Credential Recognition for Skilled Migrants in Australia

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Australia's Growing Reliance on Overseas-Born Professionals by Field (2001)

Occupation	Australia-Born	Overseas-Born
Engineering	52%	**48%**
Computing	51%	**48%**
Medicine	54%	**46%**
Science	63%	**37%**
Commerce/ business	64%	**36%**
Architecture	64%	**36%**
Accountancy	64%	**36%**
Dentistry	65%	**35%**
Arts/ humanities	69%	**31%**
Nursing	76%	**24%**
Teaching	80%	**20%**

Source: Adapted from 2001 Census data.

Employment Outcomes for Degree-Qualified Migrants 1996-2001 Arrivals (2001 Census)

	Own Profession	Other Profession	Admin/ Management	Sub-Profession	Other	Unemployed	NILF	Not Stated	Number
South Africa	23.6%	19.2%	14.0%	10.2%	14.3%	4.4%	13.5%	0.9%	9097
UK/Ireland	22.2%	22.5%	12.9%	9.2%	15.9%	4.0%	12.5%	0.8%	26595
New Zealand	19.2%	17.7%	11.3%	10.8%	25.6%	4.7%	9.9%	0.9%	14957
USA/Canada	14.4%	21.2%	14.2%	8.2%	12.7%	4.4%	23.7%	1.2%	8565
India	12.9%	12.3%	3.6%	5.6%	31.7%	10.8%	21.4%	1.6%	14626
Philippines	9.3%	5.8%	1.7%	5.7%	42.5%	7.9%	26.0%	1.2%	6566
China (exc. Taiwan)	9.2%	8.7%	3.3%	5.1%	24.3%	10.0%	38.0%	1.2%	14039
Malaysia/HK/Singapore	9.2%	8.0%	3.1%	3.9%	11.7%	7.7%	55.8%	0.6%	13011
Lebanon	8.7%	7.7%	2.6%	7.2%	25.7%	9.6%	36.7%	2.0%	586
Viet Nam	5.9%	7.2%	0.6%	4.6%	25.8%	13.5%	41.6%	0.8%	1552
Iraq	5.7%	3.7%	0.3%	2.4%	18.6%	26.4%	42.4%	0.5%	1904
Indonesia	4.7%	4.2%	2.2%	3.4%	26.8%	11.4%	46.5%	0.8%	7198
Taiwan	3.8%	6.9%	4.3%	2.9%	12.1%	7.0%	62.2%	0.8%	2229
Other	10.1%	10.1%	4.7%	5.4%	25.4%	9.2%	33.7%	1.5%	56921
Average	**11.4%**	**11.1%**	**5.6%**	**6.0%**	**22.4%**	**9.4%**	**33.1%**	**1.1%**	

# Employment Barriers for Overseas-Qualified Migrants: The Research Evidence (1990s)

1. **English/ effective communication skills** in a 'lean' workforce without 'backroom' jobs
2. **Credential recognition**
3. **Technological 'fit'** (eg engineering, medicine, nursing)
4. **Ancillary professional knowledge**:
   - Management style
   - Industrial relations/union issues
   - Occupational health and safety
   - Duty of care (etc)
5. **Interview style** (type and location of information)
6. **Supply and demand** in the Australian workforce ('niche' economies)

Medical Credential Case Study: Exam Results for Migrant Doctors by Select Country of Origin (2002)

Australian Medical Council Examination Outcomes by Select Origin (2002)				
Country of Candidate	Candidate Numbers	% Passing MCQ (1st or Repeat)	Candidate Numbers	% Passing Clinical (1st or Repeat)
South Africa	17	88	23	91
Iraq	54	87	65	66
Sri Lanka	34	82	34	65
Bangladesh	81	80	63	**48**
Pakistan	36	75	19	**53**
Egypt	48	46	30	73
UK	38	74	34	88
China	69	**51**	35	57
India	133	**47**	49	63
Poland	4	**50**	3	**33**
Former Yugoslavia	17	**47**	17	**47**
Philippines	33	**33**	23	**39**
Other	307	**45**	164	61
Total candidates	871	**56**	559	62
Source: Derived from Australian Medical Council Incorporated. *Annual Report, 2002*, Australian Medical Council Incorporated, Canberra, 2003				

Nursing Credential Case Study: Australia's Dependence on Nursing Migration (1983-2000)
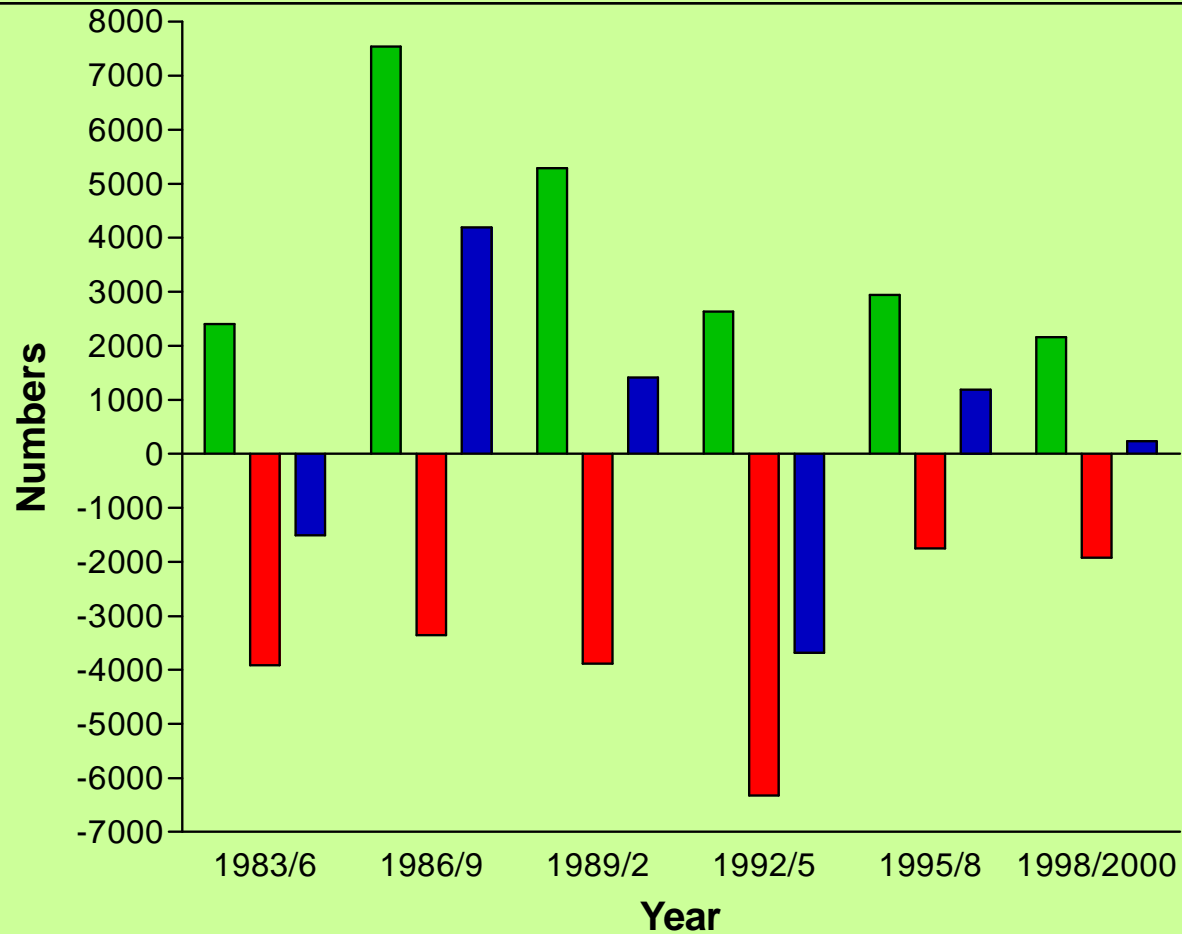
Legend:
- Overseas qualified nurse arrivals
- All nurse departures
- Net nurse gain/loss

Credential Recognition Rates for Migrant Nurses by Select Country of Origin (1990s)

Former Yugoslavia - 0% (total n = 19)
Poland - 3% (total n = 39)
Fiji - 4% (total n = 113)
West Germany - 10% (total n = 39)
India - 10% (total n = 173)
Philippines - 15% (total n = 531)
Malaysia - 25% (total n = 157)
Singapore - 31% (total n = 98)
Denmark - 40% (total n = 50)
Hong Kong - 53% (total n = 963)

Cf
UK/Ireland = 97% recognition

Credential Reform: The Case for Competency-Based Assessment (1989+)

From 1983: Growing interest in this approach to skills recognition in Australia, for <u>all</u> workers (including migrants)

By late 1980s: 7,500-10,000 migrants failing to secure credential recognition in Australia each year

The Advantages of Competency-Based Assessment:

1. **Shift focus** from original training (in the past) to what skilled workers can <u>do</u> in the <u>present</u> (their current competence!)

2. Avoid search for '**equivalence**' in paper-based qualifications

3. Remove problems associated with regulatory bodies' **lack of knowledge** re overseas courses

4. Remove **bias** against select countries of training (with <u>90%</u> of ESB qualifications automatically recognised, cf <u>50%</u> of NESB)

5. **Limit** the 'professional protectionism' of regulatory bodies

Developing the CBA Process (Professions)

1. **Nine professions selected (by 1990):** Nursing, engineering, physiotherapy, architecture, occupational therapy, psychology, dietetics, pharmacy, veterinary science

2. **Process nationally led and funded:** Department of Employment Education and Training

3. **Wide range of nation-wide workshops:** Including regulatory bodies, employers, migrants, governments, educators

4. **Professional bodies government funded:** To develop core competencies

5. **Challenge**: To define a set of tasks related to each competency to assess if an individual can perform them

6. **Tripartite national committee:** Established to check the fairness of procedures, eliminate any regulatory bodies' bias (regulatory bodies, unions, employers)

7. **Establishment of network of validated CBA bridging courses** for migrant professionals, and enlargement of **intensive ESL training**

Nursing Case Study: The Results of Competency-Based Assessment in Australia

Course outcomes:

- <u>Competency-based assessment</u> courses strongly supported by both government and the profession

- Addresses fact that 71% of NESB nursing qualifications not immediately recognised for registration

- **90-95%** of nurses secure positive outcome within 3 months of intensive training (Victoria) cf **63%** (NSW)

- Cheap, flexible, fully accredited, delivered by university or professional body

- Provides full registration

Engineering Case Study – Employment Bridging Courses

1. **Language**: English for engineers

2. **Employment**: Job-seeking strategies for engineers, including orientation to professional engineering in Australia

3. **Technical upgrades:** Computer skills for engineers (eg AutoCAD)

4. **Career conversion**: IT graduate diplomas or Management degrees

5. **Accreditation upgrades**: Institution of Engineers Australia or technical accreditation training (eg taking 2-4 additional subjects in local civil engineering standards)

6. **Examination preparation**: Intensive training to prepare for pre-registration examinations

7. **Further engineering study** (PG): eg Masters of Computer Engineering, PhD

8. **Field-specific additional training**: eg chemical or civil

Results: A Decade of Credential Recognition Reform (1989-1999)

Major advances in select skilled occupations: nursing, trades

- In nursing, shift from confused procedures and minimal pass rates to highly efficient outcomes (71-95% registration rates) within 3 month period

But minimal shift in many professional fields:

- Power of regulatory bodies (1991) cf **limited** power of NOOSR

Resource limitations:

- <u>1996-2001</u>: 3276 bridging course places funded, to cater to all professions (600 places per year)

- <u>Potential demand</u>: 35,000 skill migration places in 1998/9 cf 53,520 in 2001/2

Cost:

- Spending on preparatory English programs balloons to c$A150 million 1992/3, and rising

- Spending on labour market programs for migrants grows to $A142 million by 1992/3

Skilled Migration Selection Changes in Australia: 1999+

Reduction of human capital model of selection:

1. **Mandatory pre-migration English language testing for all Principal Applicants:**
    - Independently validated

2. **Mandatory pre-migration qualifications screening:**
    - By relevant professional or trade regulatory body, where these have the power to control access to employment

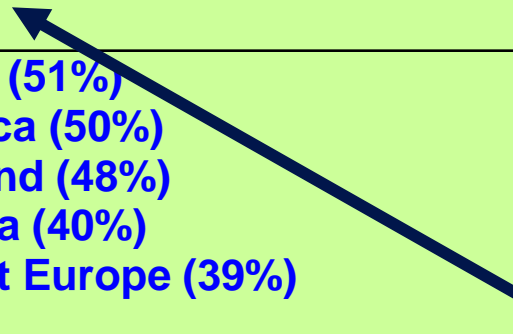3. **'Select for success' among potential applicants:**
    - Privileging of former students (now over 50% of all skill migration applicants): young, recognised qualifications, competent English ability
    - Trained to employer requirements

4. **Factor labour demand into field-specific selection:**
    - Return of 'occupations in demand'; bonus points for job offer, local experience etc

Top Source Countries for Economic Migrants Compared to Best Source Countries for Early Access to Professional Employment (2001 Census)

Receiving Country	Top 4 Source Countries: Economic Migrants (PA's)	Top 5 Source Countries: Professional Employment, First 5 Years Post-Arrival
Canada	China (22%) India (12%) Pakistan (6%) Philippines (5%)	**South Africa (+60%)** **Australia/ NZ (about 60%)** **UK/Ireland (+50%)** **North West Europe (+50%)** **US (about 50%)**
Australia	UK/Ireland (22%) India (13%) China (9%) South Africa (6%)	**UK/Ireland (51%)** **South Africa (50%)** **New Zealand (48%)** **US/ Canada (40%)** **North West Europe (39%)**

Impact of Screening on Employment by Select Birthplace: % Economic PA's Employed 6 Months Post-Arrival (1993-5 cf 1999/2000, LSIA)

Birthplace of Skill Principal Applicants	Employment Within 6 Months (1993-95 Arrivals)	Employment Within 6 Months (1999-2000 Arrivals)
UK/Ireland	85%	86%
South Africa	76%	**89%**
North West Europe	73%	**83%**
Philippines	57%	**76%**
India	56%	**73%**
HK/Malaysia/Singapore	53%	**68%**
China	45%	**61%**
M East/ N Africa	42%	**72%**
N, SE & C Asia	40%	**77%**
Eastern Europe	31%	**79%**

Domestic Training: International Students as a Source of Economic Migrants (2005)

International Student Source Country (All Australian education sectors)	Total Enrolments	Growth 2004- 05
China	71,747	18.9%
India	24,462	29.8%
South Korea	21,990	8.0%
Hong Kong	19,199	-7.2%
Malaysia	18,749	-3.4%
Japan	16,232	-3.0%
Indonesia	14,728	-11.1%
Thailand	13,877	-1.0%
Singapore	9,703	-8.7%
USA	11,291	-1.9%
Other	82,057	5.8%
Total	304,035	6.1%

Source: Adapted by L Hawthorne from Australian Education International data, 14 September 2005

Employment Outcomes by Migration Category 6 Months Post-Arrival (LSIA): Mid 1990s cf 2000
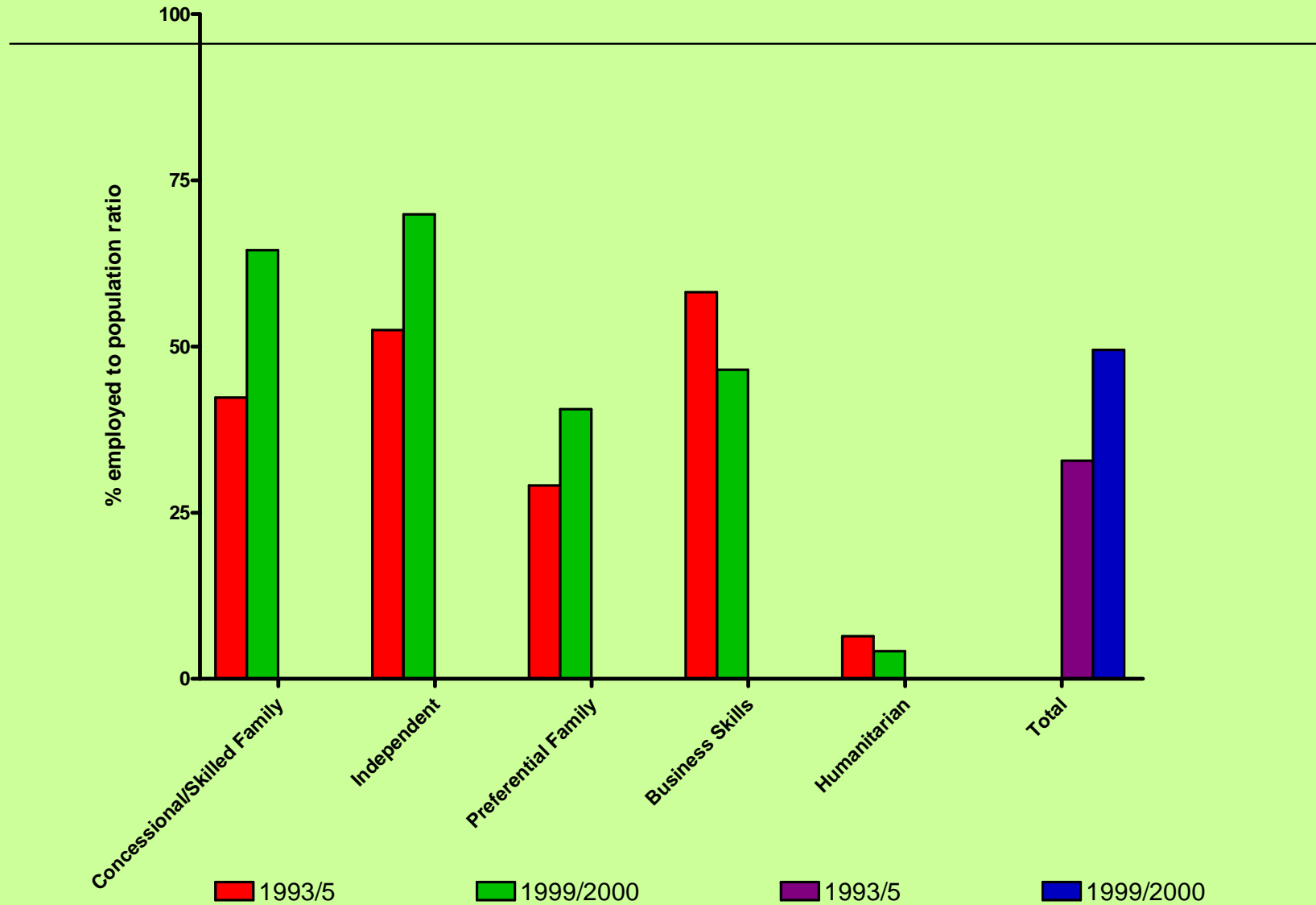
Employment Outcomes Independent Versus Concessional Family Migrants (6 Months)

Employment outcomes by select skill category	Cohort 1 1993-95	Cohort 2 1999/2000
Independent:		
Employed	53%	**70%**
Unemployed	20%	**8%**
Not in the labour force	27%	**23%**
Concessional Family/ Skilled-Australian Linked:		
Employed	42%	**65%**
Unemployed	25%	**17%**
Not in the labour force	32%	**19%**
% in professional work 6 months post-arrival (of those working)	62.5%	**66.5%**
Selected work attributes of economic migrants 6 months post-arrival:		
Love or really like job	46%	**53%**
Earn $674+ per week	15%	**31%**
Rarely use qualifications in current job	28%	**22%**
Median personal income by visa category **(2000 $A):**		
Independent	$309	**$544**
Concessional Family/ Skilled-Australian Linked	$193	**$383**
% recent migrant households with no primary applicant employed:		
Independent	34.6%	**18.4%**
Concessional Family/ Skilled-Australian Linked	48.2%	**33.0%**
Cf Humanitarian	93.0%	**94.7%**
% recent economic migrants receiving social welfare payments:		
Unemployment	20.0%	**0.3%**

Source: Adapted from *The Labour Force Experience of New Migrants* (S Richardson, F Robertson & D Ilsley, 2001: 17, 28, 46, 49), based on the Longitudinal Survey of Immigrants to Australia.

Migrant Employment Outcomes by 2001 (1996-2001 Medical and Nursing Arrivals in Australia)

% of migrant nurses by origin employed in nursing:

UK/Ireland: 73%

South Africa: 63%

India: 66%

HK, Malaysia, Singapore: 66%

China: 52%

% of migrants doctors by origin employed in medicine:

UK/Ireland: 83%

South Africa: 81%

India: 66%

HK, Malaysia, Singapore: 59%

China: 5%

Top Skilled Migration Source Countries (2005-06)

2003-04	No.	%	2004-05	No.	%	2005-06 July-Nov	No.	%
India	7103	19%	UK	5959	18%	India	2363	19%
China	5506	15%	India	5145	15%	China	2258	18%
UK	4698	13%	China	4338	13%	UK	2071	16%
Malaysia	2029	6%	Malaysia	1947	6%	Malaysia	536	4%
Indonesia	1990	5%	Indonesia	1525	5%	Philippines	431	3%
Singapore	1490	4%	Hong Kong	1439	4%	Indonesia	430	3%
Hong Kong	1199	3%	Singapore	1242	4%	Hong Kong	404	3%
Korea	1033	3%	Sri Lanka	1028	3%	Korea	391	3%
Sri Lanka	925	3%	Philippines	986	3%	Sri Lanka	331	3%
Philippines	919	3%	Korea	856	3%	Singapore	291	2%

Source: Adelaide Skilled Processing Centre, supplied December 2005

# 2005 Data: Skilled Migrant Employment Outcomes 6 Months Post-Arrival (LSIA 3)
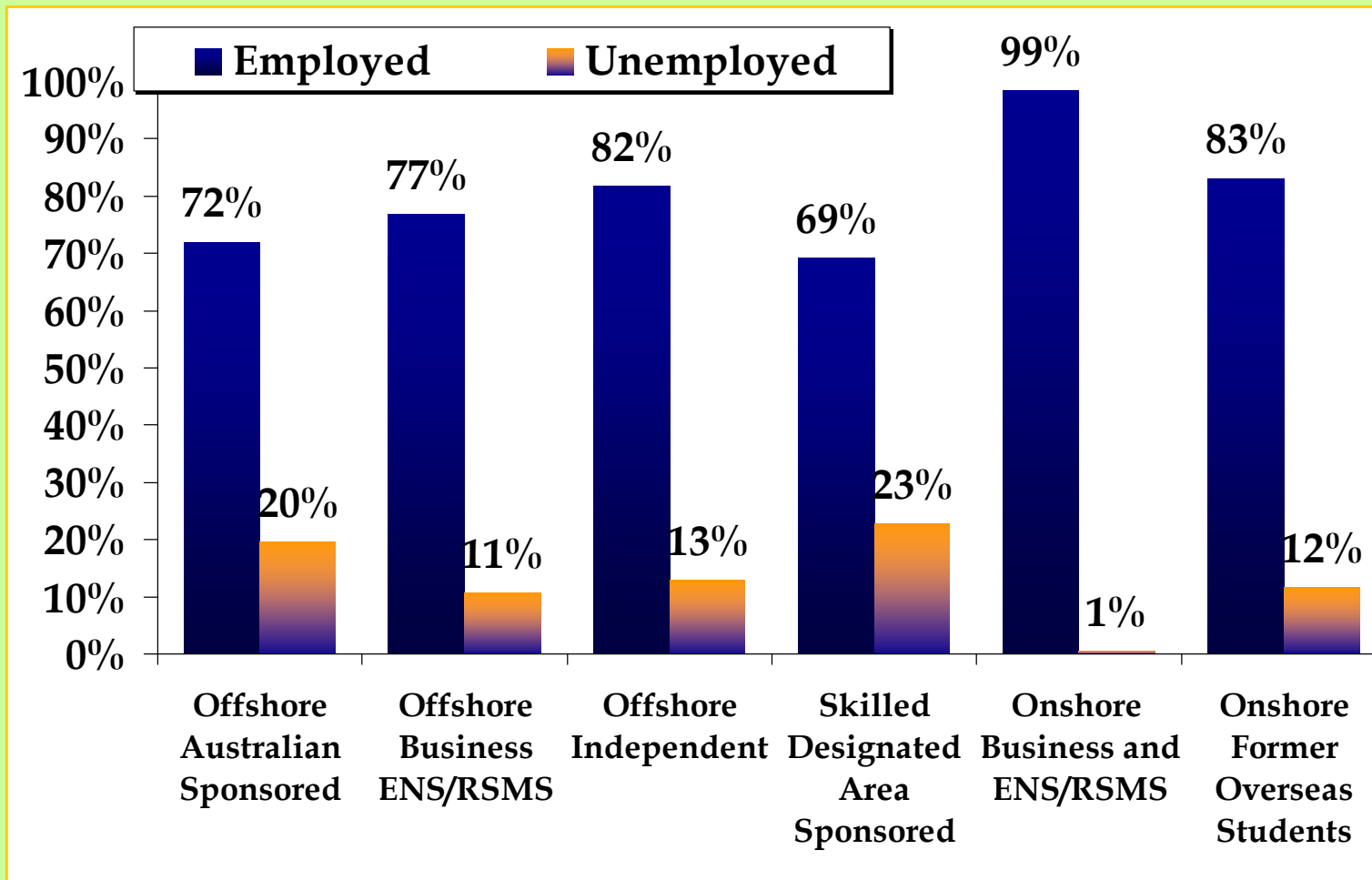
# Proportion of Principal Applicants with an Occupation in Demand, 2003-04 vs 2004-05

2004-05	Total GSM Applications	%
Total known	31038	100%
Total MODL	12986	42%
Professional	8742	67%
Associate Professional	209	2%
Trades	4035	31%
2003-04		
Total known	27715	100%
Total MODL	2413	9%
Professional	1672	69%
Associate Professional	142	6%
Trades	599	25%

Impact of Migration Occupation in Demand List (MODL) on Economic Migrants' Employment 6 Months Post-Arrival (LSIA October 2005)
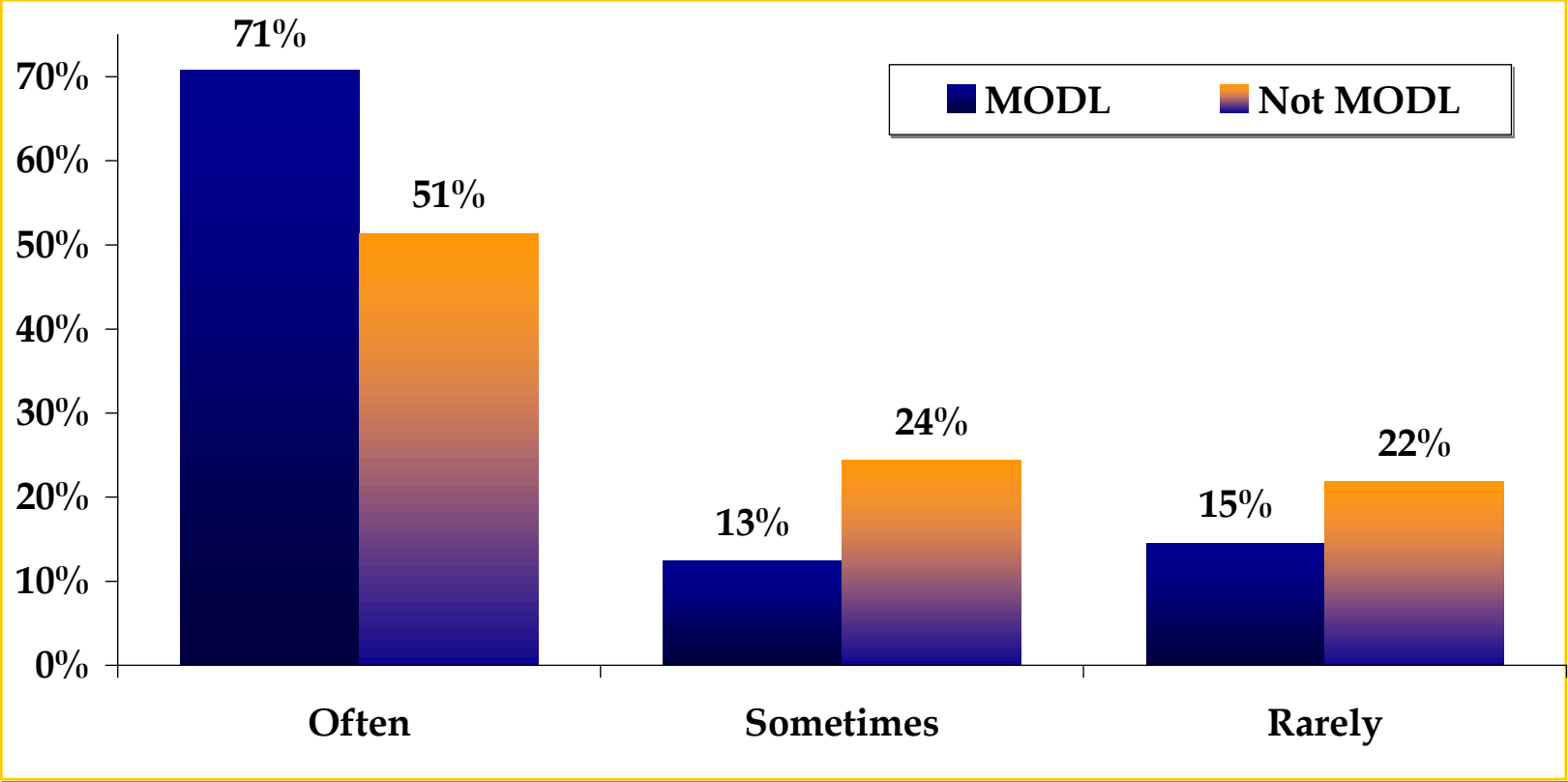
Impact of 'Migration Occupation in Demand' on Earnings 6 Months Post-Arrival (2005)
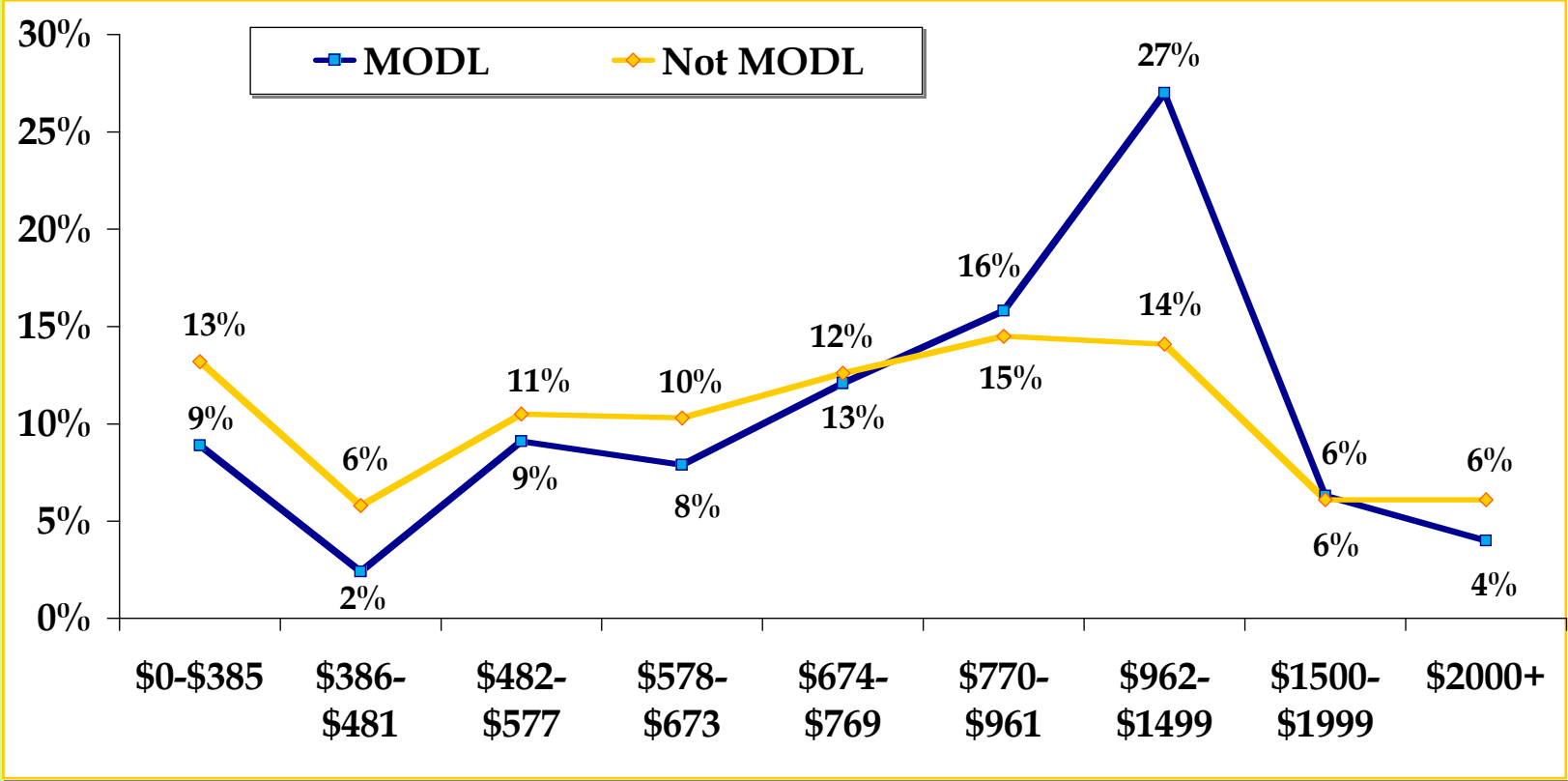
Credential Issue 1 2006: The Calibre of Educational Training (Select On-Shore Issues)

1. **Migration Occupations in Demand List:**
   - Rapid growth in vocational as well as professional fields
   - Number of applicants by field (when all eligible applicants are likely to be accepted)

2. **Registered Training Organisations:**
   - Federal policy context (public-private provision)
   - Emergence, motivation and regulation ('agile entrepreneurial players'?)
   - Capacity to monitor/ control quality of providers (State education departments, DEST, DEWR/TRA, DIMIA all 'players')

3. **Potential conflict of interest:**
   - For select institutions
   - Unprecedented institutional reliance on international student fees

Credential Issue 2 2006: Assessing On-Shore Applicants

1. **Calibre of courses:** Merit 60 points or not?
2. **Student capacity to undertake course:** Prior English and academic training
3. **Enrolment**: Capacity to prevent dual-course enrolment
4. '**Accelerated' courses:** eg 16 month Masters Degrees (definition; acceptability to employers?)
5. '**Outsourcing' of courses:** Eg 'university' course outsourced to TAFE college
6. **Regulation:** Capacity for rogue providers to cross state boundaries, re-invent curricula, go off-shore (keeping ahead of regulatory processes)
7. **Differential training standards:** eg Lack of standard on- the-job experience to support technical courses
8. **Suitability of premises**

⟶**Likely impact on employment outcomes?**

Credential Issue 3 2006: Assessing Off-Shore Applicants

1. **Assessment of new types of off-shore courses**: Eg calibre of hairdressing or plasterer courses ('informal' sectors)
2. **Adequacy of resources for monitoring standards**: In new Migration Occupations in Demand fields (eg Trades Regulation Authority)
3. **Assessment of health professionals**: Pre-migration clinical as well as theoretical screening (lack of on-line data)
4. **Case studies:**
   - Shared medical assessments (Australia/ Canada)
   - China: the global 'prompt' list

Top Economic Nominated Occupations in the Migration Occupations in Demand List Offshore (2004-05)

MODL Nominated Occupations	Cases	%
1. Accountant	2389	28%
2. Registered nurse	1225	14%
3. Hairdresser	597	7%
4. Toolmaker	432	5%
5. Motor Mechanic	359	4%
6. General Electrician	347	4%
7. Fitter	288	3%
8. Civil Engineer	287	3%
9. Metal Machinist (First Class)	247	3%
10. Chef	202	2%

Source: Adelaide Skilled Processing Centre, DIMA, December 2005.

Credential Issue 4 2006: Impact of Under-Supply on Credential Recognition for Migrant Doctors

Foreign Medical Graduates:

- 46% of the medical workforce overseas-born by 2001 (cf 40% in 1991): c28,000 doctors

- Around **4,500** temporary resident doctors being imported per year by 2006 to address shortages

- <u>Key areas of demand</u>: Rural general practice, public hospital positions, select specialty areas (eg public sector psychiatry, **surgery**)

- <u>Major issue</u>: Differential credential requirements

Demand also for dentists, allied health professionals etc