

- Guide for employers to recruit
- international students in the
- Northern Territory





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Information correct as at March 2023.



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**Over 4,000
international
students from
70 different
countries study
in the Territory**
(as at March 2023)



International students in the Territory

Over 4,000 international students from 70 different countries study in the Territory in higher education, vocational education and training, language colleges and schools (data as at March 2023).

From 1 July 2023, international students can work up to 48 hours per fortnight.

This cap ensures that student visa holders are able to focus on obtaining a quality Australian education and qualification, while remaining able to support themselves financially, gain valuable work experience and contribute to Australia's workforce needs.

Check the Department of Home Affairs website for the latest updates on these arrangements.

Internships, work experience placements, work integrated learning placements and industry

placements are all ways of describing how international students gain the skills and experience to meet your business needs.

There's also the opportunity for graduates who qualify to work for up to six years after they graduate - employer sponsorship is not necessary.

Australian work experience is highly valued by international students and the fact that the Territory can offer jobs and work experience is a key value proposition in growing the number of international students who choose to study in Australia's Northern Territory.



The international connections and perspectives students and graduates bring are beneficial to Territory business, especially businesses exporting around the world or looking to start exporting.

This guide has been produced by the Northern Territory Government's Department of Industry, Tourism and Trade, through Study NT. It aims to help Territory employers understand the opportunities and benefits to their business offered by international students being part of their workforce. Territory employers already know how to employ staff; this guide provides information about recruiting international students and graduate employees, or hosting them as interns.





Why engage international students?

The benefits to Territory businesses of all sizes can include:

- diversifying and encouraging a multicultural workplace
- opportunity to train current staff in managing staff from different cultures/backgrounds – this may be particularly useful if the organisation currently exports or is planning to expand into exporting
- fresh eyes – new ideas and approaches to doing business
- enthusiasm – international students and graduates often bring unbridled enthusiasm for their role, organisation and new country
- access to intelligence about overseas markets, including supply chain information and cultural information which may prove useful to the business in the long term
- bi or tri-lingual staff who can effectively communicate with overseas clients/suppliers
- ability to move international students to overseas offices with ease (visa dependent).

Benefits for employers

Beyond the business benefits, employers often find that international students possess many beneficial personal qualities, including:

- maturity and independence, gained from moving overseas and living independently
- resilience in the workplace, as a result of different life experiences
- a good work ethic and appreciation of all opportunities
- cross-cultural understanding, patience and empathy.



Myth busters about international students

International students are highly motivated, committed and keen to experience Territory workplaces. Here we dispel some common myths about recruiting international students for prospective employers:

1

International students do not have good English language skills

International students must meet English language proficiency requirements to obtain a student visa (subclass 500) and enrol in academic programs at university, vocational education and training (VET) courses and schools. Students study and write assignments in English.

2

International students cannot work unless I sponsor them

International students on a student visa can work up to 48 hours a fortnight while courses are in session, and unlimited hours while courses are not in session. A sponsorship from an employer is not needed. However, you are required to check that any student or graduate you employ has a current visa with work rights using the free Visa Entitlement Verification Online (VEVO) service.

3

The mentoring will outweigh the benefits I get from an international student

International students are paying high tuition fees to study in Australia with the aim to build their career. Any opportunity that provides a pathway to the students' professional development will be met with strong enthusiasm and a willingness to learn.

International students are often highly resilient, having chosen to live in another country to study in a second language.

4

Students do not have the skills I need in my business

All courses offered to international students must undergo strict quality control to ensure students receive high-quality training and gain relevant skills and knowledge.

You can also contact referees (lecturers or staff where the students study) to verify the student has the education and training skills needed in your business. International students can also have their skills and overseas qualifications assessed at the Darwin Skills Recognition Centre.



What opportunities are available?

Internships

Internships, also known as work placements, work experiences, work integrated learning and industry placements, provide students with 'hands on' experience by way of a short placement during their studies. They may be paid or unpaid.

Placements can be in fields such as accounting, aged care, community services, early childhood, engineering, information and communication technology (ICT), hospitality, management or social media marketing, for students studying a vocational education and training course or higher education at undergraduate, master or PhD.

The hours worked do not count towards the student's work restriction of 48 hours per fortnight if the internship is a mandatory component of a student's course.

Paid and unpaid internships for international students are covered by the same legislative provisions as for all Australians:

- the main beneficiary of the internship should be the student, not the employer
- insurance cover needs to be in place, taken out either by the employer or the education provider.

How to find international students for an internship

- Go to studynt.nt.gov.au and provide a short outline of the skills required for your paid or unpaid internship. Your request will be sent to Northern Territory education providers who have international students with the skills to meet your requirements.
- Contact an international education and training provider directly – see a full list at studynt.nt.gov.au/study.
- Employers are provided with resumes of several students so they can select who they would like to interview.
- Internships are supervised by the employer and the education provider's coordinator, who acts as the student's mentor.

Benefits for employers

- the opportunity to engage students and test their skills as a potential employee
- a short-term commitment
- building links with education providers



Part-time or casual work

Key points Territory employers need to know

- international students can work up to 48 hours per fortnight while courses are in session and unlimited hours while courses are not in session (such as during semester breaks)
- students undertaking postgraduate research have no restrictions on the hours they can work, even during their study
- for more information, visit www.immi.homeaffairs.gov.au/visas/getting-a-visa/visalisting/student-500

I've got a casual job and I'd like to employ an international student – who do I contact?

In addition to all the usual places employers advertise jobs (Seek, Gumtree, etc.), you can also contact Northern Territory international education and training providers with details of the job so the providers can circulate to their students.

Contact details are available at studynt.nt.gov.au/study.

Can I employ an international student after they graduate?

Yes, if they've got the right visa. Many students apply for a Post Study Working sub-class 485 visa after graduation. For students who've studied, graduated and continued to live in the Territory, they may be able to work for up to:

- 18 months (vocational education and training)
- four years (undergraduate)
- four years (Masters by coursework)
- five years (Masters by research)
- six years (PhD).

From 1 July 2023 a two-year extension of post-study work rights is available for international graduates with select degrees in areas of verified skill shortage.

Check the visa status of a prospective employee at Visa Entitlement Verification Online (VEVO).

Graduates are responsible for applying and maintaining a temporary graduate visa (subclass 485). Employers are often mistaken that the student needs permanent residency to access a job, or that the employer has to 'host' them.

For more information, visit www.immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/temporary-graduate-485

Volunteering

Voluntary, unpaid work is not included in the visa limit of 48 hours per fortnight if it is:

- of benefit to the community
- for a not-for-profit organisation
- genuinely voluntary, that is, not paid either in cash or in-kind, however board and lodging is acceptable.

If the voluntary work could have been undertaken by an Australian resident who would have received a wage, then this is included in the 48 hours per fortnight visa restriction.



The temporary graduate visa allows eligible graduates to work in Australia after finishing their studies



Tips on engaging and mentoring international students

Here are some tips to ensure students are as productive as possible:

- give students an induction to your company including your mission, history, values, challenges, occupational health and safety procedures, facilities, protocols and local norms
- brief students on your expectations, the types of tasks/projects they will undertake and the team(s) they will work with
- provide training and support to mentors assigned to students
- where relevant, clarify intellectual property guidelines
- assign an experienced employee as a mentor/supervisor who the student can approach for advice
- assign a buddy who can be responsible to integrate the student faster into the culture and activities of the organisation



- ensure the student is made to feel welcome and part of the company, e.g. inclusion in social activities
- provide as much industry exposure as possible, for example, meetings with clients and attending presentations and industry expositions
- regularly check on their progress and provide honest feedback and support. In particular, discuss the development of the student's employability skills that are important for your company, for example, initiative, teamwork, communication and problem solving
- go through the agreement that outlines learning objectives with the student including rights and responsibilities.

**Information on
work rights can
be found via
the free Visa
Entitlement
Verification
Online system
(VEVO)**





Employers and international students

Checking work rights

It is the employer's responsibility to make sure that any prospective employees have the legal right to work in Australia before making an offer of employment. Information on work rights can be found via the free 24-hour online service, Visa Entitlement Verification Online (VEVO).

Employment law and international students

If you are employing someone, it does not matter if they are an international or domestic student, a temporary visa holder or a citizen, the employer must abide by Australian laws. Conditions set out by Fair

Work Australia – including the provision of fair wages, breaks, leave entitlements and other conditions – cover all individuals working in Australia. For more information, visit fairwork.gov.au.

Recruitment process

Many international students may not have attended a formal interview in Australia before, therefore nerves should be taken into account when assessing a student's interview performance. Students from some countries might also exhibit certain cultural traits, such as not engaging in direct eye contact with senior work colleagues, which is a sign of respect in their culture.



Case study: work placement and post study employment



Scott Lovett

**Deputy Chief Executive Officer,
Department of Industry, Tourism
and Trade**

Tourism NT in the Department of Industry, Tourism and Trade (DITT) is responsible for promoting the Northern Territory as a must-do, unique holiday destination. Study NT sits within Tourism NT and promotes the Territory as an ideal destination for international students.

Study NT and the Department of Industry, Tourism and Trade have been engaging international students as interns for a number of years. Study NT also run the highly successful Student Ambassador Program, recruiting up to 20 international students each year who undergo 12 months of professional development, networking and help to promote the Territory as a study destination.

“International students add to the Territory’s vibrant multi-cultural community and contribute to the tourism and hospitality workforce.

Engaging international students provides them with a valuable opportunity to work in a Government agency, learn transferrable skills and also share insights directly from a student’s perspective.

Amanda has been an asset to Tourism NT and Study NT, and we valued the enthusiasm and energy she brought to the team each day.”

Student - Amanda Lisboa

**Brazil, Bachelor of Accounting,
Charles Darwin University**

Amanda moved to Darwin in January 2019 and joined the 2020 Study NT Student Ambassador program before finishing year 12 at Darwin High School.

She has since completed an internship with Territory Families, worked as Executive Assistant for the DITT Deputy CEO Scott Lovett, before joining the Study NT team as Administration Support Officer.

“Thanks to the Study NT Student Ambassador program, I became aware of the Vacation Employment Program, offered by the NT Government. In April 2022, I applied for, and was successful in gaining a position in this program.”

While working with the Department of Industry, Tourism and Trade I was constantly learning about the Australian working environment, as well as learning new skills, sharing skills, enriching my studies and improving my English as my second language.



Case study: work placement and post study employment



Steven Roberts

Chief Executive Officer, One IT Services

One IT is a Darwin based technology company specialising in premium managed services, technology audits and cyber security. One IT develops enterprise-grade business and technology solutions for all business sizes. Rosie is the first international student that One IT has recruited.

“The Northern Territory needs more people to fill professional positions. International students are qualified, often experienced and ready to work hard. Employers must learn to embrace cultural and language differences in order to benefit from the resources that international students present. The NT is famously a multi-cultural community and international students just need one chance to prove themselves.

A lot of effort is being invested in international students, yet it will take time to change some workplace cultures to accept new people. My advice for students is to only apply for positions that are right for you. If you take a position that is not a good fit for you, you will not be a good fit for the employer and that experience will impact industry’s perception of international students. Outside of the student community there are lots of professional networking events. A negative employment experience will be talked about more than a positive one, so make sure your choices benefit both you, and your student community.”

Student – Rosie Nguyen

Vietnam, Master of Information Technology and Data Science, Charles Darwin University

“At One IT Services I have learned a lot about the Australian working environment and projects that I am involved in. I also learnt a lot from my co-workers about how they manage the team, how they talk with customers and how they can improve their skill sets.

As an international student, there are many challenges to face, for example, different languages and cultures. But as long as you keep working on yourself, keep looking for opportunities and try any opportunity you have, there will be a suitable company for you.

International students need to join networking events to meet potential employers and share their story. It can be about a project they work on at the moment, sharing what you are interested in or what you are looking for.”

**Businesses who
consider employing
international
students will be
positively surprised
by the outcome**





Case study: work placement and post study employment



Shubham is pictured with
Head Chef Michael Foster

Richard Brown

Executive Chef at Char Restaurant, Admiralty House Darwin

Char Restaurant is based on the grounds of Heritage listed Admiralty House and has a social and cultural significance to Darwin.

"We have always understood the benefits of diversifying our team members and have been employing international students for a long time. International students bring with them their food culture, great work ethic and a range of problem solving skills. They bring different perspectives to a team – businesses who consider employing international students will be positively surprised by the outcome.

Confidence and flexibility is one of the key factors to look out for when employing international students. As an employer we need to make their work environment comfortable."

Student – Shubham Dhakal

Nepal, Certificate IV in Commercial Cookery, Bayside International College

Shubham moved to Darwin in March 2022. Having already had some experience in the hospitality sector, he easily found a job when first arriving in Darwin. "I arrived in Darwin in the dry season, and the hospitality sector was booming". After getting experience in a Korean restaurant, Shubham successfully gained a position with award-winning venue, Char Restaurant. Shubham says that the staff at Char were so incredibly warm and welcoming, which has always been his experience studying in the Northern Territory.

"There are many different roles available in Darwin. When looking for a job, international students should have honest conversations with a potential employer and let them know what their expectations, strengths and weaknesses are."

Shubham is planning on following up his Certificate IV in Commercial Cookery with a Diploma in Hospitality and hopes to continue to learn and develop his skills in the industry.



Contact details to engage international students

Work experience opportunities	CRICOS provider code	Contact
Active Transition Training		
<ul style="list-style-type: none">• Certificate III in Light Vehicle Mechanical Technology (360 hours)• Certificate IV in Automotive Mechanical Diagnosis (360 hours)• Diploma of Automotive Technology (360 hours)	03783F	Hemi Hossain 0418270682 hemi.hossain@activetransition.com.au
Alana Kaye College		
<ul style="list-style-type: none">• Certificate III in Early Childhood Education and Care (160 hours)• Diploma of Early Childhood and Care (280 hours)• Certificate III in Individual Support (120 hours)• Certificate IV in Ageing Support (120 hours)• Diploma of Community Services (100 hours)	03675K	1300 25 26 25 international@alanakaye.edu.au
Australian Careers College		
<ul style="list-style-type: none">• Certificate IV Commercial Cookery (360 hours in 12 weeks)• Diploma of Hospitality (144 hours over 12 weeks)• Certificate III Early Childhood Education and Care (120 hours)• Diploma of Early Childhood Education and Care (244 hours)	03029G	Saurabh Rai +61 8 8989 2850 saurabh.raai@accollege.edu.au
Bayside International College		
<ul style="list-style-type: none">• Certificate IV in Kitchen Management (160 – 200 hours)• Certificate IV in Hospitality (200 hours)• Diploma of Hospitality Management (200 hours)• Advanced Diploma of Hospitality Management (200 hours)	03630A	+61 08 89007334 darwin@bic.edu.au
Charles Darwin University		
Accounting and business <ul style="list-style-type: none">• Master of Accounting - Professional Practice (300 hours)• Master of Business Administration - Professional Practice (300 hours)• Professional Practice Program (CDU - Asia Pacific College of Business and Law) provides students the opportunity to apply theoretical concepts learned in class into practice in a professional setting in a business/accounting position under the supervision of a qualified mentor (300 hours)	00300K	Janine Bowen Work Integrated Learning +61 8 8946 8850 BLPlacements@cdu.edu.au

Work experience opportunities	CRICOS provider code	Contact
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Charles Darwin University

Engineering Professional placement of 450 hours (12 weeks full time). All engineering students at CDU also have to do a substantial research project. Some students do this project in industry, and other students do this at university, but the project is focused on solving a specific local problem (industry usually provides a second supervisor for these projects).	00300K	Tasfia Miti Industry Consultant +61 8 8946 7108 industry.consultant@cdu.edu.au
Information technology Professional placement is optional. Most IT students at CDU also have to do a substantial research project.	00300K	Tasfia Miti Industry Consultant +61 8 8946 7108 industry.consultant@cdu.edu.au

International College of Advanced Education


Hospitality and commercial cookery 1 semester (up to 900 hours) of paid or unpaid work.	02864B	info@icae.edu.au
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International House Darwin (IHBC)

<ul style="list-style-type: none"> Diploma of Social Media Marketing (200 hours) 	02623G	Ali Hussain 0448192130 ahussain@ihbc.edu.au
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Navitas Professional Careers and Internships

Navitas Professional Careers and Internships is a professional development and education expert, specialising in career-focused programs that deliver outstanding employment outcomes. Since 2008, we have placed over 10,000 students in industry-based internships and we are the only national provider accredited to deliver all 3 streams of the Professional Year Program - an initiative of the Australian Government to address the skills shortage in Australia. Navitas Professional Year Program in Accounting, ICT and Engineering (12 weeks, optional full time or part time).		darwin@navitas-internships.com
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For more information
contact Study NT
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