



MOBILISING GLOBAL TALENT
TALENT TO EASE AUSTRALIA'S SKILLS SHORTAGES

ROBERT WALTERS

BENEFITS

83%

of hiring managers said that Australia's skills shortages could be eased by hiring from overseas.

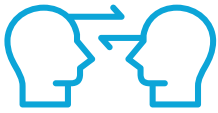
Australian employers said that hiring talent from overseas delivers genuine benefits to the nation. The vast majority (91%) agreed that overseas recruits help address Australia's specific skills shortages, while 69% said that hiring international talent helped to create a knowledge-based economy fuelled by innovation.

“

Hiring from overseas can boost the diversity in your organisation and that can pay off in all sorts of unexpected ways. You're including people with different experiences and perspectives. People might have the knowledge to do things in a different way. So as an employer, you can leverage much more than just their technical skills.

Andrew Hanson, Managing Director, NSW, Robert Walters

”



BEST PRACTICE

The majority (60%) of hiring managers said Australian workers benefit by learning best practice from international professionals.



WORKPLACE CULTURE

51% of hiring managers said a blend of domestic and international talent helped to boost workplace culture.



COMPETITIVE ADVANTAGE

Tellingly, 57% of hiring managers said that hiring from overseas directly helps their organisation remain competitive in the global marketplace.



PROFIT AND GROWTH

63% of hiring managers said recruiting from overseas had a direct impact upon their organisation's ability to hit profit and growth targets.



MIND THE GAPS

While hiring managers saw the benefits of recruiting international talent, less than a third (32%) reported having a strategy in place to source professionals from overseas and less than half (49%) said their organisation facilitated international transfers.

METHODOLOGY

This Robert Walters report has been informed by an online survey of more than 200 Australian professionals who are involved in hiring decisions for their organisation. The survey was managed and conducted by Robert Walters.

CHALLENGES

72%

of hiring managers said tighter legislation for skilled immigration would lead to critical skills shortages for their organisation; while 44% said tighter legislation would restrict growth and opportunities.

FEELING THE PAIN

In a statement in April 2018, Reserve Bank of Australia Governor Philip Lowe noted that while “employment has grown strongly over the past year, with employment rising in all states”, he also noted “there are reports that some employers are finding it more difficult to hire workers with the necessary skills”. More than half (52%) of surveyed hiring managers stated that their organisation was impacted by skills shortages.

“

Recruiting talent from overseas can be complex and employers often struggle with changes in immigration legislation and visas. Working with Robert Walters makes it simpler, quicker and more efficient. We constantly keep up to date with the rules and regulations to help employers navigate their way through the entire process.

Meghan Cemail, Immigration Services Manager, Robert Walters

”

FEAR FACTORS

Hiring managers' top three concerns about hiring talent from overseas were:

1. **Migration difficulties** such as changes to visa policies and requirements.
2. **The cost** of sourcing international talent.
3. **Quantifying return on investment** after investing in costs such as visa and relocation packages.

BIGGEST PAIN POINTS

Hiring managers' biggest obstacle was confusion over visa and immigration changes (according to 70% of respondents). 91% said they had no problem persuading overseas-based talent about Australia's liveability, however, as immigration rules tighten, 71% are still "uncertain" or "not confident" about being able to secure enough overseas talent.

SPOTLIGHT ON TECH



LACK OF CANDIDATES

In a survey published in the Robert Walters technology whitepaper, 74% of hiring managers said a lack of suitable tech candidates was their hardest recruitment challenge in 2018.



SKILLS IN DEMAND

Hiring managers reported extremely high demand (and low supply) for cyber security professionals, development and digital specialists, and those with business intelligence and data management skills.



FUTURE WORKLOADS

Meanwhile, 80% of hiring managers expected the workload to increase for their tech teams in 2018 (17% expected it to remain the same as 2017 and only 3% said it would decrease).

SOLUTIONS

Four strategies that hiring managers can follow to overcome the challenges of securing international talent.

SEARCH

1

WEIGH UP YOUR OPTIONS

Before casting the net overseas, double check there are no domestic alternatives. Is there someone within your organisation who has the aptitude but not the requisite experience? Perhaps someone who has the soft skills and is the right cultural fit who could learn the technical skills? Or is there someone local, perhaps hidden within your LinkedIn network?



2

GET THE RIGHT ADVICE

Before you take the role to market, speak to a migration expert to check the viability of bringing someone here from overseas. Be clear and specific about what the 'must have' technical skills are as well as the likely duration of the role.



3

BACK YOURSELF

Because Australia is a smaller market some employers assume that overseas talent will be reluctant to come. This is a misconception. Being a larger fish in a smaller pond offers a host of fresh challenges for ambitious professionals.



4

TELL YOUR STORY

Consider your employer value proposition in a global context. To attract overseas talent, you have to be able to tell your story on an international stage. Time invested in your marketing strategy is time well spent.



5

CONSIDER THE WHOLE PACKAGE

Put yourself in the shoes of potential candidates. What is unique about the opportunity you are offering? As an employer, what can you offer in terms of professional development? And why would relocating to Australia appeal to them?



SECURE

1

VIDEO IS VITAL

For obvious reasons, conducting in-person interviews with overseas candidates is rarely possible. It can also be hard to secure written or verbal references (although you should seek these). Video can transcend time zones and provide valuable insight into cultural fit. The value of video interviews cannot be overstated.



2

LISTEN

Speak to immigrants who have moved to Australia already. Find out what sealed the deal for them and what their chief concerns were before they moved. This can help you during interviews to anticipate candidates' motivators and potential obstacles.



3

GAUGE COMMITMENT

At every stage of the selection process, re-qualify the candidate's motivation and commitment to move to Australia. Why have they decided to move here and have they set firm dates to move? What are their family's plans for settling here? Have they secured a moving company? Do they plan to buy or let a property in Australia?



4

KEEP CHECKING IN

The recruitment process doesn't stop once your preferred candidate agrees to join. During the period between them accepting the job and moving to Australia, stay in regular contact. Check on how their travel and relocation plans are going and offer them advice and support wherever possible.



5

BE HONEST

During a skills shortage, it can be tempting to oversell a job opportunity to candidates. But there is nothing worse than bringing a (highly employable) new recruit in from overseas, only to see them disillusioned and then snapped up by a local competitor. So make sure your description of the role and your organisation is grounded in reality, and not wishful thinking.



SOLUTIONS

SETTLE

1

HELP THEM PUT DOWN ROOTS

New arrivals have a lot to organise outside of their job. Help make that easier for them by providing local tips for housing, schools, financial institutions, mobile phones and public transport.



2

WELCOME

The first six months are often the hardest for new arrivals from overseas. The workplace is one of the first places where they can start to get to know locals. During inductions, make sure you let your new starters know what social activities and events happen at work and encourage them to participate.



3

BUDDY UP

If you have existing employees who have come from overseas, establish a 'buddy' system where they are paired with new recruits from overseas. When it comes to finding your way around, nothing beats talking with someone who has been through that exact same process already.



4

MEET REGULARLY

A line manager should meet with their new team member every week. As well as discussing their progress at work, this is an opportunity to check on how they are settling into life in Australia. This helps ensure that small problems don't grow into larger ones over time.



5

BUSINESS NETWORKS

Make your new recruit aware of local industry bodies and professional associations. These organisations can provide invaluable local market intelligence relevant to an individual's profession. Many bodies also run networking events where like-minded professionals get together.



SUPPORT

Robert Walters helps hiring managers to attract overseas talent in several ways:

1

REACH

Operating across 28 countries, our global team of almost 4,000 colleagues provide access to a talent pool that stretches around the world. We know who has the right skills, where they are, and when they are ready to make their next move.



2

MIGRATION SPECIALISTS

Robert Walters has a dedicated team of migration agents in Australia who provide advice on immigration, sponsorship matters and expedite visa applications.



3

TARGETED UK NETWORK

Our dedicated International Career Manager in London helps Australian employers looking to source UK-based talent.



4

MORE SPEED. LESS RISK

By maintaining regular contact with overseas professionals, we know ahead of time when they're considering a move to Australia – and when they're ready. This allows us to act swiftly when the time is right. It also reduces the chance of a candidate getting cold feet at the eleventh hour.



5

READY-MADE SOLUTION

Robert Walters has an On-Hire Labour Agreement with the Department of Home Affairs allowing us to sponsor skilled overseas professionals on 482 visas and outsource/on-hire them to our clients. Professions covered include IT, management consulting, accounting, financial advisory, HR, marketing, administration and engineering.



CONTACT US

To discuss this whitepaper or your recruitment needs in more detail, contact your local Robert Walters office.

ADELAIDE

Level 20
25 Grenfell Street
Adelaide SA 5000
T +61 (0) 8 8216 3500
E adelaide@robertwalters.com.au

BRISBANE

Level 27
Waterfront Place
1 Eagle Street
Brisbane QLD 4000
T +61 (0) 7 3032 2222
E brisbane@robertwalters.com.au

MELBOURNE

Level 41
385 Bourke Street
Melbourne VIC 3000
T +61 (0) 3 8628 2100
E melbourne@robertwalters.com.au

PARRAMATTA

Level 6
10 Smith Street
Parramatta
NSW 2150
Australia
T +61 (0) 2 8836 3600
E parramatta@robertwalters.com.au

PERTH

Level 10
109 St Georges Terrace
Perth WA 6001
T +61 (0) 8 9266 0900
E perth@robertwalters.com.au

SYDNEY

Level 53
Governor Phillip Tower
1 Farrer Place
Sydney NSW 2000
T +61 (0) 2 8289 3100
E sydney@robertwalters.com.au

NORTH SYDNEY (CHATSWOOD)

Level 15
67 Albert Avenue
Chatswood NSW 2067
T +61 (0) 2 8423 1000
E chatswood@robertwalters.com.au

Nederlands Architectuurinstituut

Follow us on:



AUSTRALIA
BELGIUM
BRAZIL
CANADA
CHINA
FRANCE
GERMANY
HONG KONG
INDONESIA
IRELAND
JAPAN
LUXEMBOURG
MALAYSIA
NETHERLANDS
NEW ZEALAND
PHILLIPINES
PORTUGAL
SINGAPORE
SOUTH AFRICA
SOUTH KOREA
SPAIN
SWITZERLAND
TAIWAN
THAILAND
UAE
UK
USA
VIETNAM