 students



Students with disabilities
260 students



- Certificate I and below: **966 (37.2%)**
- Certificate II: **690 (26.57%)**
- Certificate III: **624 (24.03%)**
- Certificate IV: **240 (9.24%)**
- Diploma and above: **77 (2.96%)**

MOST POPULAR COURSES AT MANDURAH CAMPUS

Course	STUDENTS
1. Certificate III in Commercial Cookery	111
2. Certificate IV in Community Services	94
3. Career Transition Assistance (CTA)	77
4. Certificate II in Building and Construction (Pathway - Trades)	72
5. Certificate II in Building and Construction (Pathway - Trades) (Painting and Decorating Pre-apprenticeship)	70

Mandurah Campus Courses

- **FNS40217 Certificate IV in Accounting and Bookkeeping**
- **FNS30317 Certificate III in Accounts Administration**
- **ACM20121 Certificate II in Animal Care**
- **SHB30115 Certificate III in Beauty Services**
- **52893WA Certificate II in Building and Construction (Pathway - Trades) (Painting and Decorating Pre-apprenticeship)**
- **BSB30120 Certificate III in Business**
- **BSB30120 Certificate III in Business (Administration)**
- **CPC30220 Certificate III in Carpentry**
- **SIT30816 Certificate III in Commercial Cookery**
- **CHC32015 Certificate III in Community Services**
- **AHC21020 Certificate II in Conservation and Ecosystem Management**
- **Customer Service Skill Set**
- **22485VIC Certificate II in EAL (Access)**
- **22486VIC Certificate III in EAL (Access)**
- **CHC30121 Certificate III in Early Childhood Education and Care**



Mandurah Campus Courses

- **UEE22020 Certificate II in Electrotechnology (Career Start) (Electrotechnology Pre-apprenticeship)**
- **MEM20105 Certificate II in Engineering (Heavy Fabrication Pre-Apprenticeship)**
- **MEM20105 Certificate II in Engineering (Mechanical Fitter and Machinist Pre-Apprenticeship)**
- **SIT30516 Certificate III in Events**
- **22473VIC Certificate II in General Education for Adults**
- **HLT33115 Certificate III in Health Services Assistance**
- **SIT30616 Certificate III in Hospitality**
- **CHC33015 Certificate III in Individual Support (Ageing, Home and Community)**
- **CHC33015 Certificate III in Individual Support (Disability)**
- **ICT30120 Certificate III in Information Technology**
- **CT30120 Certificate III in Information Technology (Cyber Security)**
- **SIT20416 Certificate II in Kitchen Operations**
- **SHB20216 Certificate II in Salon Assistant**
- **CHC40221 Certificate IV in School Based Education Support**
- **SIT30116 Certificate III in Tourism**



Opportunities



Qualifications are directly aligned to Peel growth industries:

- Aged Care
- Construction
- Commercial Cookery
- Community Services, Disability, Individual Support, Mental Health
- Engineering, Electrical, Fabrication, Construction
- Events, Guiding, Hospitality, Tourism
- Locally delivered specialised vocational training

Mandurah Campus – Sneak Peek



Hairdressing / Beauty Entry Foyer



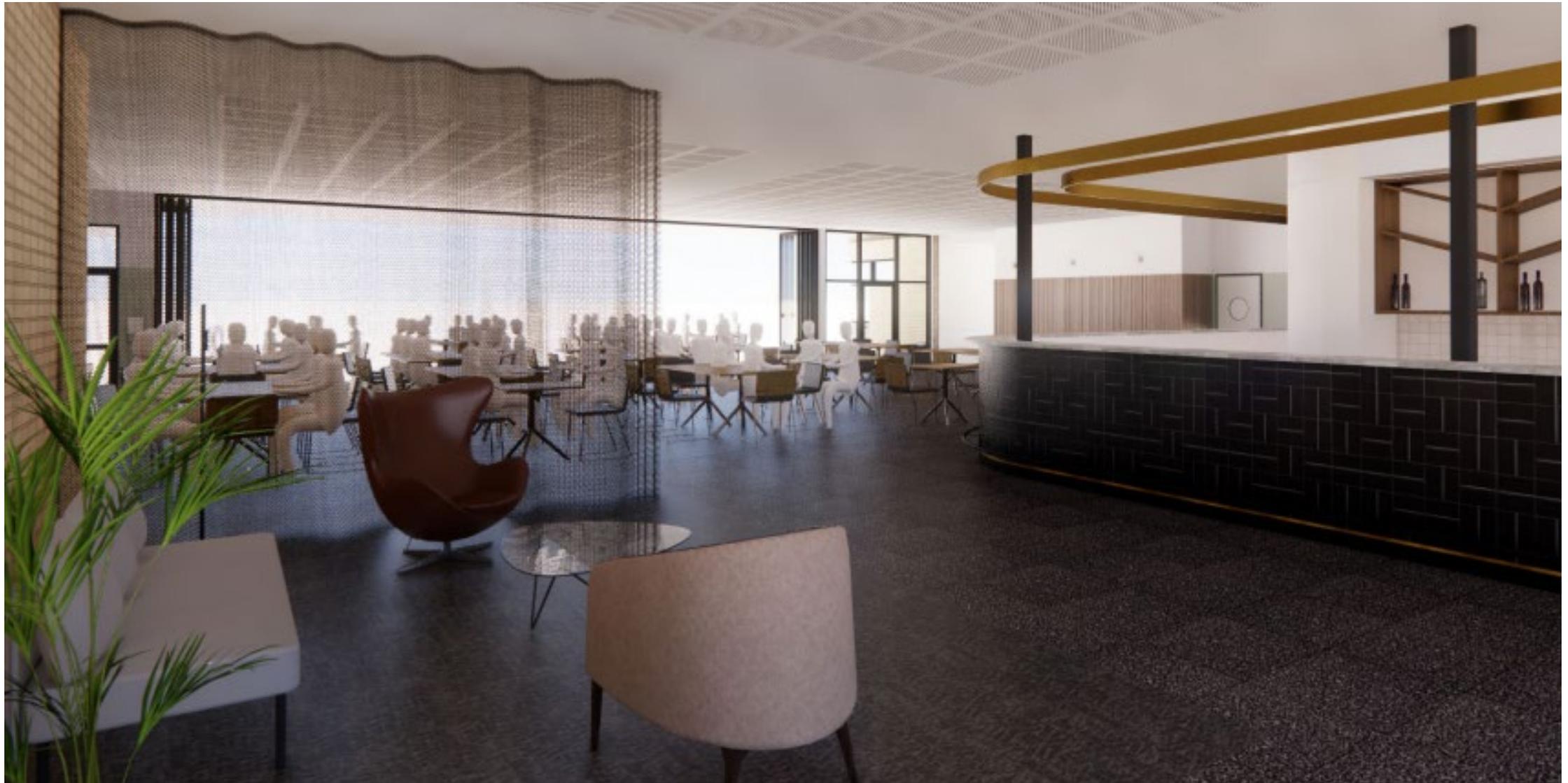
Hairdressing



Nail & Make-Up Classroom



Hospitality Entry Foyer & Bar



Barista



Incentives to Employ and Train

- Western Australian and Commonwealth Governments provide financial incentives to assist businesses with the cost of taking on a new employee, apprentice or trainee
- Multiple incentives can apply, contact an Apprenticeship Office, Australian Apprentice Support Network (AASN) or a Jobs and Skills Centre (JSC) to discuss



FACT SHEET

Incentives and wage subsidies for employers of apprentices and trainees

The following table provides a summary of the financial support available for employers of apprentices and trainees as at 26 August 2022. For the most up to date information, please follow the website links provided.

State Government incentives and subsidies			
Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<p>Jobs and Skills WA Employer Incentive</p> <p>Provides financial assistance to Western Australian businesses who employ an apprentice or new entrant trainee.</p> <p>jobsandskills.wa.gov.au/employerincentive</p>	<p>Employers who are eligible to access the Employer Incentive are:</p> <ul style="list-style-type: none"> employers of new entrant trainees; employers of apprentices below the current payroll tax threshold; group training organisations (GTOs); employers who are not currently receiving a CTF grant; Local Government and government trading enterprises (GTEs); and not for profit organisations. 	<p>Incentive payments may be made up of two parts:</p> <ul style="list-style-type: none"> a base payment that is calculated on the nominal term of the apprenticeship or traineeship; and additional loadings which provide higher payments for training that is identified as a State priority or training for priority groups, such as Aboriginal apprentices/trainees, apprentices/trainees with a disability, apprentices/trainees living in regional areas, or mature aged apprentices/trainees (aged 21–30). 	<p>Eligible employers can claim incentive payments at the:</p> <ul style="list-style-type: none"> commencement of an apprenticeship/traineeship mid-point of the nominal duration of an apprenticeship; and completion of the apprenticeship/traineeship <p>Claims for incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>
<p>Defence Industry Existing Worker Incentive (DIEWI)</p> <p>Provides financial assistance to Western Australian businesses undertaking work in the defence industry in Western Australia, who employ an existing worker trainee on or after 1 July 2022 and on or before 30 June 2026.</p> <p>The DIEWI program is capped at 120 places; that is, 40 places for each approved qualification.</p> <p>jobsandskills.wa.gov.au/diewi</p>	<p>Employers who are eligible to access the DIEWI program are employers who:</p> <ul style="list-style-type: none"> have an active training contract registered with the Department of Training and Workforce Development Apprenticeship Office on or after 1 July 2022 and on or before 30 June 2026; and employ an existing worker trainee who lives and works in Western Australia; and have been designated by Defence West as one of WA's approved defence employers; and employ existing worker trainees enrolled into one of the following approved qualifications: <ul style="list-style-type: none"> Certificate IV in Cyber Security (Cyber Security Traineeship) (22334VIC) Diploma of Advanced Technologies (Applied Technologies Technician Traineeship) (22460VIC); or Diploma of Engineering – Technical (Engineering Draftsperson Traineeship only) (MEM50212). 	<p>Eligible employers will receive incentive payments at the following milestone payment points:</p> <ul style="list-style-type: none"> commencement milestone – payable six months after the commencement of the training contract; and completion milestone – payable at the successful completion of the training contract. 	<p>Employers must demonstrate eligibility for an entitlement at each milestone payment point.</p> <p>Claims for Incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>

FACT SHEET

Eligibility for the Jobs and Skills WA Employer Incentive

The Jobs and Skills WA Employer Incentive

The Jobs and Skills WA Employer Incentive (the Employer Incentive) provides financial assistance to Western Australian businesses who employ an apprentice or new entrant trainee, and who have lodged the training contract for registration, on or after 1 July 2019.

The aim of the Incentive is to increase apprenticeship and traineeship commencements by assisting employers to meet the costs of employing an apprentice or trainee.

Accessing the Incentive

Employers do not need to apply for the Incentive. When a training contract is registered, employers will receive an automated notification if they have been assessed as eligible to receive the Employer Incentive, through the Western Australian Apprenticeship Management System (WAAMS) online client portal.

Information about the Incentive and estimated payments to be made to each employer is also available through WAAMS and the *Jobs and Skills WA Employer Incentive – Incentive payments fact sheet*.

Training contract information

Australian Apprenticeships Support Network (AASN) providers work with the employer and the apprentice/trainee to establish the apprenticeship/traineeship. Once the training contract is signed, the AASN provider lodges it with the Department of Training and Workforce Development Apprenticeship Office for registration.

The information in the training contract is uploaded to WAAMS and is used to assess employer eligibility and to calculate Employer Incentive payments. It is therefore important that the information provided in the training contract is accurate.

The Department also undertakes additional checks at each Employer Incentive milestone payment point before employers are able to claim payments. Detailed information about these checks can be found in the *Jobs and Skills WA Employer Incentive – Terms and Conditions*.

Eligibility criteria

Employers who are **eligible** to access the Employer Incentive are:

- employers of new entrant trainees;
- employers of apprentices with assessable wages below the current payroll tax threshold ([see Office of the State Revenue for details](#));
- group training organisations (GTOs);
- Local Government and Government Trading Enterprises (GTEs) (see approved list of eligible Local Government Agencies and GTEs); and
- not for profit organisations.



**SKILLS
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Boost your skills for the future



Peel Jobs and Skills Centre (JSC)

JSCs provide advice and assistance to support Employers and Business Owners, with:

- Recruitment assistance, including for apprentices and trainees
- Information on training solutions and services that can be customised to meet employer needs
- Advertising employment opportunities on our jobs board or our Aboriginal-specific jobs board
- Advice and resources to support workforce planning
- Resources and advice on Aboriginal recruitment and retention strategies

JSCs distribute local e-newsletters in Peel/Rockingham and Thornlie/Armadale to promote current job roles available across the region



 08 9599 8655

 defence.careers@smtafe.wa.edu.au

South Metropolitan TAFE Rockingham campus: Simpson Avenue, Rockingham (Building G)

Defence Industry Team - Rockingham JSC

Looking for free advice about training, jobs and careers in WA's Defence Industry?

Specialist Defence Industry team available at the Rockingham Jobs and Skills Centre!

- Advice on the Defence Industry Workforce Initiatives and Programs
- Information on Defence Industry projects, careers, training, and employment
- Reskilling and Upskilling
- Veterans' skills and transition

South Metropolitan TAFE

 1800 001 001

 info@smtafe.wa.edu.au

 southmetrotafe.wa.edu.au

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WORKFORCE OPTIONS FOR INDUSTRY FORUM



SPEAKER

ALEX SIZER

REGIONAL RELATIONSHIP MANAGER

Pacific Labour Facility

Pacific Australia Labour Mobility (PALM) scheme

Information session for Peel Development Commission



Australian Government



Overview of the PALM scheme

The Pacific Australia Labour Mobility (PALM) scheme allows eligible Australian businesses to hire workers from 9 Pacific islands and Timor-Leste when there are not enough local workers available.

- It offers employers - who meet a range of criteria and undergo extensive assessment - to become an approved employer under the PALM scheme access to a pool of reliable, productive workers.
- Allows Pacific and Timorese workers to take up jobs in Australia, develop their skills and send income home to support their families and communities.
- Seasonal jobs for up to 9 months or longer-term roles for between 1 - 4 years in unskilled, low-skilled & semi-skilled positions.



Key PALM scheme industries and roles



Hospitality

e.g., wait staff, management, baristas, kitchen staff



Aged care

e.g., personal carers, kitchen staff, cleaning



Tourism

e.g., front of house, reception, call centres



Maintenance and trades

e.g., builders, gardeners, forklift drivers



Fisheries and Aquaculture

e.g., boat captains, deck hands, farm attendants



Agriculture, horticulture, meat processing, forestry, wool

e.g., farm work, fruit picking and packing, processing



Short and long-term employment

	Short-term employment	Long-term employment
Length of time	6 to 9 months	Up to 4 years (minimum 12 months)
Industries and location	All sectors in rural and regional Australia (was traditionally agriculture, horticulture, aquaculture, accommodation and other seasonal industries)	All sectors in rural and regional Australia
Skill level	Unskilled and low skilled (ANZSCO 4-5)	Low and semi-skilled (ANZSCO 3-5)
Labour market testing (Australians first policy)	Required (valid for 12 months)	Required (valid for 12 months)
Labour sending unit (LSUs)	Covers both short and long term employees	Covers both short and long term employees
Use of agents in-country	Yes (Vanuatu)	No
Visa lodgement	Employers (or hired migration agents etc.) lodge visas through employer Immi Accounts using an endorsement number generated for cohorts of workers by PLF	Employers (or hired migration agents etc.) lodge visas through employer Immi Accounts using an endorsement numbers generated for cohorts of workers by PLF
Awards and conditions	The same as Australian workers	The same as Australian workers
Employment status	Casual (minimum 30 hours per week and can be averaged over weeks as per applicable Awards)	Fixed term or permanent contract - full time employment
Age of Workers	21 years and over	21 years and over

Participating countries

Our participating countries are key to the success of the PALM Scheme, and we have PLF staff based in all countries, except Kiribati, Nauru and Tuvalu (due to COVID travel restrictions).



Fiji



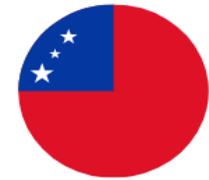
Kiribati



Nauru



Papua New Guinea



Samoa



Solomon Islands



Timor-Leste



Tonga



Tuvalu



Vanuatu

Becoming an Approved Employer - quick snapshot



How do you join the PALM scheme?

The application process is completely online via www.palmscheme.gov.au

What does it cost?

It is a low-cost scheme, however there are some costs that the employer needs to pay up-front and can then recoup from workers with payroll deductions over a period of time.

How long does it take to become an 'approved employer'?

Generally the entire process takes 8-10 weeks, plus the time required to obtain your Temporary Activity Sponsorship (TAS) from the Department of Home Affairs.

Prospective employer eligibility

To be eligible to apply to the PALM Scheme you must:

- Be an eligible business registered and operating in Australia and have an Australian Business Number (ABN) and/or an Australian Company Number (ACN)
- NOT be an individual, sole trader or unincorporated company
- Be an 'organisation' for the purposes of the Migration Regulations 1994 have good immigration practices and a history of compliance with immigration legislation (the Department of Home Affairs conducts an immigration integrity check)
- Have a history of compliance with Australian workplace relations, work health and safety legislation, and other relevant laws
- Be able to demonstrate that directors, partners, or trustees have a history of compliance with the above laws
- Have or be able to obtain a labour hire licence if applicable (not required for direct employers)
- Be in a sound financial position - a financial viability assessment will be conducted to determine if the business can meet the upfront costs associated with recruiting seasonal workers including:
 - Most recent 3 years of financial performance for a direct employer
 - Most recent 5 years of financial performance for a labour hire/contractor employer.
- Understand and comply with the requirements of becoming an approved employer (as outlined in the SWP and PLS deeds and approved employer guidelines).

How applications are assessed

The Pacific Labour Facility (PLF) will:

- screen your application and submitted information
- conduct financial assessments (we may request additional information if necessary)
- initiate whole-of-government checks from our federal counterparts
- conduct a comprehensive site visit at your business location(s) to review and assess:
 - your business summary
 - specific PALM scheme requirements
 - workplace health and safety procedures, inductions and onboarding
 - worker training, development and upskilling opportunities
 - worker accommodation and transport
 - worker support, welfare and social integrations

Check eligibility and apply online

 The Government is now operating in accordance with the [Caretaker Conventions](#) pending the outcome of the 2022 federal election.



[About](#) [Countries](#) [Employers](#) [Workers](#) [Stories](#) [FAQs](#) 

Need help with your application?

You can read the full form here to check what information you need to gather (noting you can only submit your application via the online form): [Application form – reference only](#) [PDF 616 KB] | [Application form – reference only](#) [DOCX 255 KB].

If you need advice or have questions about the application process, please call the Pacific Labour Facility on (+61 7 3557 7750) or email (enquiries@pacificlabourfacility.com.au).



Check your eligibility



Complete the application

SWP resources

-  SWP Deed of Agreement [DOCX 178.99 KB]
-  SWP Deed of Agreement [PDF 771.24 KB]
-  SWP employer guidelines [DOCX 3MB]
-  SWP employer guidelines [PDF 1.1 MB]

PLS resources

-  PLS Deed of Agreement [DOCX 341.9 KB]
-  PLS Deed of Agreement [PDF 593.5 KB]
-  PLS employer guidelines [DOCX 5.7 KB]
-  PLS employer guidelines [PDF 1.9 MB]

The PALM scheme website has an extensive section for employers, explaining eligibility criteria and step-by-step instructions to complete an online application form

www.palmscheme.gov.au

Accessing PALM workers through Labour Hire Companies

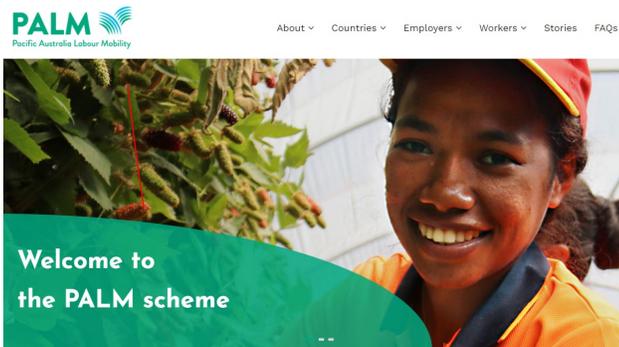
Businesses can also engage workers through a PALM approved labour hire company.

- Labour hire companies are registered as Approved Employers
- They recruit PALM scheme workers on behalf of employers
- Focus on recruiting larger cohorts
- A full list of PALM labour hire companies can be found at:
 - www.palmscheme.gov.au/current-employers

Information resources

PALM scheme website

www.palmscheme.gov.au



Introducing the Pacific Australia Labour Mobility scheme
The Pacific Australia Labour Mobility (PALM) scheme is the Australian Government's new, streamlined approach to its highly valued Pacific labour mobility initiatives.

PALM scheme Facebook page

facebook.com/PALMscheme



PLF Regional Relationship Manager - WA

Alex Sizer

Alex.sizer@pacificlabourfacility.com.au



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Q&A PANEL SESSION



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Daniel Muller
Personal Chef

0498 985 383
dan@swellfinefoodcatering.com.au
swellfinefoodcatering

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