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DEWR response to JSCM questions on notice received 10 April 2006

1. Witnesses have commented that there is a lag in publication of the MODL in terms of matching peak industry demand so that the list can be 6-12 months out of date. We note that the MODL is now published every six months and that DEWR advise DIMA on what occupations are in shortage and should be placed on the MODL. Could you respond to this comment by witnesses?
 - It has also been suggested that there needs to be a more detailed subspecialty set of classifications on the MODL so as to be more responsive to skills in short supply and that the ASCO occupation titles no longer reflect the current titles used by industry. Could you also comment on this suggestion?

The Migration Occupations in Demand List (MODL) provides a degree of occupational targeting to the points-tested General Skilled Migration (GSM) categories within the Skill Stream of Australia's permanent Migration Programme. The MODL has no status for employer-sponsored temporary or permanent migration arrangements.

The methodology underpinning the MODL is designed to ensure that its focus is on occupations for which there is a national demand and for which there are sustained longer-term employment prospects. To ensure it is responsive to emerging skill needs, from 2006 the MODL will be updated by the Department of Employment and Workplace Relations (DEWR) on a six monthly basis.

To minimise time-lags, arrangements have been for the MODL to be gazetted by the Minister for Immigration and Multicultural Affairs within 28 days of DEWR providing advice on recommended changes to its composition.

The MODL is underpinned by the skills-in-demand research programme managed by the DEWR which includes contact with key stakeholders (including employers, industry, employer and employee organisations, licensing and registration authorities, education and training providers and Government Departments). Occupations identified by DEWR through this research as being in "national demand" are then subject to further labour market analysis to ensure there are sustained longer-term employment prospects. This analysis includes consideration of:

- the skill level of the occupation and the skill assessment process required under Migration Regulations and procedures;
- the size of local employment for the occupation;
- the average annual unemployment rate for the occupation relative to the average annual unemployment rate; and
- employment growth data or a DEWR assessment of persistent skill shortages in an occupation.

Consultations with key stakeholders on the MODL also include consideration of the likelihood that migrants will be able to gain employment in that occupation - relates to employer acceptance and transferability of overseas skills to the Australian labour market. Where DEWR research and analysis identifies specialisations within an occupation (rather than the whole occupation) as being in "national demand" and with good employment

prospects, provision exists for these specialisations to be included on the MODL. For example, the current MODL includes 5 information and communications technology (ICT) specialisations within the computing professional occupation.

While consideration could be given to expanding DEWR research to include subspecialties (within a specialisation within an occupation), given the very small number of persons employed in such subspecialties, it is likely to be difficult to obtain the labour market data necessary to undertake such research without compromising Australian Bureau of Statistics (ABS) guidelines on statistical reliability.

Employers experiencing difficulty in recruiting persons with subspecialty skills have the option of accessing a range of employer-sponsored temporary and permanent migration arrangements. These employer-sponsored arrangements are more likely to result in the recruitment of persons with the subspecialty skills required by an employer than the GSM where (i) the skill assessment process would usually relate to an occupation rather than a specialisation or a subspecialty and (ii) there is no means of directing GSM migrants to particular locations or regions of labour demand.

The Australian Standard Classification of Occupations (ASCO) second edition is currently being reviewed by the ABS and Statistics New Zealand (SNZ). In this context (and in response to the specific issue raised by the Joint Standing Committee on Migration) it is noted that:

- pursuant to the Closer Economic Relations Agreement between Australia and New Zealand, the ABS and SNZ have a long-standing policy of harmonising major statistical classifications;
- regardless of the move to replace ASCO with a harmonised classification system – the Australian New Zealand Standard Classification of Occupations (ANZSCO) – ASCO was reviewed on a regular basis to ensure it reflected changes to the labour market including the identification of new occupational titles and specialisations (and, as appropriate, the removal of occupational titles);
- the ABS and SNZ participated in extensive consultations occurred with key stakeholders in Australia and New Zealand in 2002, 2003 and 2005. The purpose of these consultations was to inform stakeholders of progress and seek their views on key issues affecting the overall design, structure and model of ANZSCO;
- ANZSCO is a skill-based classification used to classify all occupations and jobs in the Australian and New Zealand labour markets; and
- the ABS publication, ANZSCO – Australian and New Zealand Standard Classification of Occupations 2005 – Information Paper (catalogue number 1221.0), which is available on the ABS website at www.abs.gov.au provides more detailed information on the ANZSCO.

2. **Trade recognition processes domestically in the metal and electrical trades are conducted by TRA under the Tradesmen's Rights and Regulation Act 1946 (TRR Act).**
- **What percentage of Australia's tradespeople are currently covered by the TRR Act? What percentage of these individuals are overseas skilled?**

The TRR Act does not 'cover' tradespeople in the Australian workforce. The purpose of the TRR Act is to provide skills recognition in prescribed metal and electrical trades for people who developed their skills through means other than an Australian apprenticeship.

TRA does not collect or maintain data on the number of Australia's tradespeople in the who are employed in metal and electrical trades or what percentage are overseas skilled.

- **The Tradesmen's Rights and Regulation Repeal Bill 1999 sought, unsuccessfully, to repeal the TRR Act. Has the act been under review over recent times?**

The TRR Act has not been reviewed since 1999.

- **Formal assessment of non-TRR Act trades onshore is the responsibility of the state and territory government trades recognition authorities. In what ways are the two recognition processes onshore (TRA and non-TRA assessments of trades) aligned and non-aligned?**

Some alignment does exist between the recognition processes used by TRA and state-based authorities for skills recognition of the metal and electrical trades covered by the TRR Act.

For example, the two assessment processes are broadly similar in that both TRA and state based authorities consider a persons qualifications, skills and experience, and recognition of prior learning to determine eligibility for trade status. The difference lies in the way in which these assessments are conducted.

Under the TRR Act, Central Trades Committees (CTC), consisting of employer and employee representatives, determine the criteria and guidelines under which a person may be recognised as a tradesperson. The criteria take into account qualifications, work experience and recognition of prior learning. In some cases LTCs may require a capability-based assessment, a technical interview or an on the job inspection to satisfy the requirements. Local Trades Committees (LTCs) for each trade are located in the states and territories and determine eligibility for the recognition of trade skills. A successful assessment by a LTC results in the granting of an Australian Recognised Trade Certificate (ARTC).

In contrast, it is TRA's understanding that state and territory based recognition authorities (such as Registered Training Organisations) typically recognise trade skills by assessing an applicant against the competencies necessary for the issue of an Australian Qualifications Framework (AQF) Certificate III. This would require an applicant to provide evidence that they have met each individual competency.

Some state based recognition authorities also require applicants to have at least six months Australian work experience before they will consider assessing them. Relevant work experience is also a pre-requisite for a TRA domestic assessment, however there is no requirement that this experience be obtained in Australia.

- **Should there continue to be a dual system?**

The ARTC issued by LTCs continues to have strong industry support. LTCs are comprised of members from state based employer and employee organisations. Decisions taken by LTCs reflect current industry thinking and practice through their industrial networks. The ARTC awarded undercover of the TRR Act complements qualifications issued under the AQTF as an alternative choice of certification pathway. The ARTC recognises not only that a person

has appropriate training but also that they have had work experience in the trade over a period of time.

Industry feedback to TRA suggests the AQF does not hold the same level of industry support as the ARTC. However, strengthening the AQF is one of the projects under COAG's new national approach to apprenticeships, training and skills recognition that states and territories have agreed to.

- **What reasons, other than the legislation, are there for TRA continuing to undertake onshore assessment?**

TRA has greater experience in recognising qualifications for people trained overseas.

While in theory, state and territory based recognition authorities can recognise trade skills through the issue of an AQF III, in practice it is TRA's experience that many state based authorities refer potential applicants in TRR Act trades to TRA. TRA is reported to provide a more affordable and timely assessment than the state based alternative and is therefore an attractive choice for applicants.

- **Would state based pathways to skills recognition in the metal and electrical trades be an effective alternative to the TRA processes?**

See previous two responses above.

- **Does TRA undertake any domestic assessments in non-TRR Act trades?**

No.

- **Is there equal acceptance by the state/territory registration and licensing boards of the Certificate of Recognition (awarded onshore by state trade assessment bodies for non-TRR Act trades) and the ARTC (awarded onshore by TRA)?**

No. The certificates of recognition granted by a state or territory based assessment authority in one jurisdiction are not necessarily recognised in another. This varies for different jurisdictions and for different trades. In comparison the ARTC is a nationally recognised certificate for the metal and electrical trades.

For example, electrical licensing bodies typically require overseas trained applicants to hold an ARTC. It is our understanding that not all electrical licensing bodies would recognise an AQF III obtained outside of an Australian apprenticeship. On the other hand for the purposes of refrigeration licensing, an ARTC and AQF III are treated equally.

3. Can you confirm that overseas skilled migrants in metal and electrical trades, having gone through TRA's assessment process offshore, then need to go through TRA's assessment process onshore, to obtain an ARTC? Do these individuals then also have to apply for state licensing/registration, separate from this process?

TRA is a skills assessing authority empowered under the Migration Regulations 1994 to assess the skills of potential migrants in all trades and some para professional occupations. The Department of Immigration and Multicultural Affairs (DIMA) require a successful TRA skills assessment as a prerequisite for a visa application under the GSM Programme.

If successful in their visa application, upon arrival in Australia, migrants may need to undertake further assessment to establish their credentials and status in the industrial community.

The requirement for a second assessment once a migrant arrives in Australia is not unique to the metal and electrical trades.

Further, some occupations and most trades have state enforced licensing or registration requirements that must be satisfied before a person can be employed in Australia in that occupation or trade.

Under the TRR Act, TRA undertakes trades skills assessments for eligible Australian residents in prescribed metal and electrical trades. TRA does not have a monopoly on this activity. Registered training organisations (RTOs), including state and territory authorities and private organisations, also offer trade skills assessment for Australian residents in the metal and electrical trades.

In comparison with RTOs, TRA's ARTC is a nationally recognised assessment for licensing purposes. The cost of an ARTC is significantly lower than for an RTO assessment and domestic assessments are currently being completed by TRA within 60 working days, typically quicker than RTOs.

TRA makes all reasonable efforts to ensure that successful international stream applicants are aware that licensing requirements may apply once they arrive in Australia. Key contact details for skills recognition and licensing authorities are provided to successful pre-migration applicants with the TRA acceptance letter.

4. What percentage of TRA overseas trade assessments are in the metal and electrical area? When these individuals subsequently undergo TRA assessment onshore, are they included in the TRA statistics for onshore assessment—ie, are some of the 12,374 offshore/international assessments since 1 July 2005 also included in the 905 onshore/domestic assessments since that same date? If so, what proportion are represented in the domestic figures? Are any applicants in the metal and electrical trades successful offshore through TRA processes and then not successful onshore through TRA processes and, if so, why?

Approximately 45% of TRA overseas trade assessments are in the metal and electrical area.

Statistics about TRA's domestic applications do include applicants who have already been through the international stream. Of the 12,374 international applications received between 1 July 2005 and 28 February 2006, 15 people (or 0.1% of applicants) applied to TRA's domestic stream during the same time period. Whilst this is a small proportion the analysis needs to be understood in the context of other information.

Just over half of TRA's domestic stream applicants so far in 2005–06 have also previously been assessed through TRA's offshore process. However, because there is a significant lag between when an applicant is accepted as skilled for migration purposes and when he or she arrives in Australia, the most likely scenario is that these applicants had their international assessment in previous financial years.

The time lag is not caused by TRA. The vast majority of TRAs pre migration skills assessments are completed in a very short time. Applications from potential migrants in occupations on the MODL, which represent about 90% of all TRA international applications, are assessed within 10 working days.

The main contributing factors to the time lag are the length of time it takes to successfully gain a visa from DIMA, migrate to Australia, be ready to join the workforce and other factors pertaining to the applicant's personal choices and needs. Realistically, you may expect to see some of the 12,374 offshore/international applicants since 1 July 2005 this financial year to be included in the total number of domestic applicants some many months or even years later.

Ultimately a number of applicants will never arrive in Australia at all, either because their TRA offshore/international assessment is unsuccessful, their immigration application is unsuccessful, or simply because they choose not to migrate for some other reason. Even tradespeople who are successful in migrating to Australia may never seek domestic recognition of their skills through TRA, because they make a choice to work in a different occupation, or because they elect to have their skills assessed via a state or territory based recognition authority.

Sometimes applicants in the metal and electrical trades are successful in their pre-migration assessment but subsequently unsuccessful as a TRA domestic applicant because they cannot fulfil a capability-based assessment. However, the vast majority of TRA domestic applicants who have been through TRA's international stream are ultimately successful in their domestic skills assessment. For example, for the period 1 July 2005 to the end of February 2006, 84% of domestic applicants who had previously been accepted by TRA's international stream were also successful in being awarded an ARTC.

5. Could you detail the pathways for the following scenarios:

- **A person in India with skills as an electrician wishes to migrate to Australia – what are the steps involved in skills recognition prior to arrival in Australia and post arrival, through to starting work?**

Step 1. Apply to TRA for a pre-migration skills assessment

The person from India would apply to TRA within the DEWR National Office, Canberra, for a pre-migration skills assessment. The applicant must provide sufficient documentary evidence to demonstrate they have the skills and knowledge of an electrician, equivalent to the Australian standard. If successful, TRA would provide the applicant with a letter advising their skills have been assessed as suitable for an electrician for the skills assessment component of their immigration application.

The applicant must provide TRA's assessment with their application to DIMA for a visa under the GSM Programme.

NB: The term electrician covers a number of related occupations.

Step 2. Complete a successful migration application through DIMA

This would include the right to live and work in Australia.

Step 3. Apply to a recognition authority for an Australian trade certificate

On arrival in Australia, if this person wishes to work in the electrical field, they would need to obtain a certificate of recognition. The person could seek an ARTC from TRA or alternatively, apply for certificate of recognition from a state or territory RTO (typically this would be an AQF III).

Depending on how the person gained their skills, to be granted an ARTC they may also be required to display a practical demonstration of skills through a trade test or technical interview or, be subject to an on-the-job inspection if warranted. Similar requirements would also apply through RTOs.

Step 4. Licensing (where necessary)

Before being able to work, the applicant may also need an electrical licence. This would depend on the electrical field the person is seeking to work in and the laws of the relevant state or territory. The requirements, training courses and types of licenses differ between each state and territory.

TRA does not have any involvement in the licensing process.

- **A person in Australia with electrician skills gained overseas wishes to work as an electrician in Australia – what are the steps involved in skills recognition, through to starting work?**

The process for the person in this scenario is the same as outlined in Steps 3 & 4 in the example above, provided they have the right to work in Australia.

6. **Could you provide a list of the local trades committees and central trade committees across the metal and electrical trades, by state and territory (including details of the representation on those committees)? Can you confirm that each LTC is chaired by an officer of DEWR/TRA? Who chairs the CTCs?**

This information is provided at Attachment A.

- **The LTCs may regard that the skills of an individual need some further assessment through trade tests. What percentage of applicants need to do a trade test? Do TRA organise any trade tests prior to finalising the assessment recommendation to the LTCs or does this step only take place after going to the LTCs?**

During the period 1 July 2005 to 28 February 2006, 114 applicants were required to take a trade test as part of the assessment process. This represents 13% of the domestic applications received during the period.

TRA has an established protocol in place to only offer an applicant a trade test after an LTC decision to do so has been made. In the past TRA arranged some trade tests in anticipation of LTC decisions.

- **What is the average processing time after an assessment leaves TRA for recommendation and goes to an LTC and they make a recommendation? Are there differences in response times in LTCs across the trades and across the states and territories?**

The time between a skills assessor preparing a submission and the LTC considering that application, varies. LTC meetings for states with smaller application rates are done out of session, whereas LTC meetings in states where larger numbers of applications are received are conducted in person.

The vast majority of submissions would be considered by the relevant LTC within approximately two weeks of being prepared by TRA.

- **How are the CTCs and LTCs formally oversighted by your department in terms of accountability, quality assessment etc? Is there any other formal or informal oversight mechanism for these bodies?**

There are a number of CTC and LTC oversight mechanisms in place.

- CTC and LTC members are nominated by their organisation and are appointed on the basis that they accurately and professionally represent the interests of their nominating organisation, particularly with regard to the quality of assessments for occupations that fall within TRA's area of responsibility. The CTC's support the LTC's through setting policies and assessment criteria.
- Senior DEWR staff chair the LTCs and CTC's meetings. The chairs ensure the committees operate within their respective terms of reference, a quorum is achieved for meetings, appropriate representation of employer and employee members on the committees maintained, decisions on each application including the reasons for the decision are accurately recorded. The Chairs also raise any assessment and related issues with the committees to jointly develop a handling strategy.
- TRA arranges at least bi-annual meetings with the CTC ensuring that all members or their representatives are able to attend. At these meeting TRA advises the CTC of any concerns or questions it may have related to the occupations it has responsibility for assessment. In addition, LTC Secretaries play a quality assurance role to ensure that LTC

decisions are consistent over time raising any apparent anomalies with the relevant LTCs.

- TRA monitors and reports on assessments outcomes on a monthly basis to the senior executive within DEWR. The reports include information on the number of applications received and assessments finalised, performance against certain key indicators, as well as any issues operational issues arising.

- 7. In your Canberra office you have some 15 assessors undertaking international assessments (12,374 assessments since 1 July 2005) and in your Melbourne office you have some 9 assessors undertaking domestic assessments (905 assessments since 1 July 2005). Why is there seemingly only a small disparity in numbers of staff for offshore and onshore assessment and yet a very large disparity in the numbers of applications assessed offshore and onshore and presumably workload?**

TRA delivers two streams of occupational skills assessments – international and domestic. The international stream assesses the occupational skills of people considering applying to migrate to Australia. The domestic stream assesses the skills of Australian residents in electrical and metal trades under the TRR Act. Consequently, the complexity and range of tasks undertaken by international and domestic assessors are also substantially different.

Domestic assessors often need to spend longer on individual cases to prepare submissions to take to the LTCs and conduct face to face technical interviews with applicants. In addition to assessing applications, the domestic assessors are also responsible for some of the administration associated with the LTCs. Domestic assessors also field enquiries from applicants whereas in the International stream there is a business support unit to assist with this role.

- 8. TRA undertakes domestic assessments in the electrical and metal trades for those with skills developed informally in Australia; formally or informally overseas; or in the Australian Defence Force. What is the percentage break-up for each category? For the category with overseas skills, what status of 'person living in Australia' is eligible – eg permanent residents, temporary residents? What percentage of the overseas skilled onshore applications are successful?**

For applications received during the period 1 July 2005 to 28 February 2006, 79% of all domestic applicants were trained overseas and 21% received their training in Australia. No data are collected on those people who gained their training in the Australia Defence Force.

Both permanent and temporary residents, holding a visa which allows them to work in Australia are eligible to apply to TRA domestic. This now includes applicants who have not yet arrived onshore.

The success rate for overseas-skilled domestic applicants between 1 July 2005 and the end of February 2006 was 72%.

9. In your supplementary submission you mention that COAG has agreed that governments will work with employers and unions to put in place more effective mutual recognition arrangements across states and territories. You also mention that, through COAG, a new streamlined offshore skills assessment process will be put in place in the five main source countries and that this will be mirrored by a parallel onshore assessment arrangement for those living in Australia who want skills achieved overseas recognised. Can you tell us more about this last initiative, as separate from the mutual recognition initiative mentioned above?

COAG considered proposals for bringing migrants into Australia more quickly at its meeting of 10 February 2006. COAG agreed that TRA develop, implement and monitor the following arrangements:

- By 1 July 2007, a single off shore assessment process which meets migration, qualification recognition and occupational licensing requirements to Australian standards for migrants from the main countries of origin for skilled migrants, (namely India, UK, South Africa, Sri Lanka and South Korea) in the following occupations in demand: general electricians, general plumbers, motor mechanics, refrigeration and air conditioning mechanics, carpenters and joiners, and bricklayers (as appropriate to country of origin).
- As mutual recognition is achieved, extend this assessment process to all trade occupations that are part of the migration programme (as appropriate to country of origin). Mutual recognition provides for an occupational licence granted in one jurisdiction to be recognised in another.
- By 31 December 2008, a similar overseas assessment process will be available in all countries where there are more than 100 applications per annum per country.
- This will be mirrored by a parallel on-shore assessment arrangement for those who are living in Australia and want skills achieved overseas recognised, and provisional licensing so that people with recognised overseas qualifications can work under supervision for short periods, while they complete licensing requirements.

TRA has established a working group to assist with the development and implementation of the new arrangements. The Working Group comprises representatives from lead Commonwealth and State Government agencies, industry and employee bodies.

The success of the offshore skills assessment process is contingent on the effective implementation of full mutual recognition of skills qualifications across Australia.

10. What percentage of applicants assessed by TRA offshore and onshore are successful in gaining registration and licensing with the states and territories? If TRA is not monitoring this, who is?

To the best of our knowledge, no such data are available.

11. We understand that you are currently participating with the Western Australian government, through the Overseas Qualifications Unit, in a trial in relation to applicants who were initially unsuccessful through TRA processes. The trial also invites individuals to do courses to fill any gaps. Can you provide us with more details on this, including the number of participants and the courses undertaken? Can you confirm if this involved offshore assessments or onshore assessments for individuals with skills gained overseas?

In June 2005 the Western Australian Government, through the Director General Education and Training, invited TRA to participate in a migrant trades skills pilot project. The pilot to involve TRA and a number of state based assessment and licensing bodies.

In respect to TRA involvement, the pilot looked at the feasibility of renewing and strengthening the partnership relationship between TRA and the WA Overseas Qualifications Unit (OQU), whereby those permanent resident migrants in WA with trade backgrounds (metal and electrical) who do not meet TRA requirements would be referred to OQU. OQU would then work in partnership with TRA to provide support and arrange a local assessment (interview and practical) using local RTO's. Where capabilities are met, an ARTC would be issued by TRA. Where gaps were identified, flexibly delivered training is to be provided locally and outcomes presented to TRA. The pilot has also involved a number of temporary resident migrants.

The Pilot Project, due to the growing interest of people seeking to be involved, only ceased accepting participants on 30 November 2005. The project has a total of 43 participants (originally planning was for 25) across 14 trades. It has been identified that at least 12 of these participants have been referred by or have recently been involved with TRA.

Key results to date:

- 20 ARTC applications will flow back through TRA as a result of the pilot.
- Overall skills gap training is being provided for 15 participants.
- 6 are being referred to the WA 'fast track' apprenticeship system on the basis that the gap is too great.
- 50% of participants have been assessed as being at tradesperson level, with the balance having their skills gaps identified so 'gap' training can be completed early in 2006.
- Approximately ten 457 visa holders and a few holiday visa holders have participated in the pilot.
- One overseas applicant has been involved.
- 50% of applicants have been successful at the practical assessment stage.

Evaluation findings for the project are yet to be finalised.

12. Is it correct that you will not request additional documentation or engage in any substantive communication with applicants after they lodge their application? Is this consistent with TRA's 'decision ready' approach, described in your supplementary submission? Do you send incomplete applications back to be completed by applicants or do they continue through the process?

Consistent with TRA's 'decision ready' approach, TRA does not request additional documentation or engage in substantive communication with applicants after they lodge their application.

TRA receives invalid applications where the basic requirements and documentation/application forms have not been completed, the correct fee has not been paid or the application is obviously deficient in some other way. In this instance the application is returned to the applicant or their agent along with a refund of the application fee. A letter is provided explaining the reason(s) the application is invalid.

TRA also receives applications that are valid in the sense that very basic requirements for an application have been met but which are still incomplete in some other way. For example, claims of work experience or employment are not substantiated or evidence is not provided to show how specific capabilities have been attained through work experience or training.

This type of application would be deemed unsuccessful with the applicant invited to seek feedback from the deciding assessor at any time. In this situation TRA also allows an applicant to lodge a review application within 60 days of the application decision date or a new application at any time. This process gives an unsuccessful applicant the opportunity to submit further material in support of their application.

TRA provides information to clients and their representatives about its evidential requirements and advises that decisions will be made on the evidence provided. This approach is common to many other assessment bodies.

TRA processes around 1,500 applications for pre migration skills assessment each month. To do so, TRA employs a case management model which requires applicants to ensure that their applications are both administratively complete and decision ready. That is, the application represents an applicant's best case for recognition and provides TRA with sufficient information to verify any evidence or any aspect of any evidence during the assessment process.

TRA's obligation to the GSM Programme is to ensure that applicants are skilled for migration purposes and that those persons who are skilled have the opportunity to have their applications considered as soon as possible. To that end TRA attempts to finalise all applications from persons seeking recognition in the occupations listed on the MODL within 10 working days. To delay processing of an application, where TRA is unable to contact the applicant or verify evidence, would unduly disadvantage other applicants.

13. What is the average processing time for domestic assessments by TRA, separated out for both MODL and non-MODL metal and electrical trades? What is the current backlog of domestic applicants?

The distinction between MODL and non-MODL occupations applies to the GSM Programme and is therefore not applicable to TRA's domestic assessments.

The vast majority (over 90%) of TRA domestic assessments are finalised within 60 working days. There are currently 16 applications not finalised that are older than 60 working days. These include applicants referred for trade testing and skills gap training.

Further improvements to our assessment processes will realise 95% of domestic applications being finalised within 20 days. This revised target will formally take effect from July 2006.

14. We understand that there is no assessing authority for child-care coordinators and that TRA has been developing the assessment for that body. Could you tell us what this involves and where you are up to in this process? Why is TRA involved in this area?

VETASSESS is currently the assessment authority for child care coordinators.

The Department of Education, Science and Training (DEST) approached DEWR to ascertain if TRA had the capacity to research the industry and consider alternative assessing models to that being currently used by VETASSESS.

TRA has undertaken preliminary research to improve its understanding of the Australian childcare industry and to determine if and how its Uniform Assessment Criteria can be applied to child care coordinators applications. Work to date has included consultation stakeholders in the childcare industry and research of the standards for this and related occupations in potential source countries.

TRA has advised DEST that it is interested in exploring this opportunity further and more consultation with industry is currently underway.

15. Can you tell us more about the DEWR pilot with the University of Western Sydney's Centre for Learning and Social Transformation and their Skills and Experience Assessment and Development Unit for skilled migrants and refugees?

The Skills and Experience Assessment and Development (SEAD) pilot was not initiated or managed by the Department of Employment and Workplace Relations (DEWR).

While DEWR NSW State Office was represented on the Steering Committee for the SEAD pilot (coordinated by the University of Western Sydney (UWS) in collaboration with the Fairfield Migrant Resource Centre and GROW (the Sydney Area Consultative Committee)), DEWR assistance focussed on liaison with local Job Network members and approval of the pilot as a "training activity" to allow attendance by Job Network eligible unemployed job seekers without breaching participation obligations.

The target group for the SEAD pilot included migrants and refugees (some of whom were in employment and/or serving the two year waiting period for eligibility to access Government benefits and DEWR administered Job Network programmes).

Additional information on the SEAD pilot (including an evaluation of the outcomes and future directions) can be obtained from the Centre for Learning and Social Transformation at UWS and through www.uws.edu.au/sead.

16. You mentioned at the previous hearing about bringing state licensing requirements and TRA requirements closer together and that you were undertaking some pilot exercises, including in South Australia, to look at the two different sets of requirements to streamline the process for migrants. Can you provide us with details on the outcome of these pilots? What areas of alignment and overlap were identified? Are there any state skills recognition requirements that TRA are looking at incorporating into their assessment processes to improve turnaround times – eg if state licensing and registration requires some sort of written assessment of a certain skill which is currently not part of the TRA assessment process for applicants offshore, are you looking at supplementing the TRA assessing in this regard so that an applicant does not have to go through that process a second time?

The meeting with South Australia was an exploratory one and did not give rise to any “pilot” as such. It was agreed to explore some issues further on a bilateral basis including some “mapping” of the various skills recognition processes. In the event, this did not come to pass essentially because shortly thereafter these issues were subsumed in the COAG process, involving all the states and territories.

Central Trades Committee Members

Central (Engineering Trades) Committee		
Appointee	Position	Representing
Stewart THOMAS	Chair/Minister's representative	DEWR
Andried JAMONTS	Deputy Chair	DEWR
Brian Edwin KERWOOD	Employer representative	AIG
James ROBERTS	Employer representative	AIG
Maurice ADDISON	Employee representative	AMWU
Garry ROBB	Employee representative	AMWU
Donna PATERSON	Secretary	DEWR

Central (Electrical Trades) Committee		
Appointee	Position	Representing
Stewart THOMAS	Chair/Minister's representative	DEWR
Andried JAMONTS	Deputy Chair	DEWR
Peter GLYNN	Employer representative	NECA
James ROBERTS	Employer representative	AIG
Robert John HENRICKS	Employee representative	CEPU
Peter Anthony TIGHE	Employee representative	CEPU
Donna PATERSON	Secretary	DEWR

Central (Boilermaking Trades) Committee		
Appointee	Position	Representing
Stewart THOMAS	Chair/Minister's representative	DEWR
Andried JAMONTS	Deputy Chair	DEWR
Brian Edwin KERWOOD	Employer representative	AIG.
James ROBERTS	Employer representative	AIG
Brian BEER	Employee representative	AMWU
John SPEIGHT	Employee representative	AMWU.
Donna PATERSON	Secretary	DEWR

Central (Blacksmithing Trades) Committee

Appointee	Position	Representing
Stewart THOMAS	Chair/Minister's representative	DEWR
Andried JAMONTS	Deputy Chair	DEWR
James ROBERTS	Employer representative	AIG
John SPEIGHT	Employee representative	AMWU
Donna PATERSON	Secretary	DEWR

Central (Sheet Metal Trades) Committee

Appointee	Position	Representing
Stewart THOMAS	Chair/Minister's representative	DEWR
Andried JAMONTS	Deputy Chair	DEWR
Brian Edwin KERWOOD	Employer representative	AIG.
James ROBERTS	Employer representative	AIG
Brian BEER	Employee representative	AMWU
John SPEIGHT	Employee representative	AMWU
Donna PATERSON	Secretary	DEWR

Local Trades Committees Victoria

Local (Engineering Trades) Committee - VIC		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
James ROBERTS	Employer representative	AIG
Brian Gerard CURTIN	Employer representative	AIG
John SPEIGHT	Employee representative	AMWU
Mick JENNINGS	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Local (Electrical Trades) Committee - VIC		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
James Roberts	Employer representative	AIG
Donald RISSMAN	Employer representative	NECA
Edward COUGHLAN	Employee representative	ETU
Michael SYMON	Employee representative	ETU
Carl WALSH	Secretary	DEWR

Local (Boilermaking Trades) Committee - VIC		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
James ROBERTS	Employer representative	AIG
Brian Gerard CURTIN	Employer representative	AIG
Brendan WHELAN	Employee representative	AMWU
John SPEIGHT	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Local (Blacksmithing Trades) Committee - VIC

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
James Roberts	Employer representative	AIG
John SPEIGHT	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Local (Sheet Metal Trades) Committee - VIC

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
James ROBERTS	Employer representative	AIG
Brian Gerard CURTIN	Employer representative	AIG
John SPEIGHT	Employee representative	AMWU
Brendan WHELAN	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

New South Wales/ Australian Capital Territory, Local Trades Committees

Local (Engineering Trades) Committee - NSW/ACT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
William Jack THOMPSON	Employer representative	AIG
Edward Paul HENNESSY	Employer representative	AIG
Cecil BODNAR	Employee representative	AMWU
Brian BEER	Employee representative	AMWU
Adrian BELLOCCI	Secretary	DEWR

Local (Electrical Trades) Committee - NSW/ACT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
William JACK THOMPSON	Employer representative	AIG
	Employer representative	NECA
Warwick TOMLINS	Employee representative	CEPU
Colin HARRIS	Employee representative	CEPU
Adrian BELLOCCI	Secretary	DEWR

Local (Boilermaking Trades) Committee - NSW/ACT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
William Jack THOMPSON	Employer representative	AIG
Edward Paul HENNESSY	Employer representative	AIG
Brian BEER	Employee representative	AMWU
Bruce MCLEOD	Employee representative	AMWU
Adrian BELLOCCI	Secretary	DEWR

Local (Blacksmithing Trades) Committee - NSW/ACT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
William Jack THOMPSON	Employer representative	AIG
Brian BEER	Employee representative	AMWU
Adrian BELLOCCI	Secretary	DEWR

Local (Sheet Metal Trades) Committee - NSW/ACT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
William Jack THOMPSON	Employer representative	AIG
Edward Paul HENNESSY	Employer representative	AIG
Brian BEER	Employee representative	AMWU
Bruce MCLEOD	Employee representative	AMWU
Adrian BELLOCCI	Secretary	DEWR

Queensland Local Trades Committees

Local (Engineering Trades) Committee - QLD		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Aleksandar STANOJEVIC	Employer representative	AIG
	Employer representative	AIG
Rohan WEBB	Employee representative	AMWU
David FYFFE	Employee representative	AMWU
Mario MERNONE	Secretary	DEWR

Local (Electrical Trades) Committee - QLD		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Aleksandar STANOJEVIC	Employer representative	AIG
Rodney Graham CULLEN	Employer representative	ECAQ
Robert John HENRICKS	Employee representative	CEPU
Keith MCKENZIE	Employee representative	CEPU
Mario MERNONE	Secretary	DEWR

Local (Boilermaking Trades) Committee - QLD

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
	Employer representative	AIG
Aleksandar STANOJEVIC	Employer representative	AIG
Kelvin John CREEDY	Employee representative	AMWU
Scott STANFORD	Employee representative	AMWU
Mario MERNONE	Secretary	DEWR

Local (Blacksmithing Trades) Committee - QLD

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
	Employer representative	AIG
Kelvin John CREEDY	Employee representative	AMWU
Mario MERNONE	Secretary	DEWR

Local (Sheet Metal Trades) Committee - QLD

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
	Employer representative	AIG
Aleksandar STANOJEVIC	Employer representative	AIG
Kelvin John CREEDY	Employee representative	AMWU
Scott STANFORD	Employee representative	AMWU
Mario MERNONE	Secretary	DEWR

Tasmania Local Trades Committees

Local (Engineering Trades) Committee - TAS		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Robert Henry PURDEN	Employer representative	TAS MIA
Nicholas SAUNDERS	Employer representative	TAS MIA
Philip BAKER	Employee representative	AMWU
Darren HANISCH	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Local (Electrical Trades) Committee - TAS		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Carl Jackson HAWTREE	Employer representative	NECA
Michael William BOWRING	Employer representative	NECA
John KARZNIA	Employee representative	CEPU
Kevin HARKINS	Employee representative	CEPU
Carl WALSH	Secretary	DEWR

Local (Boilermaking Trades) Committee - TAS

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Robert Henry PURDEN	Employer representative	TAS MIA
Nicholas SAUNDERS	Employer representative	TAS MIA
Philip BAKER	Employee representative	AMWU
Darren HANISCH	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Local (Blacksmithing Trades) Committee - TAS

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Robert Henry PURDEN	Employer representative	TAS MIA
Philip BAKER	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Local (Sheet Metal Trades) Committee - TAS

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Robert Henry PURDEN	Employer representative	TAS MIA
Nicholas SAUNDERS	Employer representative	TAS MIA
Philip BAKER	Employee representative	AMWU
Darren HANISCH	Employee representative	AMWU
Carl WALSH	Secretary	DEWR

Western Australia Local Trades Committees

Local (Engineering Trades) Committee - WA		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Ross Douglas GRAHAM	Employer representative	CCIWA
Ronald Frederick PEARSON	Employer representative	CCIWA
David HICKS	Employee representative	AMWU
Keith James PECKHAM	Employee representative	AMWU
Roy PHILLIPS	Secretary	DEWR

Local (Electrical Trades) Committee - WA		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Ross Douglas GRAHAM	Employer representative	CCIWA
Rodney James HALE	Employer representative	ECAWA
James MURIE	Employee representative	CEPU
Michael Henry BEATTY	Employee representative	CEPU
Roy PHILLIPS	Secretary	DEWR

Local (Boilermaking Trades) Committee - WA

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Ross Douglas GRAHAM	Employer representative	CCIWA
Ronald Frederick PEARSON	Employer representative	CCIWA
John MOSENTON	Employee representative	AMWU
Philip WESTON	Employee representative	AMWU
Roy PHILLIPS	Secretary	DEWR

Local (Blacksmithing Trades) Committee - WA

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Ross Douglas GRAHAM	Employer representative	CCIWA
John MOSENTON	Employee representative	AMWU
Roy PHILLIPS	Secretary	DEWR

Local (Sheet Metal Trades) Committee - WA

Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Ross Douglas GRAHAM	Employer representative	CCIWA
Ronald Frederick PEARSON	Employer representative	CCIWA
John MOSENTON	Employee representative	AMWU
Philip WESTON	Employee representative	AMWU
Roy PHILLIPS	Secretary	DEWR

South Australia Local Trades Committees

Local (Engineering Trades) Committee - SA/NT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Clive Jonathan STARR	Employer representative	EEASA
	Employer representative	EEASA
John Frederick BRAITHWAITE	Employee representative	AWU
	Employee representative	AMWU
Tony SAMMUT	Secretary	DEWR

Local (Electrical Trades) Committee - SA/NT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Clive Jonathan STARR	Employer representative	EEASA
Larry MOORE	Employer representative	NECA
Robert John GERAGHTY	Employee representative	CEPU
Jason WILDER	Employee representative	CEPU
Tony SAMMUT	Secretary	DEWR

Local (Boilermaking Trades) Committee - SA/NT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Clive Jonathan STARR	Employer representative	EEASA
	Employer representative	EEASA
John GRESTY	Employee representative	AMWU
	Employee representative	AMWU
Tony SAMMUT	Secretary	DEWR

Local (Blacksmithing Trades) Committee - SA/NT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Clive Jonathan STARR	Employer representative	EEASA
John GRESTY	Employee representative	AMWU
Tony SAMMUT	Secretary	DEWR

Local (Sheet Metal Trades) Committee - SA/NT		
Appointee	Position	Representing
Andried JAMONTS	Chair/Minister's representative	DEWR
Tony SPENCER	Deputy Chair	DEWR
Clive Jonathan STARR	Employer representative	EEASA
	Employer representative	EEASA
John GRESTY	Employee representative	AMWU
	Employee representative	AMWU
Tony SAMMUT	Secretary	DEWR

Acronyms

AIG	Australian Industry Group
AMWU	Australian Manufacturing Workers Union
CCIWA	Chamber of Commerce and Industry- Western Australia
CEPU	Communication, Electrical and Plumbing Union of Australia
DEWR	Department of Employment and Workplace Relations
ECAQ	Electrical and Communications Association Queensland
ECAWA	Electrical and Communications Association Western Australia
EEASA	Engineering Employers Association South Australia
ETU	Electrical Trades Union of Australia
NECA	National Electrical and Communications Association
TAS MIA	Migration Institute of Australia- Tasmania