



Graduate Employment and  
Employability Skills: Whose  
Responsibility is it?

# Outline



Statistics of International Students in Australia

Promises Made to International Students

Barriers International Students Face

We Can Do It Campaign

Australian Human Rights Commission Findings

Shared Profits = Shared Responsibilities

Changing Community Mindset

Recommendations



Australian Government

Department of Education and Training

# July 2018

## INTERNATIONAL STUDENT NUMBERS

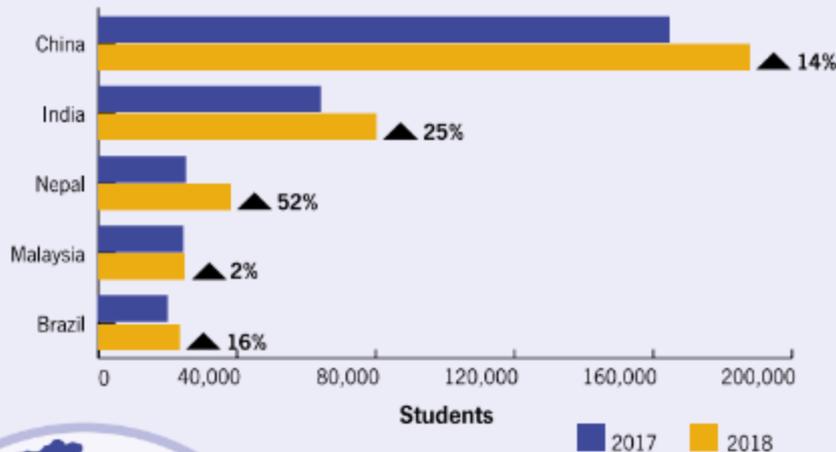


# 626,988

INTERNATIONAL STUDENTS  
IN AUSTRALIA IN  
JULY 2018



This is **11%**  
more students  
than in July 2017



## ENROLMENTS

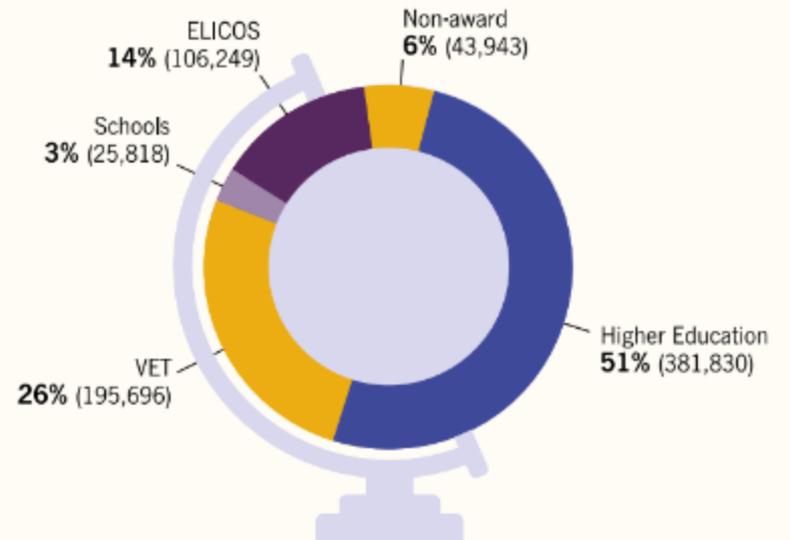


# 753,536

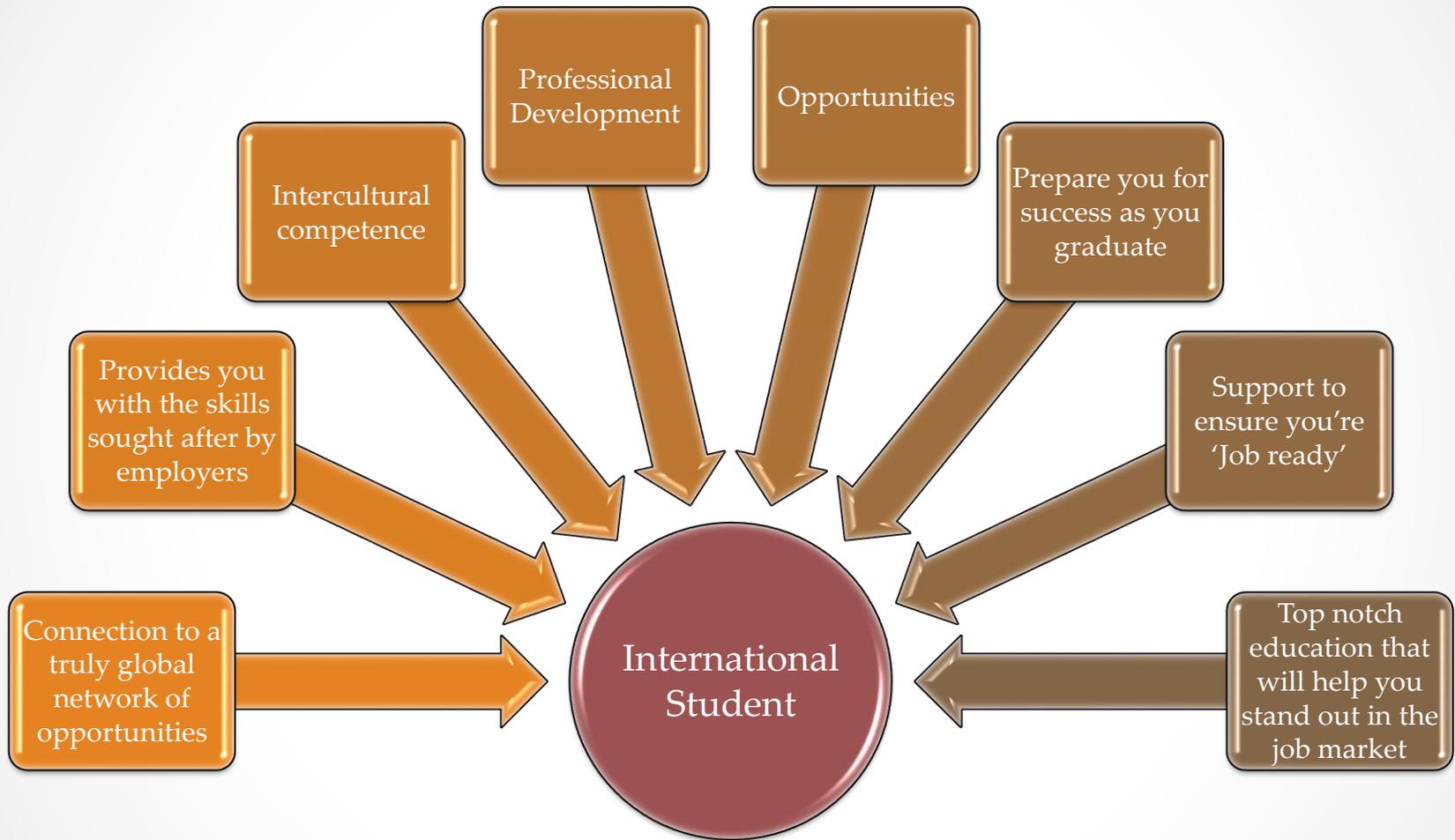
INTERNATIONAL ENROLMENTS  
IN JULY 2018

Enrolments show what courses international students are studying in the Higher Education, VET, Schools, English Language Intensive Courses for Overseas Students (ELICOS) and Non-award sectors.

There are more enrolments than students since a student can study in more than one course in one calendar year.



# Promises made:



International Students are given the hope that pursuing a degree in Australia guarantees them a job not just in Australia, but globally

# Barriers International Students Face



- Temporary Graduate Visa/Work Visa
- Negative views & Misconceptions
- Prejudices despite having the right qualifications
- The “Best Fit”

Meet Harsh Solanki – An international student in the “We Can Do It” Campaign hoping to increase employment opportunities for international students by showing their strength as candidates.

**"We just want international graduates to be given a fair go."**

"I've applied for so many positions that I was qualified for but I often get overlooked because I'm not a local graduate."

"Australian Companies are worried that if they hire Internationals and for some reason their visa expires then companies are in trouble with reliability issues."

Harsh experienced this first hand after applying for a job before he completed his studies.

"The interviewer asked me the final question before finishing the conversation over the phone that 'Are you a permanent resident?' I didn't hear anything from them afterwards."

**We Can Do It!**

**Only 34% of workplaces  
hire international graduates**

**Read Harsh's story - [www.outcome.life](http://www.outcome.life)**

**SUPPORTING INTERNATIONALS**

Campaign ran for 6 weeks in Melbourne in 2017



# Employment during study and post graduation is a big issue for international students

- Education agents promoting study overseas often state that there are lots of jobs available in Australia.
  - Once they arrive, many international students struggle to find employment.
  - Sometimes this is because employers specifically state employment is for Australian citizens or permanent residents only.
- Some international students have problems getting past the screening process for a job, possibly due to foreign sounding names.
  - Some try to adopt Western sounding names to get a job interview.

# Exploitation

- Under payment
- No payment for trials
- Work hours
- Pregnancy rights
- Sexual  
Advancements/Harass  
ments
- Prejudice
- Discrimination
- Intimidation



**Shared Profits**

**=**

**Shared**

**Responsibilities**



## Student Responsibilities

- Network
- Take initiative
- Get experience
- Demonstrate your strengths
- Volunteer
- Develop soft skills



## Education Institute/Agents

- Treat international graduate employability as core business
- Manage the pre-arrival employment expectations of international students
- Embed employability skills into the curriculum from commencement
- Prepare international students for the transition into the labour market
- Work Integrated Learning



## Employers Responsibilities

- Develop the understanding that International Students are valuable and untapped resources
- Diversify organisations
- Expand international networks
- Engage with international students through mentoring programs
- Graduate Programs

# conception of international students

More work is needed to ensure that the broader Australian community supports international students and recognises the value of their contribution to local communities.

**International students should have no work rights: Pauline Hanson**



IMAGE

VIDEO

AUDIO

The One Nation senator said international students are taking low-paid jobs away from unemployed Australians.

# Recommendations



- A reassessment of pre-arrival information to manage post-study expectations of International Students
- Value for Cost for International Students needs to be taken into account
- Visa Restrictions are a huge barrier that needs to be reviewed
- The value of International Students needs to be emphasised to employers and the wider community to change negative perceptions