

HOW TO GET JOB READY

Looking for a new job and starting a new life abroad are both complex and apprehensive situations so it's good to be prepared, writes **Jackson Merrey**



Being job ready involves effective planning on your visa and job options

Business leaders in Australia and around the globe continue in their 'war for talent, looking to recruit mobile and skilled employees. At a phase when many in the baby boom generation are approaching retirement, it is very important that businesses construct and preserve a channel of talented candidates so industry can remain competitive and fuel the global economy.

Employment readiness is defined as being capable, with minimal assistance, to locate, obtain, and sustain employment, as well as the ability to cope with change and transitions along your professional journey. Being job ready includes effective planning in your job search, ensuring you have the correct skills and qualifications, a good understanding of the pressures and challenge you might confront and the ability to manage the tasks that you might face in your job.

If you are planning on making the move Down Under it is essential to consider these factors so you are prepared and equipped. Before jumping in applying for employment, you need to ensure you have the right skills and qualifications to meet essential criteria, not just for the role but to meet the required visa conditions.

EVALUATE YOUR OPTIONS

First, identify the various visa pathways

available to you and which you are actually eligible for. Consider which might be the best option for you and your family. Ensure you're aware of the conditions and obligations that come with each visa type, thinking over the benefits of each, weighing up the pros and cons. Does your preferred visa type offer the stability or flexibility you require?

The Permanent Residency Visa (189/190) allows the holder the flexibility to try alternate lines of work and/or other opportunities until the right job comes along. The 189 has no restrictions and means you can reside and work in any State you choose. The 190 requires State Sponsorship and therefore you must live and work within your nominated State for a period of two years.

Ensure you have the right skills and qualifications to meet essential criteria

The Temporary Skilled Work Visa (457) allows you to live and work for up to four years under the sponsorship of an employer. This means you are tied to the employer and role.

This visa can be obtained fairly quickly if you meet all relevant criteria and have a job offer from an eligible sponsor. However if stability and securing your



Prepare to get out there and network to identify suitable opportunities

future in Australia is a priority you must be prepared in the event that should your employment end you have 90 days to find an alternative sponsor to secure your stay or you may face repatriation.

The Australian Immigration System is highly complex so it is imperative you are up to speed on your choices within it. You may wish to consult a Registered Migration Agent with expertise in this field or to help facilitate the visa process.

INVESTIGATE JOBS

It can be difficult job searching from a different country but the sooner you start making the right contacts and seeking out opportunities the better.

It might help to network with industry specific groups or individuals online and also partnering with specialist overseas employment agencies to identify suitable opportunities with companies who are familiar and experienced in hiring migrant workers can help lighten the load.

Research your employment potential, remuneration and work conditions applicable to your profession. Confirm your salary expectations are realistic and in line with the market rate as these can vary between States.

SET GOALS

Many migrants come to Australia well informed with a clear understanding of

their set pathway and potential transitions that may be involved.

Skilled workers may arrive on a 457 visa with the intention of achieving Permanent Residency after two years with their employer.

For younger migrants who leave with a more adventurous outlook to travel and explore their opportunities once they arrive in country, this could be a wasted opportunity if they wish to stay, and a lot do, if they haven't planned ahead.

It's not uncommon for a high number of young and under-skilled travellers to head for Australia under the Working Holiday Maker (WHM) Visa (417). During this 12 month period, having adapted to their new lifestyle, making friends and falling for all that Oz has to offer they often decide to pursue sponsored employment. This isn't often successful in the first 12 months so they will usually apply for an extension of their current visa for a second year.

During the final 12 months, if they do not find skilled sponsorship, the WHM has to leave the country.

It can be difficult as a WHM to know before you leave if you will definitely want to stay but for those who think it's likely it's best to be educated on your options and get ahead of the game before you depart.

Research the job roles that match your skillset that are eligible for sponsored employment and bear that in mind when seeking job opportunities. Where possible start your search before you fly out. If this is something you are serious about, >>

SHOULD YOU MAKE THE MOVE?

Emigrating to another country is a substantial decision and investment. The abbreviation 'ACIP' demonstrates the four vital stages in effective decision making:

A ALTERNATIVES

Look at all your options. What options do you have and what restrictions exist on the visa that you hold or wish to obtain?

C CONSEQUENCES

Once you have narrowed your choices, which appeals best to your current situation and long term goals? Weigh the pros and cons of each.

I INFORMATION

Get educated. Look for current information and research each of your options. Register for industry updates, liaise regularly with the experts and professionals to stay abreast of legislative and industry change, utilise social media and speak to others that have been through the transition before you.

P PLAN

Make a comprehensive plan of the steps required to make your decision happen. Factor in contingency should the unexpected occur so you are well prepared.



Research the job roles that match your skillset



Start your job search in advance of your move



Draw on your project management skills in your job in Australia

there are a number of organisations that find WHMs employment and offer visa advice and assistance to aid the process.

There are many pathways and options available dependant on each individual's different circumstances and skills, all of which open and close doors in the Australian immigration system so it helps to talk to the professionals.

Investing in additional study may be an option for you in Australia. Have an international plan in mind when making the decision to invest in study abroad.

Ensure you are increasing your desirability and skills that can be directly correlated with what you wish to do while overseas and hopefully increase your chances of finding a suitable and supportive Australian Sponsoring employer.

JOB SEARCH

Efficient job searching requires the exact skills and a structured approach to your search. While CVs, cover letters and efficient communication are essential, studying effective search strategies can be just as vital to locate businesses that are attracted to your services and credentials.

There are three crucial features to grow and plan job-hunting strategies:

- Manage which job search approaches

are applicable for you. Where is your time and energy best spent? Online, through an employment agency or networking?

- Study how to market and endorse yourself. When searching for a job you need the capability to sell your abilities both vocally and in writing.
- Grow the talent and composure needed to interview positively. The interview procedure can be the final hurdle in obtaining your dream job. Review the best practice in ways to manage problematic topics such as income issues or adverse job proposals.

CONSIDER YOUR SKILLS

Employers seeking new recruits no longer just consider skills that match with the job specification. Some of the most essential considerations are how people work together, communicate and connect to carry out their role effectively.

Being able to communicate effectively is inaugural in the process of applying to live and work aboard. Applicants must be sensitive to cultural differences and open to variation of processes when carrying out tasks and duties.

It's growing more and more common for employers to expect a more varied skillset from their employees in terms of upselling, cross selling, account management, customer service. You may

need to carry out marketplace studies for new goods/services or conduct research to keep internal processes or overheads low and profits high and to identify demand in niche markets and remain competitive in your field. Be prepared to demonstrate that you don't always accept things at face value, showcase logic and resourcefulness.


Employees often work together on projects, some are required to take on the leadership roles to ensure deadlines are met, tasks are allocated and everyone is accountable with all angles considered. In addition, you may also require creativity to find and implement solutions for potential problems during tasks or assignments.

You could perhaps draw on your project management skills utilised in the immigration process and preparation required in moving your life overseas, which are likely to have incorporated all of the above categories.

BE PREPARED!

Looking for a new job and starting a new life abroad are both complex and apprehensive situations in their individual rights so when combining them it's good to be prepared.

Being able to navigate through the immigration process effectively will make you informed and prepare you for what lies ahead. You are likely to learn of the requirements for employment in your chosen field along the way, trade recognition and documentation required for entering the employment market smoothly.

Being 'job ready' is vital for any new employee but the importance of being ready as soon as you step foot in a new country is one of the most important as an individual or family to be able to thrive and grow in your new surroundings. 

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