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My Guide to Overseas Employment

For i-Kiribati graduates



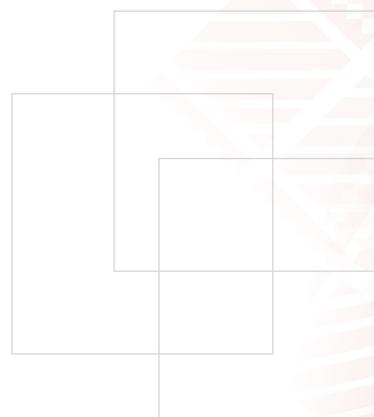
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For i-Kiribati graduates



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My Guide to Overseas Employment: For i-Kiribati graduates

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Table of Contents

Introduction	1
Part 1: Researching whether overseas work is right for you	3
Part 2: Getting the skills and experience to get an overseas job	19
Part 3: Finding an overseas job	27
Part 4: Meeting immigration requirements	33
Part 5: Preparing to go abroad	43
Part 6: Step by step process	47
Part 7: Key websites and contacts	55

Introduction

This Guide to Overseas Employment is a companion guide to the My Guide to Employment for Young People in the Pacific, which was produced by the ILO in 2013. Although that book dealt with finding work in your own country, this guide will provide basic information that will help you to understand some of the steps that are required to find a job overseas.

The focus of this Guide is on skilled migration, particularly to Australia and New Zealand, where the rules of immigration can be complicated. The Guide also provides information on labour migration to the Cook Islands, Papua New Guinea and Taiwan, where there may be job opportunities for i-Kiribati workers. Many of the opportunities which are accessible to people who are not highly skilled are for **temporary work** - which is what this Guide focuses on – but remember that temporary visas can **sometimes lead to permanent visas** (although if you are highly skilled you may be eligible to apply directly for a permanent visa).

The Guide is intended for graduates, or those who are currently completing their studies and would like to know more about opportunities abroad. In particular, it is specifically focussed on current **students and graduates of Kiribati Institute of Technology and other technical colleges** in Kiribati, and provides information on employment in trades occupations as well as hospitality and community care. Employment in seafaring and fisheries has specific rules that are not specifically covered in this Guide. The Guide also does not focus on seasonal worker programs

It is important to remember that international labour migration is a complex topic and it is impossible to provide information on everything that might be relevant. Also, migration policies and legislation can change often and therefore it is important to check with the agencies concerned in relation to any material provided in this Guide. The electronic version of this Guide will provide links to some of the key sites where you can get the most recent information (available on the attached CD). If a link doesn't work for any reason, you can try entering the search item into a search engine – eg. 'Pacific Access Category', and the links from the relevant Department will appear.

For more information about labour migration opportunities, you can contact:

Kiribati Ministry of Labour and Human Resource Development
Bairiki, Tarawa

Kiribati Institute of Technology
Betio, Tarawa

About this Guide

This Guide was developed by Sophia Kagan, Labour Migration Technical Officer for the ILO Office for Pacific Island Countries, pursuant to an EU-funded project titled Pacific Climate Change and Migration. The contents of this Guide can in no way be taken to represent the views of the European Union, or any United Nations agency. The author is grateful for review of the draft of this Guide by ILO colleagues, the Kiribati Institute of Technology, Australia-Pacific Technical College, Australian Department of Immigration and Border Protection, New Zealand Ministry of Foreign Affairs and Trade; New Zealand Ministry of Business, Innovation and Employment, Richard Curtain, and the Kiribati Ministry of Labour and Human Resource Development. All errors remain the author's responsibility.

List of Acronyms

APTC: Australia-Pacific Technical College

ILO: International Labour Organization

KIT: Kiribati Institute of Technology

PAC: Pacific Access Category

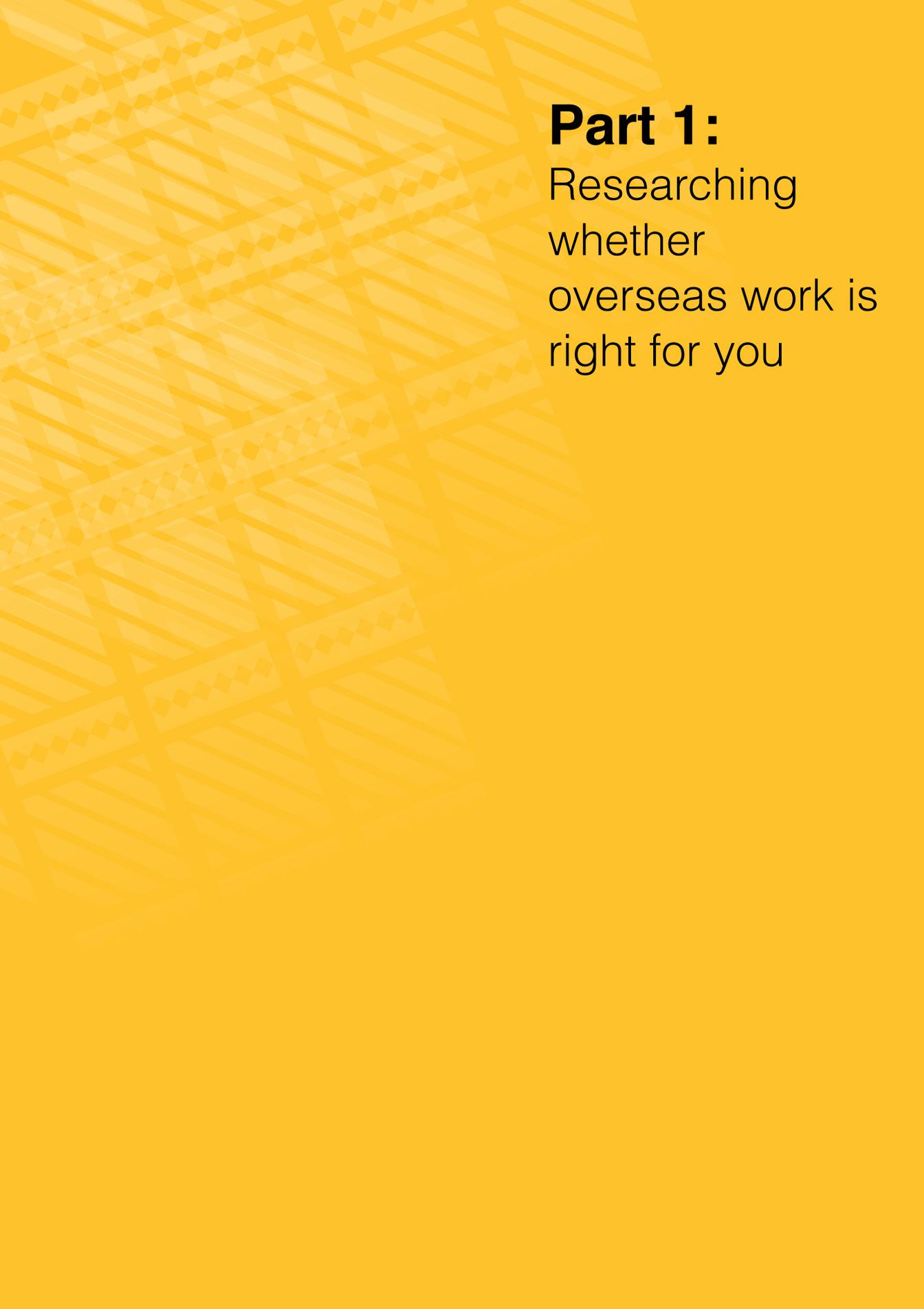
PNG: Papua New Guinea

RSE: Recognized Seasonal Employer (Scheme)

SWP: Seasonal Worker Programme

Some key things that you should remember about labour migration when reading this Guide:

- In most cases you will need to have a job offer lined up before you go to another country – before you even apply for a visa to another country!
- To get a job offer you will need to have qualifications and some work experience – so start planning now to make sure that you have all the right certificates and skills. Planning is very important because some of the courses may not be available in Kiribati and you may need to go to Fiji or another country to study or to get relevant work experience.
- Getting a job overseas can be a very time-consuming and sometimes expensive process. You will need to spend a lot of time online looking up information about different companies and different rules about going overseas. You will need to spend time typing up and sending your job application, filling out a profile online for a visa, collecting lots of different documents about your education, your health and your skills. In some cases you may even need to go to another country to do an interview called a skills assessment. It is important to carefully plan in advance for sufficient internet access, and money to pay for all of the expenses that may be required.
- Ask for help where you can, particularly from people you already know working in other countries. But make sure that if you are paying money for someone to help (like a migration agent or a private recruitment company) that you do this very cautiously as sometimes these organizations may not do the right thing and you may be left with no job and none of the money that you paid for the service.



Part 1:

Researching
whether
overseas work is
right for you

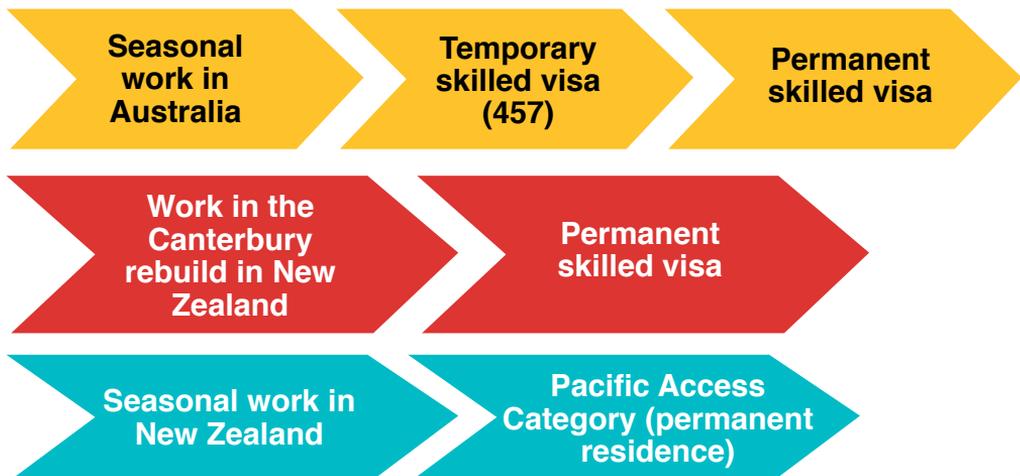
Part 1: Researching whether overseas work is right for you

When preparing to find a job overseas you first need to explore whether working abroad is really something that you want to do, before considering some of the countries and schemes that might be available. You should be aware from the start that finding a job in another country can be a long, difficult and sometimes expensive process so you need to very carefully consider and research whether this is something that you wish to aim towards.

Who is a migrant worker?

According to the ILO, a migrant worker is a person who is going to work, is already working, or has returned from working in a country where they do not have citizenship. For example, an i-Kiribati going to Australia under the Seasonal Worker Programme is a migrant worker. So is a person who gets a permanent visa, such as the Pacific Access Category visa, and has decided to live abroad for many years. So whether a person is moving for a short time (less than a year) or a long time (many years), he or she is considered migrant worker unless (or until) they have citizenship in the country they are working in.

How long a person can stay in another country depends on the type of immigration visa that they apply for and get. Some visa options are temporary but others allow someone permanent residence. Sometimes a person may start out on a temporary visa and then be eligible for a permanent visa, or may find it easier to get a permanent visa. This is particularly relevant for visas to Australia and New Zealand, where the process is especially competitive. Here are just three examples which show how a person can use the skills, knowledge and experience from one visa to progress to another type of visa.



What are some things to consider before deciding to migrate?

Migrating to another country is a big decision.

When considering whether to migrate to another country to work, it is useful to think through the opportunities, challenges and alternatives.

Being a migrant worker can be challenging. Although some people might expect that going overseas can be an easy way of making a lot of money and having a nice lifestyle, for many of those who go overseas to work, life is hard as a migrant worker. You may have a higher salary than in Kiribati but you may have to work very long hours, and spend money on things that you didn't pay for before – like rent, food, transport. You may find it stressful sending the money expected by your family and meeting bubuti requests. And you may find that even if you do get more money than you did before, that life is lonely without your family and friends. Your family back home may find life equally challenging without you to help and support children and elderly parents.

This is why it's important to think about why you want to go overseas. Below is an example of how someone might think about whether or not to go overseas for work.

Why do I want to migrate?	Factors to consider	Alternatives to migrating?
I want to earn more money	<p>What are my potential earnings?</p> <p>Will I remit money back home?</p> <p>How much can i save?</p>	<p>What potential opportunities exist in Kiribati (e.g. studying at KIT and improving my skills and qualifications to find a higher paying job?</p>
I want to get experience of living in a new place	<p>How will I maintain family networks back home?</p> <p>How will I maintain community networks back home?</p> <p>How will I establish friendships and networks in my new home?</p> <p>Will I accustom to a new culture and food in my new home?</p>	<p>Could I apply to an overseas campus and acquire a higher qualification as well as the experience of living in a new place?</p>
I want to get a job, and I can't get one in Kiribati in my profession	<p>What countries have opportunities in my particular profession?</p> <p>How do I assess the quality of the job that I am seeking?</p>	<p>Could I re-train in another profession where there are job opportunities in Kiribati? I could find out more about what skills are needed in Kiribati by talking with the Ministry of Labour and Human Resource Development or the Kiribati Chamber of Commerce and Industry.</p>

The point of this exercise is to really think about whether or not you want to work overseas. If it is something that you are willing to put lots of hard work into, and think you will benefit from greatly, then it is something to continue to explore.



Tip!

Do you know anyone who has lived overseas for work, particularly in the country that you would like to go to? Ask about some of the good and bad things about being a migrant.

What are some relevant countries for those deciding to migrate?

Here is a brief summary of some of the countries that this Guide covers:

Australia

Australia is a large neighbouring country with its capital in Canberra.

- Population: 23.37 million
- Language spoken: English
- Low unemployment (5.8%)
- Diverse population with 27% of people born overseas
- Large number of work migrants, primarily from India, United Kingdom, Ireland and the Philippines
- In the 2015-16 Migration Programme, it is expected that the number of 'employer sponsored visas' will be 48,250



New Zealand

New Zealand is comprised of two islands with the capital Wellington in the South island.

- Population: 4.4 million
- Language spoken: English
- Low unemployment (6.7%)
- Large number of foreign migrants, including temporary work migrants in trade which assist in the rebuild of Christchurch (also called 'Canterbury' – see box 2)
- Large Pacific population (over 7%)



Papua New Guinea

PNG is a large country to the north of Australia, the economy of which is strongly boosted by natural gas and other resources.

- Population: 7.3 million
- Language spoken: English, Pidgin
- Relatively high unemployment among unskilled and low skilled workers, but high demand for managerial, professional, trades and technical areas
- Most of the foreigners that come to work are from Australia (around 36% in 2012) and the Philippines (24% in 2012)



Taiwan

Taiwan is a state in East Asia with the capital in Taipei.

- Population: 23.34 million
- Language spoken: Chinese and English
- There are i-Kiribati that go to Taiwan every year for vocational and tertiary study
- At the end of 2014, there were around 552,000 foreign workers, mainly from Indonesia (41%), as well as Vietnam and the Philippines



Cook Islands

The Cook Islands comprises 15 islands and atolls spread across two million square kilometres in the Pacific.

- Population: 15,000 with the majority (70%) on Rarotonga
- Language spoken: English
- Low unemployment (around 8%)
- Governance: the Cook Islands is in 'free association with New Zealand. Its people are New Zealand citizens and entitled to move freely to New Zealand and Australia
- Economy largely dependent on tourism and there is a relatively large number of foreigners (1,500) particularly from Fiji and Philippines



What are some of the jobs that migrants do?

Migrants do many different jobs in many different countries. The jobs they do depend on what vacancies there are in that country which cannot be filled by national applicants. This is because in almost all countries (including Kiribati), employers can only get permission to employ a worker from overseas if they can prove that they cannot find a national worker – for example, there are lots of fishers in Kiribati, so it is unlikely that the government would start bringing fishers from other countries. It's just the same for other countries.

There are many reasons why there might not be people in the country to meet the vacancies for a particular occupation. For example, it may be because:

- There are people in the country qualified for the jobs but because the jobs are in a remote area, have irregular hours (lots of work one week and hardly any the next), or some other reason, they do not want to do that job; or
- There may not be enough people in the country qualified for the jobs; maybe because this type of work has grown very quickly and there are not enough people who have already been trained up with the right skills.

Here is a summary of some of the jobs that migrants might do abroad because there may be vacancies that cannot be met by national workers.

Job	Tasks
Domestic worker	Cleans and tidies people's houses, units, flats, apartments and townhouses
Community service worker	Runs community development projects and activities to address issues, needs and problems associated with recreational, health, housing, employment and other welfare matters
Café / hotel worker	Prepares and serves food and beverages in hotels, cafes, and restaurants
Personal care assistant / Aged care worker	Provides regular personal care services to people who need support (for example washing, cooking, clothing and feeding). This might be in a specific place like an aged care centre or person's own home. Other types of care work might include taking care of people with disabilities.
Bricklayer	Lays bricks, pre-cut stone and other types of building blocks in mortar to construct and repair walls, partitions, arches and other structures.
Carpenter	Constructs, erects, installs, renovates and repairs structures and fixtures made of wood, plywood, wallboard and other materials, and cut, shape and fit timber parts to form structures and fittings.
Wall and Floor Tiler	Lays ceramic, clay, slate, marble and glass tiles on external and internal walls and floors to provide protective and decorative finishes.
Mechanic	Repairs, maintains and tests motor vehicle and other internal combustion engines and related mechanical components.

Plumbing	Installs, maintains and repairs pipes, drains, guttering and metal roofing, mechanical services and related equipment for water supply, gas, drainage, sewerage, heating, cooling and ventilation systems
Nurse	There are two different types of nurses: Registered and Enrolled nurses. Enrolled nurses are required to be supervised by Registered nurses. Both Registered and Enrolled nurses may provide nursing care in a number of different health, aged care, welfare and community settings.

It is important to remember that what jobs a person can do abroad depends not only on the jobs that employers need foreign workers for, but also the countries' immigration rules. This Guide will provide a little bit of information on immigration rules in Australia, New Zealand, PNG, Taiwan and the Cook Islands, but it is very important to remember that these can and do change, so it is always best to refer to the websites of the Immigration Departments (which are listed in section 7 of this Guide), or ask the Ministry of Labour and Human Resource Development for information.

Some of the jobs that migrant workers currently do in Australia

As well as the seasonal worker program, Australia has other visas which are relevant to i-Kiribati. These can be divided into two categories: temporary (where you generally need a job before you apply) and permanent (where you can show that you have enough skills and qualifications to migrate, without a job offer). There have been very few Pacific Islanders that have managed to get permanent visas to Australia without at least some previous experience working in Australia. This section will focus on temporary work visas, of which two are particularly relevant.

List of the key visas		
Seasonal	Temporary	Permanent
Seasonal Worker Program (SWP)	Temporary work (skilled) visa (subclass 457) 'Microstates' visa (*not the official name)	Skilled Independent visa (Subclass 189) Skilled Nominated visa (Subclass 190)

a) The 'microstate' visa

On 16 June 2015, it was announced that the Australian Government will introduce a new pilot programme for workers from the Pacific microstates of Kiribati, Nauru and Tuvalu to help address unmet labour demands in northern Australia. This new five year pilot programme will provide up to 250 citizens from these countries access to a multi-year visa (probably 2 years) to work in lower skilled occupations in selected industries in the north of Australia. It is likely that dependents (partner and children) will not be able to come with you.

As this visa is likely to have lower qualification requirements than the 457 visa (explained below), it could be a good pathway to this visa – that is, a stepping stone to getting contacts with employers that you may need to get a job offer for the 457 visa.

You can contact the Ministry of Labour and Human Resource Development for the most up-to-date information.

b) Temporary (Skilled) Visa (457)

The majority of people on a 457 visa have at least a Bachelors degree from a university, but there are also possibilities for people to come with vocational certification and work experience (around 16% of 457 visa holders)

Below are the 15 most common occupations under this visa:

Nominated Occupation	2014-15 % of Total
261312 Developer Programmer	4.9%
351411 Cook	4.5%
141111 Café or Restaurant Manager	3.9%
225113 Marketing Specialist	2.9%
261313 Software Engineer	2.9%
261111 ICT Business Analyst	2.8%
242111 University Lecturer	2.5%
224711 Management Consultant	2.4%
253111 General Practitioner	2.4%
253112 Resident Medical Officer	2.2%
351311 Chef	2.2%
131112 Sales and Marketing Manager	1.9%
221111 Accountant (General)	1.9%
312512 Mechanical Engineering Technician	1.9%
135112 ICT Project Manager	1.4%
Other Occupations	59.3%
Total	100.0%

On this visa, workers can bring family members and can stay for up to four years. You can change employers, provided that the new employer is also approved to accept migrant workers; and you can travel in and out of Australia as often as you like.
as often as they like.

Box 1: Seasonal work in Australian hotels

Did you know that on trial basis, seasonal workers can be employed not only on farms, but also in hotels and other accommodation providers?

Employers in the accommodation industry in Western Australia, the Northern Territory, Tropical North Queensland and Kangaroo Island can access the Seasonal Worker Program (SWP) to satisfy low-skilled seasonal vacancies, undertaking the following occupations:

- bar attendants
- food and beverage attendants/waiters
- garden labourers
- kitchen hands
- baristas
- café workers
- housekeepers
- public area cleaners.

Trial arrangements in other tourism occupations are soon to be in place in Northern Australia with other sectors of the tourism industry experiencing unmet demand for seasonal low-skilled labour.

The SWP is employer-driven, which means that i-Kiribati will need to have an employer (such as a hotel owner) request for i-Kiribati workers, and that employer must be eligible under the rules of the SWP to accept SWP workers. This request has not been made, but employers may request i-Kiribati workers in future.

The SWP is also open on a trial basis to aquaculture, cane and sugar industries.

Some of the jobs that migrant workers do in New Zealand

As well as the seasonal worker program (RSE), New Zealand has other visas which are relevant to i-Kiribati. As for Australia, these can be temporary (where you generally need a job before you apply) or permanent (where you can show that you have enough skills and qualifications to migrate). One particular type of permanent visa which you may already be familiar with is the Pacific Access Category, which currently allows 75 people per year from Kiribati to migrate to New Zealand. The sections below will briefly touch on this visa, as well as the Essential Skills visa, a popular temporary visa in New Zealand.

List of the key visas

Seasonal	Temporary	Permanent
Recognized Seasonal Employer (RSE)	Essential Skills Visa	Skilled Migrant Category Pacific Access Category

a) Pacific Access Category (PAC)

Under the PAC, i-Kiribati can register to go into a ballot for a place in the PAC. If your application is drawn then you are able to make an application for permanent residence, but to do so, either you or your partner must have a job offer for 'ongoing and sustainable employment' with a single New Zealand employer.

It can be either skilled or unskilled work, however if you are bringing children then the job will need to meet minimum income requirements. Forms for the PAC are available from the New Zealand High Commission in Tarawa.

b) Essential Skills Visa

Many of the people who come to work in New Zealand with a temporary visa have the Essential Skills visa. Studies from 2014, show that the majority of workers were from the Philippines (16%), India and the United Kingdom (14% each). Essential Skills workers from the Philippines and India had large increases (up 25% and 29% respectively), while the number of workers from the United Kingdom was down 6% compared with the same period in 2013.

Recently there have been big increases in Essential Skills workers with a job offer in the Auckland and Canterbury regions (up 16% and 11% from July-December 2013 respectively). The job offers in Canterbury for Essential Skills workers have increased continually as the Canterbury rebuild has gathered pace (see box 2).¹

A wide variety of occupations were recorded for people approved under the Essential Skills visa in 2013/14. The most common occupations were chef (8%), dairy cattle farmer (5%), carpenter (3%), and café or restaurant manager (3%). The number of carpenters approved has risen 91% since 2012/13, with 88% of them stating that Canterbury was their region of employment. Two-thirds (66%) of Essential Skills visa occupations were high-skilled (at least Bachelors degree).

¹ New Zealand Ministry of Business Innovation and Employment Migration Trends and Key Indicators

The main groups of workers and the areas where they went are shown in the table below:

Major group	Per Cent (%)				
	Auckland	Canterbury	Otago	Wellington	Total
Technicians and Trades Workers	35	40	15	21	30
Professionals	23	11	6	44	20
Managers	19	13	9	15	16
Labourers	2	16	24	3	12
Community and Personal Service Workers	8	11	24	10	11
Machinery Operators and Drivers	5	6	4	1	4
Sales Workers	3	2	15	2	3
Clerical and Administrative Workers	5	1	4	4	3
Total	7,528	6,585	2,940	2,096	25,638

Box 2: Migration opportunities in the Canterbury Rebuild

There was a magnitude 7.1 earthquake in Canterbury, New Zealand, on 4 September 2010 followed by magnitude 6.3 earthquake on 22 February 2011. 185 people lost their lives; more than 100,000 homes damaged or destroyed and more than 50% of buildings in central business district were severely damaged.

The rebuilding of Canterbury consists of three parts: infrastructure, residential and commercial buildings. Although much of the infrastructure building will be completed by end of 2016, it is likely that commercial construction activity will need many workers from 2015 to 2018, many of whom will come from other countries.

The Canterbury Skills Shortage List identifies skill shortages in the rebuild.

There are two main types of visas by which migrant workers may apply to work on the Canterbury rebuild - the Skilled Migrant Category which grants a permanent visa, and the Essential Skills temporary work visa categories. Generally overseas workers will need to have a qualification equivalent to Level 4 on the New Zealand Qualifications Framework or a minimum of three years' relevant work experience. Philippines, UK and Ireland are the main source countries for trade workers and technicians in Canterbury however a small number of Pacific Island trades workers have been granted visas.

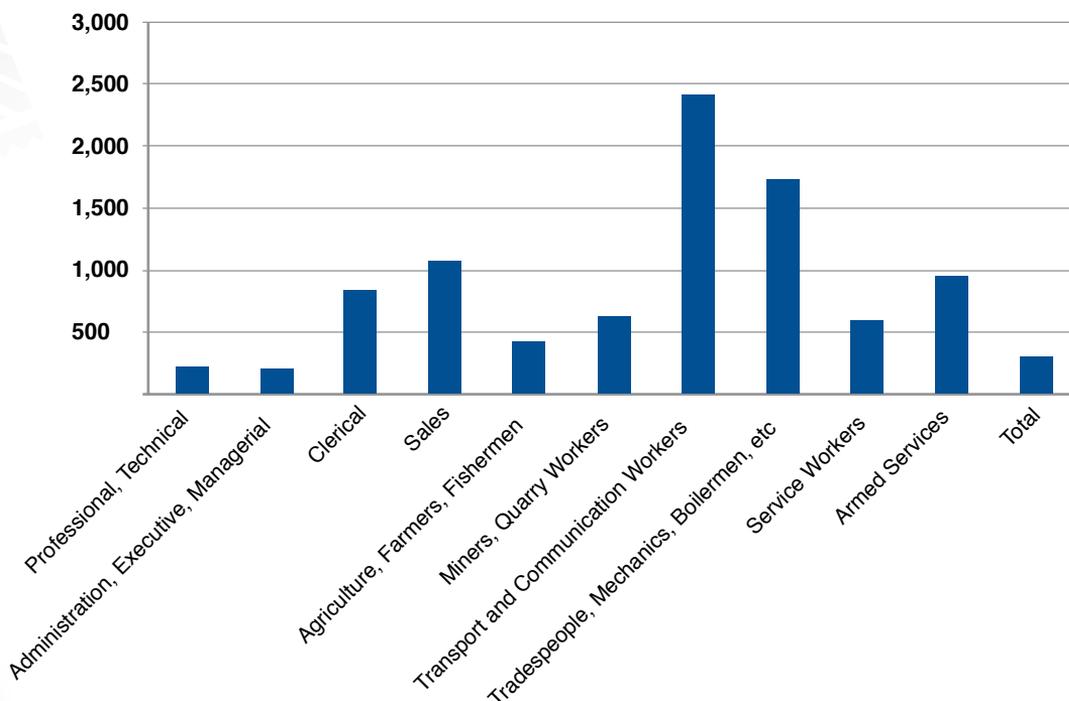


Credit: Marty Melville/AFP

Some of the jobs that migrant workers do in PNG

There is not a lot of information available on migrants currently in PNG, but some recent research has shown an increased demand for tradespeople, mechanisms and transport workers.

See table below which shows the number of different foreign workers' occupations in 2012.



Source: Voigt Graf, C. 2015. 'PNG's workforce is increasingly blue collar'. Development Policy Centre. www.devpolicy.org.

Some of the jobs that migrant workers do in Cook Islands

Census data from 2011 shows that foreign workers are mainly working in the restaurant and accommodation sector (where 369 foreigners are employed, representing just over one quarter of the jobs). The second biggest sector for foreign workers is wholesale and retail trade, with 196 employed (16% of that sector), followed by the 170 foreign workers in the community and personal services sector (35% of those jobs).

Just over 530 contracts had been processed in the two year period between July 2012 and July 2014. The majority of these workers are from the Philippines (37%) or Fiji (35%), and around 10% were from New Zealand, 7% from Indonesia, 2% from China and 1% from Australia. The remaining 8% of foreign workers originated from 22 countries in the Pacific, Southeast Asia, Europe and South America.

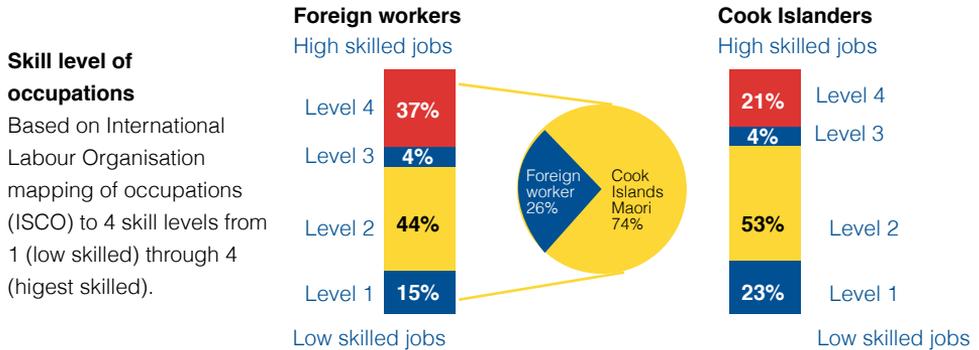
Some quick information on jobs in the accommodation sector (hotels) shows that the main occupations were for chefs, waitstaff and supervisors/directors/managers.

Accommodation and food and beverage service activities

Number employed	Male	Female	Total	Foreigners
Accommodation	428	661	1,089	27%
Food and beverage service activities	162	240	402	23%
Total	590	901	1,491	26%

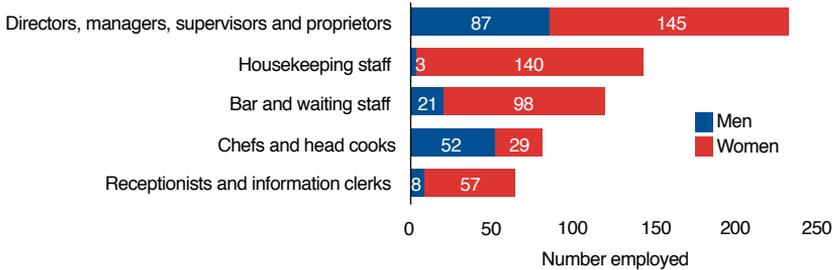


Average hourly wage(\$NZD)	Male	Female	Total
Accommodation	\$8.34	\$7.91	\$8.08
Food and beverage service activities	\$7.66	\$7.67	\$7.67
Total	\$8.81	\$7.85	\$7.98

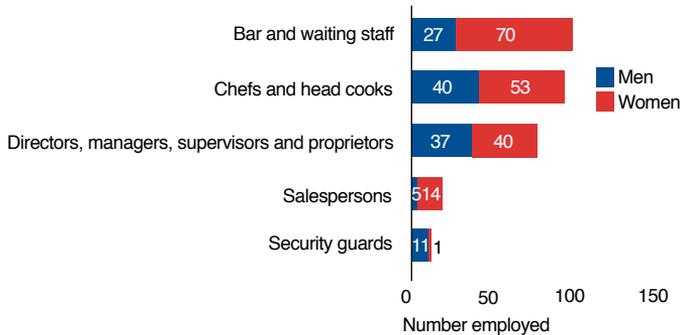


Source: 2011 Cook Islands Population and Housing Census

Most common occupations: Accommodation



Most common occupations: Food and beverage service



DEPARTURE



Part 2:

Getting the skills
and experience
to get an
overseas job

Part 2: Getting the skills and experience to get an overseas job

Being able to get a job overseas ultimately depends on whether you have (or can get) the right skills, experience and qualifications to be offered a job and a visa. This is an important exercise for anyone who might want to work overseas now or in the future – it may help you to assess whether working abroad is something that you want to train and work towards, and if so, what are the sorts of skills and qualifications you will need to gain in order to migrate.

What are ‘skills’ and ‘qualifications’?

Before you can migrate you need to have previous study and work experience. This is because employers want to know that you can do the job that you are applying for. Bringing a worker from one country to another takes a lot of time (and money) for a company, and they will not want to take a risk on someone who does not have the right skills and experience.

What are skills and qualifications and what do you need to do to prove that you have them?

- Your qualifications are your completed study whether it is high school, vocational or tertiary study. You can prove that you have a qualification with a certificate of completion and you may also be asked to give a copy of your transcript (your record of marks for the subjects you studied);
- Your skills are the technical things you know how to do which can be learnt through life and work experience, education and training. These can be specific to your particular job (eg. knowing how to operate machinery) or they can be general skills (eg. knowing English, financial literacy, etc). There is not one specific document that will be able to show your skills but there are different documents that you may be able to rely on. For example, you may need to get your current or previous employer to write a letter outlining the skills you used in the job (eg, that you can operate particular machinery). In some cases you may also need to have your skills tested by an organization – this will be explained in the sub-section below on skills recognition. If you have done short courses or apprenticeships, this can also help to demonstrate your skills.

What are the qualifications and skills required for some of the jobs that migrants do?

Some countries such as Australia and New Zealand have a skills or occupation shortage list, which is updated every so often, and which provides information on what jobs there are not enough national workers for. This also contains information on the level of qualifications that are required for those occupations.

It is often easier to obtain a visa for jobs that are on the shortage list. You may still be able to migrate for another occupation not on the list but in this case, the employer would have to prove why they could not fill the role with a local worker, despite making genuine attempts to do so. This makes it harder for the employer to get permission to hire a foreign worker than if the job was recognized to be “in shortage” already by being on one of the shortage lists.

For Australia, the main shortage list is called the Consolidated Skilled Sponsored Occupations List, and the full list is available here: <https://www.border.gov.au/Trav/Work/Work/Skills-assessment-and-assessing-authorities/skilled-occupations-lists/CSOL>

(for permanent residence visa, there is a slightly different list called the Skilled Occupation List, which you can find on the same website).

Tip!

If you already know what occupation you are interested in, you can use these website to find out if it is on the shortage list, and what qualifications you will need to be able to migrate.

For Australia: <https://www.anzscosearch.com/search/>

1. Type your occupation
2. Click on the tab which says ANZSCO Info

For New Zealand: <http://skillshortages.immigration.govt.nz/>

This website also provides the most up-to-date skills shortage lists.

This website also provides the most up-to-date skills shortage lists.

Both of these sites use predictive text in the search bar, so you can just type the first few letters of an occupation and a set of occupations will drop down, from which you can select.

For New Zealand, there are three types of lists which are:

- Immediate Skills Shortage List (<http://www.immigration.govt.nz/migrant/stream/work/skilledmigrant/LinkAdministration/ToolboxLinks/essentialskills.htm?level=>)
- Long Term Skills Shortage List (<http://www.immigration.govt.nz/migrant/stream/work/skilledmigrant/LinkAdministration/ToolboxLinks/essentialskills.htm?level=>)
- Canterbury Skill Shortage List (<http://www.immigration.govt.nz/NR/rdonlyres/6E0E1E3B-0029-4146-8631-9C890E64CFA7/0/Canterburyskillshortagelist.pdf>)

Although this guide cannot go through all of the different types of jobs that migrants may be employed in, and the qualifications and skills required, here is a quick list which provides some of the qualifications and skills a person might need under the current requirements of the immigration systems in Australia and New Zealand.

Skills and qualifications required for migrating to Australia and New Zealand:

Job	Skills required
Domestic worker	Not on the shortage list for Australia and New Zealand
Community service worker	Not on the shortage list for Australia and New Zealand
Café / hotel worker	Not on the shortage list for Australia and New Zealand except to certain places in Australia under the Seasonal Worker Program.
Personal care assistant / Aged care worker	Not on the shortage list for Australia except in the case of the manager of an aged care / community centre (this is a senior role that requires directing and coordinating a centre, program or project relating to social welfare); however New Zealand accepts other types of residential care workers (generally on a one on a one year contract).
Bricklayer	Australia: Certificate IV or Certificate III including at least two years of on-the-job training. New Zealand (Canterbury shortage list) Certificate IV OR three years experience

Carpenter	Australia: Certificate IV or Certificate III including at least two years of on-the-job training. New Zealand (Canterbury shortage list) Certificate IV OR three years experience
Wall and Floor Tiler	Australia: Certificate IV or Certificate III including at least two years of on-the-job training. New Zealand (Canterbury shortage list) Certificate IV OR three years experience
Mechanic (different types)	Australia: Certificate IV or Certificate III including at least two years of on-the-job training. New Zealand: not currently on the shortage list except for electrical mechanics
Plumbing	Australia: Certificate IV or Certificate III including at least two years of on-the-job training. New Zealand: not currently on shortage list
Nurse	In both Australia and New Zealand, an Enrolled Nurse now needs to have at least an AQF Associate Degree, Advanced Diploma or Diploma; a Registered Nurse needs to have at least a Bachelor's degree from a recognized Nursing Education Institution.

When you look up different requirements for Australian and New Zealand jobs, you may often come across information on different 'Skill Levels'. This is because in Australia and New Zealand, skill levels are often shorthand for the level of qualifications you need. There are five skill levels:

- Skill Level 1: for this you generally need a Bachelor degree or higher
- Skill Level 2: for this you generally need a Register Diploma (New Zealand) or an Associate Degree, Advanced Diploma or Diploma (Australia)
- Skill Level 3: for this you generally need a Certificate IV or a Certificate III with at least two years on the job training
- Skill Level 4: for this you need a Certificate II or III (generally not eligible for migration to Australia, but may be eligible to New Zealand)
- Skill Level 5: for this you need a Certificate I (generally not eligible for migration to Australia, but may be eligible to New Zealand)

If you're unfamiliar with what some of these qualifications mean (bachelor degree, diploma, certificate, etc) and what type of institutions offer these, the table below might help, at least for Australian qualifications. The column on the left deals with vocation sector and the column on the right with university studies.

VET sector accreditation	University sector accreditation
Vocational graduate diploma	Doctoral degree
Vocational graduate certificate	Master's degree
Advanced diploma	Graduate diploma
Diploma	Graduate certificate
Certificate IV	Bachelor degree
Certificate III	Associate degree, Advanced diploma
Certificate II	Diploma
Certificate I	

How do I get the qualification I need?

The first thing to remember about qualifications is that often you cannot just enroll in the Certificate or Degree you want without taking some lower courses first. Vocational education is a bit like grades in school – you begin with one grade and proceed to the next. But unlike secondary schooling, not all courses will be offered in Kiribati, so you may need to do study in other countries.

For vocational study (which is what you will need for most of the different trade occupations that are listed above, like carpentry and plumbing) you will need to go to a technical school like the Kiribati Institute of Technology (KIT). KIT offers a range of Certificate II trade courses and Certificate II and III business and accounting courses, but if you need a higher qualification, or your programme is not offered at the KIT, you may be able to get training opportunities at the Australia-Pacific Technical College (APTC), which has campuses in five different countries in the Pacific. The APTC provides subsidized training (that is, cheaper tuition) for i-Kiribati students and also offers a lot of scholarships.

If the trades course that you want to do is not offered at either KIT or APTC, you may need to go to another vocational school such as the USP, Fiji National University, or a TVET provider in Australia and New Zealand. For all of these programmes outside of Kiribati, you can speak to the Ministry of Education about what kinds of scholarship opportunities may be available.

Nursing programmes are offered in Kiribati but are not currently matched to the level required in Australia and New Zealand. Therefore, if you want to become a nurse, you may need to look at programmes that are available in Fiji or other countries.

Occupation	Courses Offered at KIT	Courses Offered at APTC	Courses you may need to take elsewhere to meet minimum qualifications in Australia (or New Zealand)
Bricklayer	Certificate II Construction	-	Certificate III Construction or related field
Carpenter	-	Certificate III Carpentry	
Wall and Floor Tiler	Certificate III Plumbing	Certificate III in Wall and Floor Tiling	
Mechanic	Certificate II Automotive Servicing	-	Certificate III in Mechanics or related field
Plumbing	Certificate III Plumbing	Certificate III Plumbing	
Nurse	Certificate II in Community Care	Certificate III in Allied Care / Aged Care / Community Services	Certificate IV and Diploma

Will my qualifications and skills be automatically accepted?

There are three things that you need to consider regarding your qualifications and skills, particularly in Australia and New Zealand. These will be explained in turn:

- a) Qualification recognition (relevant to everyone)
- b) Skills assessment (relevant to everyone)
- c) Licence registration (relevant only to people in some occupations)

Qualification recognition

One important thing about qualifications is that these need to be 'recognized' in the country where you are trying to get a job. Because every country has a different education system, and often different requirements for what a person needs to know or do to work in a particular occupation, the immigration department in the country that you apply to go to will try to assess whether the qualifications you have is equivalent to what is required for that particular occupation.

You will probably need to go through a process to have your qualifications 'assessed'. Here are some links you might find helpful on qualifications assessment in Australia and New Zealand.

Australia: Australian Department of Education and Training

<https://internationaleducation.gov.au/services-and-resources/pages/qualifications-recognition.aspx>

New Zealand: New Zealand Qualifications Authority

<http://www.nzqa.govt.nz/qualifications-standards/international-qualifications/apply-for-an-international-qualifications-assessment/>

Skills assessment

Skill assessment is a little bit different to qualification recognition, and also varies between Australia and New Zealand.

In New Zealand, you may have your skills recognized through the documents that you submit relating to your previous job experience (such as letter from your employer). The person reviewing will then assess on the documents whether you have the necessary skills for the job.

In Australia, when you apply for a visa, the process can be complex (and costly) as you may need to have an 'independent skills assessment'. The rest of this sub-section will explain some of the basic information about this assessment.

Skills assessments in Australia are done by different 'assessing authorities': the two main ones are called VETASSESS and Trades Recognition Australia (TRA), but to find the right organization for your occupation, is best to go to the Australian Department of Immigration and Border Protection <https://www.border.gov.au/Trav/Work/Work/Skills-assessment-and-assessing-authorities/skilled-occupations-lists/CSOL>

Although it may be possible to apply online or by mail, this is sometimes not possible and you may need to fly to Australia in order to do the technical assessment which is required. Because this is a complicated process, you should consider looking online for the most up-to-date information for your occupation.



**Self evaluation
(free online test)**

**Submit documentary
evidence including
your skills and
experience**

**Technical assessment
This might involve face-to-face
interview & practical demonstration
of what you can do, or can be by
'distance' (the assessor might speak
to your employers or referees)**

For trade occupations like carpenters, electricians and mechanics, for example, the skills assessment organization is TRA, and their process of skills recognition is as follows:

Licensing

Depending on your occupation, you may also need to get a licence in order to work in Australia and New Zealand. This may be particularly relevant for some trades as well as for nurses. Sometimes you can get a provisional licence which allows you to work in Australia or New Zealand under the supervision of a qualified tradesperson. Generally the organization which is the skills assessment authority will provide this information.



Part 3:

Finding an overseas job

Part 3: Finding an overseas job

Finding a job in another country can be a difficult task. Not only do you need to know which employers are looking for staff but also whether they need to hire overseas workers, or only their own nationals (this is very important because in many countries, employers can only hire foreign workers if they have already tried and failed to find locals). Because you will be looking for jobs outside of the country, you will need to rely on phone and internet to find information. You also need to be prepared to spend a lot of time on the search – whether it's making connections with people who might be able to introduce you to employers, or looking up websites where vacancies might be posted.

What to research?

Before starting the search for a job overseas you need to first have an idea about:

- What country or job market are you interested in?
- What are the skills required for your occupation and do you have those skills?

There are a lot of countries and a lot of occupations which you might find interesting, but you will need to quickly narrow your search down if you do not want to spend months and months on the internet!

You may be interested to know that, although there is not a lot of data on where i-Kiribati live and work abroad, it is known that most I-Kiribati workers are employed in Australia and New Zealand. Many of these came into through the New Zealand Pacific Access Category, but a small number also came in as skilled migrant workers.

Apart from Australia and New Zealand, there are also other countries that may be of interest to i-Kiribati. There are many Fijian workers in Papua New Guinea and the Cook Islands, many of them working in trades occupations or in hospitality (tourism sector). Another market which may be of interest is Taiwan, where there is a growing need to workers due to the ageing population.

How do employers advertise vacancies?

Employers use different ways to advertise that they are looking for workers. This might include print media (like newspapers, magazines and journals); TV and radio career expos; recruitment agencies and the internet.

Often if employers are interested in hiring foreign workers (because they have tried and failed to find national workers) they will advertise either through recruitment agencies or online.

Tip!

Recruitment agencies are organizations that match people who are looking for working with employers who are looking for workers. Most recruitment agencies specialize in finding local workers, but some specialize in finding foreign workers. You need to be careful when going through a recruitment agent to make sure that you are not tricked or forced to pay large sums of money. While many recruitment agents are good organizations being run according to the law, there are also many cases of some agents exploiting workers. For more information on recruitment agencies you can speak with the Ministry of Labour and Human Resource Development. If the recruitment agency is registered in another country (eg. Australia), you can go to the regulatory body which supervises recruitment agencies in that country.

Which websites can I go on to find vacancies?

A word of caution: the websites advertising vacancies are constantly changing – so the list you see below may be out-of-date by the time you use it. It's also important to note that these websites are not necessarily recommended and may sometimes contain inaccurate information.

Australia

Australia does not have any specific sites where it is possible to find vacancies for migrants, however you can use a search engine to find the most popular sites that Australian employers use for vacancies. On these sites you can browse jobs by different categories and also register to have jobs sent directly to your email inbox.

To find jobs where employers are specifically look for migrant workers (because they have tried and failed to find domestic workers), you could type into the search box 'sponsorship' or '457' (the visa category for foreign workers) and this will help to bring up the vacancies where the employer is willing to sponsor a foreign applicant.

New Zealand

One useful site for finding information about New Zealand vacancies is: <http://www.newkiwis.co.nz/>, which is a national employment initiative by the Auckland Chamber of Commerce and Immigration New Zealand.

According to its website, the purpose of New Kiwis is to connect overseas and local migrant job seekers with New Zealand Employers. For migrant job seekers looking to live and work in New Zealand New Kiwis hosts informational resources to help them make an informed decision about New Zealand jobs and moving to New Zealand.

New Kiwis also provides information about searching for a job in New Zealand including how to write a resumé and where to go to find out about an industry and occupation.

Another useful site is the Canterbury Employment and Skills Hub (<http://www.opportunitycanterbury.org.nz/>) which is an online job portal that provides links to employers and jobs in Canterbury. On this website, employers will list different job opportunities and where New Zealanders cannot be found for these jobs, the Skills Hub will facilitate visa applications for migrant workers (<http://dol.govt.nz/immigration/knowledgebase/item/7305>)

Pacific Island Countries

There are many different websites which can be used to find jobs in the Cook Islands but some sites are specialised in high skilled occupations. Some of the ones which may be relevant for those with vocational (rather than tertiary) qualifications are:

<https://www.cookislandsjobs.com/>

<http://www.careerjet.co.uk/search/jobs?!=Cook>

Finding jobs in PNG may be particularly difficult because there is no central database or website with a list of vacancies. You may need to contact individual companies or recruitment agencies and apply directly to them, or register for future vacancies. Here are some of the sites that may be useful:

<http://www.pngworkforce.com/jobs/view-latest-jobs>

<http://www.pacificmanpower.com.pg/>

Also useful is the South Pacific Employment site which provides information on vacancies around the Pacific: <http://www.southpacificemployment.com/>

Taiwan

At the moment, it can be very difficult to find information online on Taiwanese vacancies. You may wish to speak to the Taiwan embassy staff in Bairiki for further information on large companies in Taiwan that may recruit workers.

How do I apply for an overseas job?

Applying for a job overseas depends on the particular vacancy – generally you should be able to send your application online by sending a cover letter and resumé, or there might be a specific application form that you need to fill out online.

The principles for a good application for an overseas job are many of the same skills that are required for applying for a job in your own country. The key information can be found in the My Guide to Employment on pages 62 – 77. The key things that employers will be looking for are:

- A great cover letter (or letter of application) and resumé; and
- Good interview skills

It is important to remember that there is often strong competition when applying for jobs. Many people may be applying from around the world! So try to stay positive when applying for jobs even when you have not had success, and see if you can learn from previous mistakes. Remember that you can apply for lots of jobs at the same time – you don't need to rely on one application at a time.

Here are some tips which are listed here come from the site Skills Recognition NSW by the NSW Government.²

Letters of Application

Each job you apply for should have a letter of application written to the employer specifically addressing why you are suitable for the job advertised. This letter should include details of how you can meet the job requirements as set out in the selection criteria (see below) or details in the description in the job advertisement. This would include an outline of your relevant skills, qualifications and experience. Keep the letter clear, concise and relevant to the job. You may be disadvantaged if you include information not relevant to the job.

Addressing the selection criteria

If you apply for jobs in government, non-government organizations and some companies, you will need to seek and address the selection criteria. It is a list of requirements applicants must show they understand and have the relevant qualifications and experience. If these criteria are not answered adequately you are unlikely to be selected for a job interview. Applications need to give details of their skills and experience directly related to each criteria. Job advertisements may require you to contact the employer (usually by phone or email) to get more information about the job including the selection criteria.

Resumé or CV

This includes personal details, educational background, employment history, other skills and referee details. Resumé should not be too long and should be written in a concise manner. Your letter of application and resumé should be submitted as required by the instructions in the job advertisement. Generally you don't send copies of your qualifications or other documentation but this will be required later.

² Available at <http://www.skillsrecognition.nsw.gov.au/>

Job interviews

Interviews are the usual means of gaining employment in Australia and New Zealand and can often be done by telephone or Skype. If you are selected for a job interview you will need to prepare yourself well for it. Find out as much as possible about the company and the position by researching the employer's website and read information such as the company's annual report. Many interviews are held with more than one person – this is called a 'panel interview'. They will probably ask you about your relevant skills and experience, strengths and weaknesses.

Questions may be asked on a wide range of topics such as occupational health and safety (safety at work), working in a team environment, your knowledge and commitment to innovation, project management; knowledge about the mission, vision and values of the organizations; the use of technology to solve problems, leadership, a good understanding of customer service, and most importantly, willingness to learn. Experience, and attitude are also important to employers – you may need to show that you are hard working, punctual, motivated, etc.

As well as ensuring that you have a good cover letter and resumé, you may also need to give particular documents to the employer. These are useful to have on-hand because if you are successful for the job, you will probably need them in order to apply for a visa (see next Section). These documents include:

Certificates for your Qualifications

These are the certificates that you get on graduating or completing a course and will be supplied by your training institution.

References

You may need to provide letters of reference from your previous employers. These should be on the official letterhead of the employer and include relevant information about your position; what you did and when (during what period) you worked.

Passport

You may need to send a scan of your passport biopage.

Medical and police clearance

You will probably need to provide a health clearance certificate from a doctor in Kiribati, including a chest Xray (depending on the situation, this may be done in the Marine Training Centre).

For the police clearance, you may need to contact the Police department

Part 4:

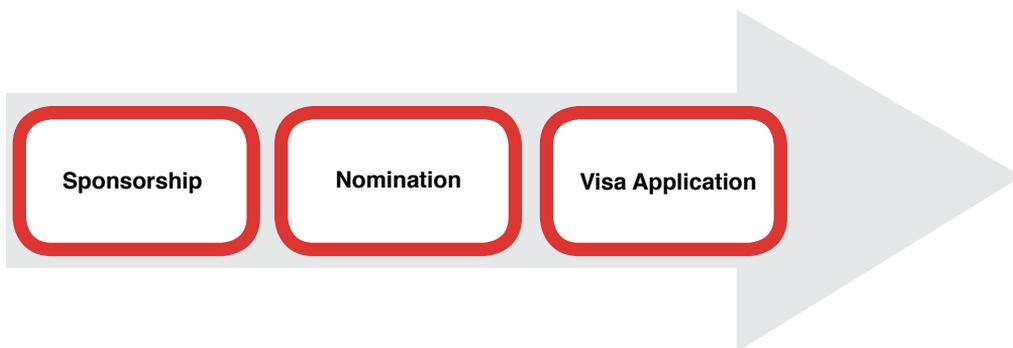
Meeting
immigration
requirements

Part 4: Meeting immigration requirements

As we have already discussed, as well as getting offered a job by an employer in another country, to be able to migrate you need to fulfil the immigration requirements of the country you want to travel to and get a working visa. This Part contains a summary of the key immigration visas that may be relevant: **Essential Skills Visa in New Zealand; 457 in Australia; and some information on foreign work permits to PNG, Cook Islands and Taiwan.**

A word on this section: immigration schemes vary a lot so this Guide will be able to tell you about a small number of visa categories that are available. To find out more, see the links under Part 7.

So, you have a job offer from an overseas employer. Now you need to get a visa to work in that country. For this, three steps need to be complied with, but you are only responsible for one of them.



Sponsorship is what an employer needs to do in order to get permission to employ a foreign worker, which means meeting particular conditions that the government asks of them.

Nomination is what the employer has to do to show that they have selected you as the person for the job because they haven't been able to find a local worker. In both Australia and New Zealand this means showing that no local workers are available for the job. This generally means that the occupation is listed in one of the shortage lists. Remember the lists we talked about in Part 2?

- **Australia:** Consolidated Skilled Sponsored Occupations List, and the full list is available here: <https://www.border.gov.au/Trav/Work/Work/Skills-assessment-and-assessing-authorities/skilled-occupations-lists/CSOL>
- **New Zealand,** there are three types of lists which are:
 - **Immediate Skills Shortage List** (<http://www.immigration.govt.nz/migrant/stream/work/skilledmigrant/LinkAdministration/ToolboxLinks/essentialskills.htm?level=1>)
 - **Long Term Skills Shortage List** (<http://www.immigration.govt.nz/migrant/stream/work/skilledmigrant/LinkAdministration/ToolboxLinks/essentialskills.htm?level=1>)
 - **Canterbury Skill Shortage List** (<http://www.immigration.govt.nz/NR/rdonlyres/6E0E1E3B-0029-4146-8631-9C890E64CFA7/0/Canterburyskillshortagelist.pdf>)

The third stage – **the visa application** stage – is the one that will be most relevant to you and is discussed in this Part.

The next section provides some basic information on some of the visas that you may find most important to you. These are focussed on temporary work visas, but do remember that permanent visas to Australia or New Zealand might also be available to you particularly if you are highly skilled.

Australia: Temporary Work (Skilled) Visa (Subclass 457)

The Temporary Work (Skilled) visa (subclass 457) programme allows employers to address skilled labour shortages by employing overseas workers where they cannot find an appropriately skilled Australian.

Key Facts about this Visa

There is no cap on the number of people who can be granted this visa (As at 30 June 2015, there were 104,753 overseas workers in Australia employed on primary 457 visas working in a broad range of skilled occupations, however over half of the applicants were already in Australia when they applied so you need to be prepared for the difficulty of applying from overseas.)

Under this visa, workers can bring family members and can stay for up to four years. You can change employers, providing the new employer is an approved sponsor; and travel in and out of Australia as often as they like.

The visa application process is done online through the Australian Government website and further details are available in Part 6. Applications are done online through the ImmiAccount.

You will need to provide a number of important documents in order to support your application. These will need to be scanned and attached through the ImmiAccount. Documents not in English must be accompanied by accredited English translations (this means that it needs to be done by an interpreter).

Although it is not compulsory, you can also open an account under Skill Select (<http://www.border.gov.au/Trav/Work/Skil>) so that the Australian government is looking for people with particular skills, then they can contact you.

Documents Required for Application

A short-list of the documents is included here with links – however the best thing to do is to refer to the full document checklist which is available on the Australian Government site ([https://www.border.gov.au/Trav/Visa-1/457-/Temporary-Work-\(Skilled\)-visa-\(subclass-457\)-document-checklist-for-visa-applicants](https://www.border.gov.au/Trav/Visa-1/457-/Temporary-Work-(Skilled)-visa-(subclass-457)-document-checklist-for-visa-applicants))

You may be able to get some of these documents, and further information at the Australia Commission in Tarawa in Bairiki.

Document	Details
Visa form	eVisa application 1066 Employer Sponsored Workers (e457)
Evidence of a Skills Assessment	Remember Part 2 when we talked about skills recognition? This is where you will need to show that you have done a skills assessment.
Qualification certificates	Records of your study
If you are applying for a trade occupation or some occupation that needs licensing or registration you need to include this	This may be required for nurses, builders and some other occupations.

References from previous employers	Reference should cover a period sufficient to demonstrate the relevant skill level
Curriculum vitae (CV) or resumé for the last 5 years	<ul style="list-style-type: none"> • full employment and educational history • dates and positions held • the name, title and contact details of referees
English language results	There are many different types of English tests (IELTS, OET, TOEFL and PTE to name a few!) To find out the one most appropriate for you, you should contact the Australia Department of Immigration and Border Protection or the Australian Embassy in Bairiki (see Part 7 for information). You can seek an exemption if you can show that you have done 5 years of study at secondary school or higher education (such as KIT) where the instruction was in English.
Copies of the biographical pages of the current passports or travel documents	This should be not only for you but also all people included in the application such as your partner and children.
Proof of adequate health insurance – note that you will be required to organise this with an appropriate insurance provider prior to applying for this visa.	<ul style="list-style-type: none"> • a certification letter from your health insurer or broker • the health insurance standard template letter completed by your insurance provider.
Health assessment	To lodge a complete application it is important that any necessary health assessment is finalised prior to lodging your application. Information on whether a health assessment is required is available on the website.

Box 3: Should you use a migration agent?

In Australia, there are organizations and people called migration agents that are allowed to provide immigration advice and assistance, including help with lodging visa applications. They don't make any decisions about whether an application is successful (that is the job of the government) or how quickly it will be processed, but they can provide some advice.

You don't need to use a migration agent to lodge an application, but it can be helpful if you think your application might be difficult.

However it is also important to consider the cost of a migration agent, which can be very high. For example, the government website on migration agents suggests that for a 457 visa you may be required to pay between \$1,800-5,000, and this will not include the application fees that you have to pay directly for your visa. It is important to consider that you will be charged for each service or hour worked – even if you don't get a visa you will still need to pay money for the work your migration agent did.

Therefore, you should very carefully consider all the information before you sign a contract with a migration agent. All agent must be registered with the Office of the Migration Agents Registration Authority, and you can contact them for more information, or if you are have a contract with a migration agent and think that they have broken the rules (<https://www.mara.gov.au>).

If using a migration agent to go to New Zealand, you should contact the NZ Immigration Advisers Authority for advice on use and selection of an agent, and what legal protections you have if you are using an advisor

New Zealand: Essential Skills Visa

Key Facts about this Visa

The Essential Skills Visa is a temporary visa for skilled migrants.

Requirements

The duration of an Essential Skills work visa will depend on the skill level of the employment being offered. Essential Skills work visas will usually be issued with a maximum duration of three years where an applicant's job offer is for an occupation classified as an ANZSCO Skill Level 1, 2 or 3 (that is, you must have at least a Certificate IV).

However, you may be granted a visa for five years in certain cases (such as your New Zealand job offer is for a position which is classified as skill level 1 on the ANZSCO and your base salary is at least NZ\$55,000).

Visas for successful applicants whose application is based on an employment offer for an occupation classified as ANZSCO Skill Level 4 or 5 will be granted for a maximum duration of one year (although may be longer for those working on the Canterbury rebuild).

You are allowed to bring your family with you but if you do, you will need to show that your salary will be over the minimum income threshold. At the moment, this is NZ\$35,397.56.

Application

You can apply for your visa online using this link: <http://www.immigration.govt.nz/NR/rdonlyres/EC9A6BEF-1152-482F-B39F-B782EE7688FA/0/1015.pdf>

Once again, it is better to look at the full and up-to-date list online (<http://www.immigration.govt.nz/migrant/stream/work/worktemporarily/howdoiapply/essential/#online>) but this is a summary you can use.

You will also find information on how much the visa will cost and where you can lodge it: <http://www.immigration.govt.nz/migrant/stream/work/hortandvit/LinkAdministration/ToolboxLinks/officeandfeescalculator.htm>

Documents Required for Application

You may be able to get some of these documents, and further information at the New Zealand Commission in Tarawa in Bairiki.

Document	Details
Evidence of your job offer	This should be submitted together with the Employer Supplementary Form (INZ1113)
Scan of your passport or travel document	Must be valid for at least 3 months after the date you plan to leave New Zealand
Photograph	You need to provide a passport photo of yourself and anybody travelling with you.
Qualifications relevant to the job	You need to provide information about the qualifications you have for this job (such as a certificate of completion).

Evidence of previous work experience	Such as letters from previous employers
Evidence of occupational registration (if required)	For the occupations listed on this site you will need to get occupational registration: http://www.immigration.govt.nz/migrant/stream/work/skilledmigrant/LinkAdministration/ToolboxLinks/occupationalregistration.htm
Amongst the occupations that may be particularly relevant to you are electricians, enrolled nurses, nurses and midwives and teachers	
Medicate certificates	As you will be working for more than one year, you will need to provide a completed General Medicate Certificate (INZ1007) and Chest X-Ray Certificate (INZ1096).
Police certificate	Must be less than 6 months old

Cook Islands Foreign Worker Visa

Key Facts about this Visa

People who want to work in the Cook Islands require an entry permit with permission to work. To obtain an entry permit with work rights, they must be sponsored by a person or organisation in the Cook Islands agreeing to employ them

The employer will identify and train a local resident to take over the position at the end of the foreign worker's contract. The employer may be requested to provide evidence of this arrangement at the time of application. The employer must also repatriate the worker on termination or completion of their employment contract

Documents Required for Application

The main document require is the Immigration Medical Clearance Checklist which is available here: <http://www.mfai.gov.ck/attachments/section/3/Checklist%20-%20CIMOH%20Immigration%20clearance%2008112012.pdf>

It can be filled in by a General Practitioner.

Further information is available here:

<http://www.mfai.gov.ck/index.php/immigration/health-a-character-requirements.html>

PNG Foreign Worker Visa

Key Facts about this Visa

People who want to work in PNG need to have a work permit, which is issued based on a job offer from a PNG employer. General work permits are granted by the Department of Labour and Industrial Relations and can be granted on a short-term basis, for a period of up to 6 months, or on a long-term basis for between 6 months and 5 years, but only employers which are certified as 'Good Corporate Citizens' will be able to get work permits of 5 years duration for their applicants. Short-term work permits are generally not renewed.

All employers are required to advertise vacancies in PNG before a work permit can be issued, particularly for specific occupations. Migrant workers need to show that they are fluent in English, Pisin or Hiri Motu. Guidelines put out by the government state that as a general rule, migrant workers should have a relevant degree or tertiary qualification and be able to demonstrate at least 3-5 years relevant work experience. No work permit will be issued to a person under 22 years old and while there is no upper age limit, people over 65 years may need to provide additional medical clearances.

When applying for a work visa, you will need to show that you are of good health and good character. In some cases, medical documentation and a local police clearance certificate will be required.

The current cost of a work visa is 1000 kina or approximately \$475.

More information is available here: <http://www.immigration.gov.pg/visa/visa-all/34-general-information-for-intending-visitors.html>

Documents Required

There is no PNG Diplomatic Office in Tarawa, so you may need to contact the PNG High Commission in Suva for more information and the current version of the forms required to be filled (not available online at this stage). Their contact details are:

Ph: +679 3304 244

Fax: +679 3300 178

Email: kundufj@is.com.fj

Credit House 3rd floor

P.O. BOX 2447

Suva, Fiji

Document	Details
Evidence of your job offer	Usually this will be your job contract
Scan of your passport or travel document	You should make sure that you have sufficient validity on your passport.
Medicate certificates	You will need to contact a PNG Diplomatic Mission (for example, in Fiji) to get the necessary medical forms. These are: Medical examination report obtained from an approved doctor or hospital; HIV tests (Pathology Report required) for applicants over 16 years of age; and Chest X-ray (Radiology Report) for applicants over 16 years of age.
Police certificate	Required for all applicants over 16 for work visas.

Taiwan Foreign Worker Visa

Taiwan has, since 1990, had a migration scheme for foreign workers which was established by the Employment Service Act. Like the visas mentioned above, this scheme requires that an employer apply to the Government (Taiwan Council of Labour Affairs) to get permission to hire a foreign worker.

The maximum length of time for each work permit is three years for a foreign professional, which may be extended by application at the end of the employment.

Once you have a job offer and have signed an employment contract, provided the employer has gotten the permission required from the Council of Labour Affairs, you can apply for a work visa from an Overseas Office such as the Taiwan Embassy in Tarawa.

Once granted a work permit, the process for obtaining a residence visa and a Alien Resident Certificate (ARC) can begin. An ARC is issued for the same length of time as a work permit. As soon as one's work permit expires or if one leaves one's place of employment, an ARC will become invalid.





Part 5:

Preparing to go
abroad

Part 5: Preparing to go abroad

Before you go abroad, there are a few key things that you need to do in order to know what your rights and responsibilities are. This includes understanding all the terms and conditions of your contract and visa; knowing what your legal rights are in the country to which you are moving and where you can go for help. This section will provide only a very brief list of protections as the specific details will depend on the laws of the country that you migrate to.

Your Rights

As a migrant worker, you have basic rights that your employer must abide by. Although the specific laws will vary depending on the country you are working in, as a general guide you have the right to:

a) Get paid a minimum wage rate for your job (and generally to be employed for a minimum number of hours)

Your wage should be set out in your employment contract and this should always be no lower than the minimum wage in the country.

This will vary a lot between countries and between sectors. For example:

For Cook Islands, the national minimum wage is NZ\$6.25 per hour (April 2015)

For PNG, the national minimum wage is 3.2 kina (equivalent to \$1.5) (2014)

For Australia and New Zealand, wages are often set according to different occupations. You can find information on the Australian wages on the Fair Work Ombudsman webpage:

<https://www.fairwork.gov.au/pay/minimum-wages/pay-guides>.

Information on New Zealand wages can be found here: <http://www.careers.govt.nz>

Construction	<p>In New Zealand, wages in construction, particularly for skilled workers can be relatively high, although new entrants and labourers may be paid the minimum wage (NZ\$14.25 per hour) initially.</p> <p>In Australia, wages in construction are around \$19.12 according to the Australian Government website.</p>
Aged care workers	<p>In New Zealand, pay for these healthcare assistants depends on experience. Those new to the occupation often earn the minimum wage (NZ\$14.25 per hour) or between NZ\$30,000 and NZ\$34,000 a year, increasing to around NZ\$39,000 a year. For further information:</p> <p>http://www.careers.govt.nz/jobs/health/nursing-support-and-care-worker</p> <p>In Australia, wages for aged care workers start at around \$18.38 with a weekly pay rate of \$698.40.</p>
Hospitality managers	<p>In New Zealand, the national average hourly rate for hospitality workers was NZ\$15.90 per hour in 2013, slightly higher than minimum wage. Wages for food preparation assistants (kitchen hands) are at the minimum level, but other food trades workers such as waiters, baristas may earn NZ\$15-\$17 per hour.</p> <p>Hospitality managers can earn anything from NZ\$30,000 per year to over NZ\$100,000 depending on the size and complexity of the operation. See http://www.careers.govt.nz/jobs/hospitality/ for more information</p> <p>In Australia, there are also many types of workers with different wages. At a starting point, the hourly wage is around \$17.29 and a weekly pay rate of \$656.90</p>

b) Take leave

If you are a full-time or part-time employee, you will be given some paid holidays (annual leave) and paid time off when you are sick (personal leave). Again, this should be set out in your contract and if you have any concerns, you can contact the Department of Labour in the country. In Australia, you can also contact the Fair Work Ombudsman, which is a special organization that provides support to workers.

c) A safe working environment

Your employer must make sure that:

- you are working in a safe and healthy workplace
- Any machinery or equipment is safe for you to use
- you are given protective equipment and anything else you need to be safe at work

d) Be treated fairly by your employer

Your employer cannot treat you unfairly or end your employment for certain reasons, including:

- because you are or you are not a union member;
- for an illegal reason such as your race, religion, pregnancy, marital status or because you are male or female;
- because you have asked your employer about your employment conditions;
- because you have made a complaint to a labour inspector or to anyone else;
- because you are unable to work overtime.

Things to Consider

Remember that Australia, New Zealand, the Cook Islands and other countries are very expensive, so although the wages may be higher, so will the costs of living.

Some of these costs will include the following:

- **Taxation:** Everyone who works in another country will generally be required to pay the Government a portion of their wage. The rate of taxation will be different in each country.
- **Accommodation:** You are required to pay for your own accommodation, which, particularly in big cities can be very expensive. You also have to factor in utilities including electricity and water.
- **Transportation:** If you are in a remote area, you may need to spend money travelling to cities, often by bus.
- **Health insurance:** Health insurance is often mandatory, and will help you to manage your costs if you are sick or have an injury while abroad
- **In Australia,** you will also have deductions for superannuation. This is basically compulsory savings and is on top of your wage. It is compulsory in Australia, and is usually 9% of your salary. The purpose of superannuation is to ensure that Australians have money they can access and live-off when they retire. Because you are not an Australian Citizen, you can claim your superannuation when you return to Kiribati. The arrangement in other countries may be similar.

Part 6:

Step by step
process

Part 6: Step by step process

This final Part provides two case studies which show step-by-step what you might need to do in order to get a visa to work in Australia and New Zealand. Of course these are examples only and your situation may be very different depending on what occupation you have qualifications and experience in.

Case Study 1: Applying for a 457 visa (Australia) – Example of a Hospitality Manager

You are a hospitality worker and would like to apply for a 457 visa to work in Australia.

1. Check whether this occupation is on the Australian Consolidated Sponsored Occupation List

The first thing you might want to do is jump on the website <https://www.anzscosearch.com/search/> to find out what qualifications you need, and whether this occupation is on the shortage list for a 457 visa.

The screenshot shows the ANZSCO search results for the occupation 141999: ACCOMMODATION AND HOSPITALITY MANAGERS NEC. The page is titled "141999: ACCOMMODATION AND HOSPITALITY MANAGERS NEC" with a "SKILL LEVEL 2" indicator. Below the title, there are two buttons: "SOL" (Skilled Occupation List) with a red 'X' icon, and "CSOL" (Consolidated Sponsored Occupation List) with a green checkmark icon. The "Assessing Authority" is listed as "VETASSESS". The page has four tabs: "SUMMARY", "RELEVANT ELIGIBILITY", "ANZSCO INFO" (which is selected), and "LIMIT GROUPS RIFAS". The "ANZSCO INFO" section shows the occupation code "ANZSCO 141999: ACCOMMODATION AND HOSPITALITY MANAGERS NEC" and a description: "Major Group: 1 - Managers | Sub-Major Group: 14 - Hospitality, Retail and Service Managers | Minor Group: 141 - Accommodation and Hospitality Managers | Unit Group: 1419 - Other Accommodation and Hospitality Managers". The description states: "Description: This occupation group covers Accommodation and Hospitality Managers not elsewhere classified. Registration or licensing may be required." The "Skill Level 2" section states: "Occupations at Skill Level 2 have a level of skill commensurate with one of the following: - NZ Register Diploma or - AQF Associate Degree, Advanced Diploma or Diploma." It also notes: "At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification." At the bottom, there are two dropdown menus: "Assessing Authority" and "Occupation in NEC category".

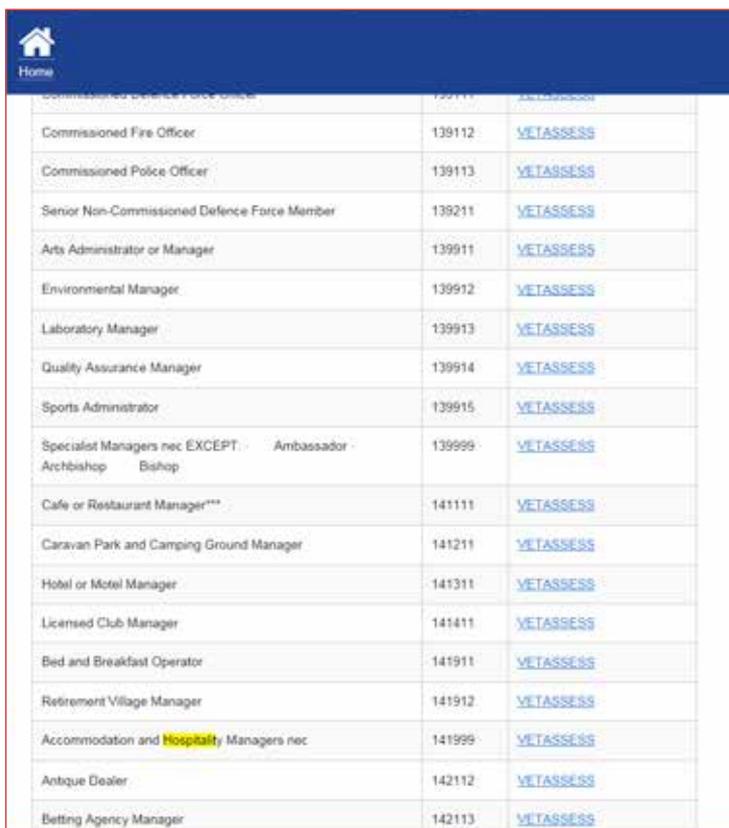
According to this site you will need an Advanced Diploma, although if you have at least three years experience you may be able to apply even if you have a Certificate IV in Hospitality.

2. Find a job in Australia

This can be tricky and mentioned above, you will need to spend some time looking at organizations that may be looking for migrant workers. Start by looking up some companies that hire accommodation managers (this might require some googling!) and getting in touch with them.

3. Skills assessment

You will need to find the organization that does skills assessment for Hospitality Managers on the Australian government website: <https://www.border.gov.au/Trav/Work/Work/Skills-assessment-and-assessing-authorities/skilled-occupations-lists/CSOL>



Occupation	ANZSCO Code	Assessment Authority
Commissioned Fire Officer	139112	VETASSESS
Commissioned Police Officer	139113	VETASSESS
Senior Non-Commissioned Defence Force Member	139211	VETASSESS
Arts Administrator or Manager	139911	VETASSESS
Environmental Manager	139912	VETASSESS
Laboratory Manager	139913	VETASSESS
Quality Assurance Manager	139914	VETASSESS
Sports Administrator	139915	VETASSESS
Specialist Managers nec EXCEPT: Ambassador, Archbishop, Bishop	139999	VETASSESS
Cafe or Restaurant Manager***	141111	VETASSESS
Caravan Park and Camping Ground Manager	141211	VETASSESS
Hotel or Motel Manager	141311	VETASSESS
Licensed Club Manager	141411	VETASSESS
Bed and Breakfast Operator	141911	VETASSESS
Retirement Village Manager	141912	VETASSESS
Accommodation and Hospitality Managers nec	141999	VETASSESS
Antique Dealer	142112	VETASSESS
Betting Agency Manager	142113	VETASSESS

Looking then at the page for VETASSESS, you will find that an assessment would cost \$650. Applicants can apply online or by mail. It appears as though hospitality workers do not need to travel to Australia to conduct a practical skills assessment. Instead, VETASSESS conducts a review of the applicant's qualifications. However it is best to get in touch with VETASSESS at this point to find out more information.

4. Register for an ImmiAccount

This is where you will need to go to create your online account and then start a 457 application <https://online.immi.gov.au/lusc/register>

The image shows a screenshot of the 'Create account' page on the Australian Department of Immigration and Border Protection website. The page title is 'Create account' and it asks the user to 'Enter the following details to create an ImmiAccount:'. The form is divided into several sections: 'Your details' with fields for 'Given names', 'Family name', 'Email address', and 'Confirm email address', all marked as required; 'Secret questions and answers' with five questions and corresponding answer fields, also marked as required; a 'Security check' section featuring a CAPTCHA image of the characters 'd r 4 7 n h d r' and a 'Refresh' button; and a 'Log in details' section with a 'Username' field and a checkbox for 'Use my email address as my username or enter a different username below'. A password field is also present, with a note: 'Password must be a minimum of nine (9) characters and include at least one (1) character from three (3) of the four (4) groups below:'. The browser's address bar shows 'https://online.immi.gov.au/lusc/register'.

This will then guide you on how to fill out the necessary documents.

Remember that you will need to make sure that your employer has also filled the information and forms that they are required to fill out for your nomination.

Case study 2: Applying for an Essential Skills Visa (New Zealand) – Example of a Carpenter

You are a carpenter and would like to work in New Zealand on an Essential Skills Visa.

1. Check whether this occupation is on one of the Shortage Lists

The first thing you might want to do is jump on the website <http://skillshortages.immigration.govt.nz/>

Carpenter

Constructs, erects, installs, renovates and repairs structures and fixtures of wood, plywood, wallboard and other materials. Registration or licensing may be required.

More details

ANZSCO NO. 331212
ANZSCO - Australia and New Zealand Standard Classification of Occupations

CARPENTER is on the following lists:

Great news! People with these skills are needed in New Zealand. Click on the green bars below to see the requirements and related visas for each list.

- ✓ List of Skilled Occupations
- ✓ Canterbury skill shortage list

CARPENTER is not on the following lists:

- ✗ Long term skill shortage list
- ✗ Immediate skill shortage list

Next Step: Check your visa eligibility

This tells you that Carpenter is on the Canterbury skill shortage list.

2. You can then go on the site for the Canterbury shortage list to find the qualifications you will need (<http://skillshortages.immigration.govt.nz/assets/uploads/canterbury-shortage-list-2015-06-29-.pdf>)

Occupational group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment
		<ul style="list-style-type: none"> • Bachelor of Engineering Technology (Computer and Mobile Systems Engineering) or (Electronic Engineering) or (Network and Communication Engineering) (NZQF Level 7) OR • Bachelor of Science (Computer Engineering) or (Computer Science) or (Electronics) or (Electronic and Computer Systems) or (Information Science) (NZQF Level 7) OR • Bachelor of Science (Technology) or (Computer Science) or (Electronics) (NZQF Level 7) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience.</p>
Trades	Bricklayer (331111)	<p>National Certificate in Brick and Block Laying (NZQF Level 4)</p> <p>OR</p> <p>a minimum of three years' relevant work experience</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Bricklaying and Blocklaying Licence Class, EXCEPT if the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of a Bricklaying and Blocklaying Licence Class OR the duties of the Bricklayer will not include RBW</p>
Trades	Carpenter (331212)	<p>National Certificate in Carpentry (NZQF Level 4)</p> <p>OR</p> <p>a minimum of three years' relevant work experience.</p> <p>AND</p> <p>Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Carpentry Licence Class, EXCEPT if the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of a Carpentry Licence Class OR the duties of the Carpenter will not include RBW</p>

This site tells you that you will need either a Certificate 4 or a minimum of three years relevant work experience and that you will need a Licensed Building Practitioner Licence, unless you will be working under supervision.

3. To find a job on the Canterbury rebuild you can go on the Canterbury Skills Hub (<http://www.opportunitycanterbury.org.nz/>)

Here you can register for different job opportunities and find out which employers are looking for workers.

OPPORTUNITY canterbury

canterbury SKILLS & EMPLOYMENT HUB

Home Employers Job Seekers About Us About Canterbury Useful Links Register Contact Us

Job Seekers

As the Canterbury rebuild gathers pace there is an unprecedented demand for workers to help with the many construction projects in Christchurch and the wider Canterbury region.

While the initial focus – and greatest demand – is on the construction sector we anticipate there will be growing demand for workers across many sectors, including manufacturing and agriculture.

The Canterbury Skills and Employment Hub's job is to help match job seekers with employers.

A key initial focus is help match students ready to join the workforce in the Canterbury region, and across New Zealand, with work opportunities. So if you're a recent graduate or are coming to the end of your studies then now's the time to register your interest.

If you live in another part of New Zealand and want to live and work in Canterbury, you can register your interest here too.

How the Hub Works

CANTERBURY SKILLS AND EMPLOYMENT HUB

Job Seeker Contact via Opportunity Canterbury Website

JOB SEEKER:

- Register profile on the Opportunity Canterbury website, and provide key information
- Upload resume, which remains live for 30 days
- Re-activates resume if still job seeking after 30 days
- Browse listed vacancies and submits details to employers direct
- Creates alerts for possible matches as new vacancies are listed

HUB WILL:

- Check CV's
- Undertake initial shortlisting activities

Job Seeker Contact with Skills Broker

No Match

4. Once you have a job offer, you are ready to start your application

The Visa application form is available online (<https://www.immigration.govt.nz/secure/Login+Work.htm>) and you can either submit the application online or print it out and complete (hard copy: <http://www.immigration.govt.nz/NR/rdonlyres/8D00FC55-9F90-40E5-8911-F8A865E04B0F/0/INZ1015.pdf>).

OFFICE USE ONLY Client no.: _____ Date received: / / _____ Application no.: _____	
July 2015	INZ 1015
 <p>NEW ZEALAND IMMIGRATION</p>	<h1>Work Visa Application</h1> <p>based on qualifications, employment or humanitarian reasons</p>
	<p>Apply for your visa online – it's faster & easier</p> <hr/> <p>The fastest and easiest way to apply for a work visa is online. Once you have your documents prepared, it should take less than 15 minutes to complete the online application form. Your employer can help you complete the form, but they can't provide you with immigration advice.</p> <p>To apply online, go to www.immigration.govt.nz/WorkApply</p> <p>Refer to the <i>Work Visa Guide</i></p>

Remember that you will need to make sure that your employer has also filled the information and forms that they are required to fill out for your nomination.

Part 7:

Key websites
and contacts

Part 7: Key websites and contacts

Australian Immigration

Department of Immigration and Border Protection
<https://www.border.gov.au>

Skilled shortages: <http://www.immi.gov.au/Work/Pages/skilled-occupations-lists/skilled-occupations-lists.aspx>

ANZCO Search: <https://www.anzscosearch.com/>

New Zealand Immigration

Immigration New Zealand
www.immigration.govt.nz/

Essential Skills Visa: <http://www.immigration.govt.nz/migrant/stream/work/worktemporarily/requirements/essentialwork.htm>

Skilled shortages (including Long Term, Short Term and Canterbury Lists) http://skillshortages.immigration.govt.nz/?utm_source=newzealandnow.govt.nz&utm_medium=referral

Cook Islands Immigration

Ministry of Foreign Affairs and Immigration
<http://www.mfai.gov.ck/index.php/immigration/visitors.html>

Papua New Guinea Immigration

Immigration and Citizenship Authority
<http://www.immigration.gov.pg/working-resident.html>

Taiwan Immigration

National Immigration Agency
<https://www.immigration.gov.tw/mp.asp?mp=2>

Embassies and Consulates in Tarawa:

Australian High Commission in Tarawa, Kiribati

Phone +686 21 184, +686 21 184

New Zealand High Commission in Tarawa, Kiribati

Phone (+ 686) 21 400

Embassy of Taiwan, Tarawa, Republic of Kiribati

Phone (+686) 22557 / 8

Glossary of terms

ANZSCO	Australian and New Zealand Standard Classification of Occupations.
Canterbury shortage list	A special list of vacancies for work to rebuild the city of Christchurch after an earthquake in 2010.
Medical certificate:	Document which outlines your health, may include specific things like a chest x-ray
Migration agent	Someone who can provide you with migration services, to come to another country. In Australia, migration agents have to be registered with the Office of the Migration Agents Registration Authority (MARA).
Nomination	The step in the immigration process where the employer nominates an overseas worker to fill a position in their business.
Private recruitment Agency	A recruitment agency is a business that links employers with jobseekers. It may be private or state-run. Employers tell a recruitment agency what their vacancies are and people looking for work register to find work. If the work is located in another country, the agency may also help with some of the immigration requirements. Recruitment agencies should be registered in their country and regulated. You should be aware that some recruitment agencies exploit workers – they may provide false information, charge very high fees or breach their contracts.
RTO	Recognized training organization – this is an organization registered by the Australian Skills Quality Authority (ASQA) which can do skills assessments for migration.
Qualification recognition	Depending on the type of qualification you have you might need to have it assessed by the Qualifications Authority in the country you want to migrate to.
Skills assessment	For Australian visas, particularly for trades occupations, you need to submit an application to have your skills considered by a Registered Training Organization. For some occupations this can be done by sending documents, but in other cases you will need to go to Australia in order to have a face-to-face test.
Sponsorship	The step in the immigration process where the employer applies for approval as a standard business sponsor.
Shortage List	List of occupations for which an employer can recruit overseas workers more easily than other occupations because there judged to be not enough people to meet the vacancies.
Superannuation	A type of pension fund into which all people working in Australia have to contribute to.

About the ILO

The International Labour Organization (ILO) is the United Nations agency devoted to promoting rights at work, encouraging decent employment opportunities for women and men in conditions of freedom, equity, security and human dignity, and enhancing social protection. It is unique in that it brings together representatives of governments, employers and workers to jointly shape policies and programmes and strengthen their dialogue.

The ILO develops international labour standards and works with members States to ensure they are respected in practice as well as principle.

The ILO Office for Pacific Island Countries based in Fiji, provides technical assistance to ten member States (Cook Islands, Fiji, Kiribati, Republic of Marshall Islands, Palau, Papua New Guinea, Samoa, Solomon Islands, Tuvalu and Vanuatu), as well as to non-member States in the region as required, on a wide range of areas including: labour migration; the elimination of child labour; promotion of gender equality; labour law reform; protecting seafarers; labour market statistics; occupational safety and health; HIV/AIDs in the workplace; youth employment; and entrepreneurship development.

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PO Box 14500, Suva, Fiji
tel: +679 331 3866
fax: +679 330 0248
email: suva@ilo.org
www.ilo.org/suva