

## **QUESTION TAKEN ON NOTICE**

**ADDITIONAL ESTIMATES HEARING: 13 FEBRUARY 2012**

IMMIGRATION AND CITIZENSHIP PORTFOLIO

**(AE12/0173) Program 1.1: Visa and Migration**

Senator Waters asked:

What measures have been put in place to ensure that companies accessing employees through EMA arrangements are motivated to employ and up-skill local staff where possible? What analysis has been undertaken/will be undertaken to assure the effectiveness?

*Answer:*

The training plan under an EMA ensures that the project owner is making a significant contribution towards the training of Australians. The proportion of Australian workers under training must be commensurate with the number of overseas workers employed on the project. In its assessment of an EMA submission, the Australian Government must be satisfied that overseas workers are not being used as an alternative to training and up-skilling Australians. The training plan must have a quantifiable target for training Australians and may include a fixed proportion of the project workforce that are employed as graduates, trainees or apprentices.