



Australia Needs Skills Expo – Agents' Participation Policy Pilot for 2007-08

Background

The focus of *Australia Needs Skills* expos is to attract skilled workers to Australia according to the following priorities:

- employer sponsored migration visa categories (such as the Employer Nomination Scheme and Regional Sponsored Migration Scheme)
- state and territory sponsored migration visa categories (such as the State/Territory Nominated Independent and Skilled Independent Regional visas)
- occupations in national shortage (occupations on the Migration Occupations in Demand List).

Accordingly, the employers that have usually been targeted to attend expos have been direct employers, seeking employees of specific skills to fill vacancies in their business. Where an employer nominates to use an agent to source employees, that employer has been able to authorise the agent to represent them at expos. In the past, an agent representing an employer has only been authorised to hold one booth per employer, with branding that exclusively represents that employer.

Policy on participation of migration agents, recruitment agents and labour hire companies

For the 2007-08 *Australia Needs Skills* Expos, the Department of Immigration and Citizenship has decided to slightly broaden the opportunity for agents to participate. This is intended to better accommodate companies that outsource their recruiting, particularly small-medium enterprise. Multiple employers may now be represented by agents at the same stand. All branding must still represent the employers only; agents may not display signage or marketing material, or solicit business in their capacity as an agent.

This revised policy will operate as a pilot in 2007-08. It will then be evaluated before we will consider continuing with it in 2008-09. More specifically the policy means that:

- All potential exhibitors are invited to attend themselves or to send their nominated agent.
- Agents may represent more than one employer per booth; however all branding must be that of the employer/s represented (agents still may not solicit business in their capacity as an agent). All signage, promotional and display material, business cards and uniforms etc must reflect the employer/s represented. No agency logos or material are to be distributed or visible at the expo.
- Agents must be looking to fill actual vacancies for the companies they represent – they cannot be recruiting labour to on-sell at a later date.
- All agents are required to sign a Participation Agreement.

All agents must be from well-known Australian companies or companies with a substantial Australian presence. Agents/companies which charge the employee will be ineligible to participate. Migration agents in attendance must be registered with the MARA. The revised policy regarding agents' participation extends to Australian-based migration agents, recruitment companies, contract management companies, and private skill-matching and job placement services. The participation policy would be applied uniformly to all such agents at both domestic and overseas expos.



Agents Participation Agreement

Please complete the following details which reflect your acceptance of this agreement.

Your company name

Name of the Australian employer/s you are representing

I confirm that the above employer/s have authorised my agency to represent them at the *Australia Needs Skills Expo* in _____. This is endorsed in the attached letter/s from the employer/s.

I understand that my agency may represent more than one employer per booth; however all branding must be that of the companies represented. All signage, promotional and display material, business cards and uniforms etc must clearly reflect the employer/s represented.

I undertake not to solicit business in my capacity as an agent and that no agency branding or marketing material is to be distributed or visible at the expo.

I have read and fully understand the requirements listed in the Australian Needs Skills Expo – Agents' Participation Policy Pilot for 2007 – 08.

Your name: _____

Date: _____

Confirmation letter from the employer you represent attached.

Letter must include:

- The name of employer you are representing
- The appointment of you as their representative at the expo
- The location of the expo/s that you will be attending on their behalf.

Please forward this form and letter to: Skill.Expos@immi.gov.au

Thank you for your cooperation and support.