



StudyADELAIDE
SOUTH AUSTRALIA

Empowering international students and graduates for career success in Regional South Australia



Government
of South Australia

ISANA 2024

StudyAdelaide snapshot



54,726

Student enrolments in '23

Regional careers for international graduates



Sanjay

Graduate Process
Engineer
SIMEC Mining
Whyalla



Ashley

Senior Social Worker
Dept for Child Protection
Whyalla



Del

Water & Environment
Manager
SA Arid Lands Landscape
Board
Port Augusta



Renalu

Nurse
Riverview Lutheran Rest
Home
Loxton

Barriers to employment

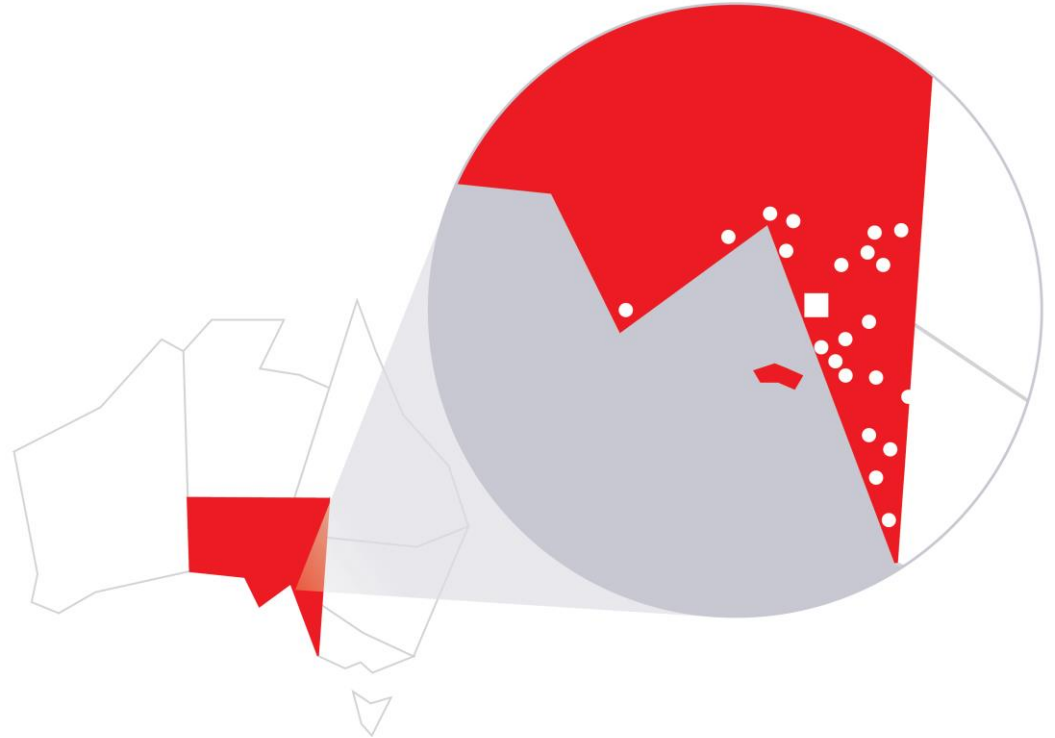
International students

- Lack of local network
- Lack of local experience
- Not understanding the local recruitment process
- Bias – unconscious or otherwise
- Visa status and work rights



Regional Careers Tours across South Australia

- Tours 14
- Locations 21
- Students >530
- Fields of study >10
- Hiring organisations avg 22/tour
- Jobs (known) >20
- Impact enormous!



Curating the tours

- Collaboration with tour partners
RDA, Workforce Australia, Local Government
- Identifying skills shortages
- Expression of interest from students – dream job
- Matching skills and prioritising applicants
- Confirming employing organisations,
hosting of worksite visits



Creating the connection – pre-departure

- **Employer engagement**
 - International education 101
 - Student profile
 - 485 visa
 - Work rights
 - Benefits of hiring international graduates
 - Cultural considerations
 - Warm welcome and safe networking
- **Job-ready sessions for students**
 - Regional and employer information
 - CV and cover letter writing
 - LinkedIn and networking
 - Reputation makers



Creating the connection – tour itinerary

1. Meet & greet and expo

- Mayoral welcome
- Region overview – opp's, challenges, support
- Community information
- Panel discussion – migrant experience
- Cultural and community organisations (YPN)
- Shared meals
- Skilled and Business Migration (SA)

2. Worksite visits

- Small tailored groups; matching skills
- Meet teams, make connections

3. Local tourism experience



The Outcomes – changing perspectives

Students

- 93% of tour participants had a positive change of perception about working and living in a regional area
- 92% of tour participants stated they are highly interested in working in a regional area following the tour, up from 34%
- 21% have applied for roles in regional areas since attending a tour

“
...after the trip, meeting and listening to several people I realised there is a huge working sector and regional areas have a lot to offer to me ... They need employees in bulk and are heartily welcomed... I would not think twice (about) going and working there.
”



The Outcomes – changing perspectives

Employers

- 100% of respondents will consider hiring international students
- 100% of respondents would recommend tour involvement to other employers

“

The students were easy to engage in meaningful conversation. Would make great teammates.

”



The Outcomes – changing lives

Pratik's story

- September 2021 – Murraylands Tour
- Networking events and site visits= connections
- November 2021, relocation to Jamestown
- Technical Officer role, Northern Areas Council
- Promoted to Asset and Building Officer, January 2023
- Project Manager, Woolcock Construction, July 2023





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**Thank you.
What questions do you have?**



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