



Business Guide

# Improving access to global engineering skills

# Leading through collaboration

Consult Australia as the voice of businesses in design, advisory and engineering consultancy, and Engineers Australia as the voice for the engineering profession are committed to working collaboratively. [Our Leading Through Collaboration agreement, signed in 2024](#) recognises the shared history of almost 90 years between the two organisations and looks to the future.

This guide is a demonstration of that commitment, Consult Australia and Engineers Australia have worked together to produce this national guide to support engineering professionals and businesses in accessing global skills. This guide builds on the Queensland-focused [Attracting and Retaining Engineers from Migrant Backgrounds: Guide for Employers](#) released in 2023 in collaboration with the Queensland Government.

## Consult Australia

Consult Australia, for over 70 years, is the sole association dedicated to the success of consulting businesses in design, advisory and engineering. We represent an industry comprising over 58,000 businesses employing over 285,000 people delivering over \$18 billion in revenue.

Our members, ranging from Australia's most innovative small and medium sized firms to global corporations, deliver the solutions to the nation's most complex challenges helping shape, create and sustain our built and natural environment.

Our vision is for a thriving, competitive consulting industry that supports a prosperous economy and better outcomes for our members' clients including for governments and the communities they serve.

In 2022, Consult Australia's leading report, [Thinking Smarter About Skills](#), led industry advocacy to address current resource challenges facing businesses of all sizes, and highlighted opportunities to support employers in accessing the skills they urgently need.

## Engineers Australia

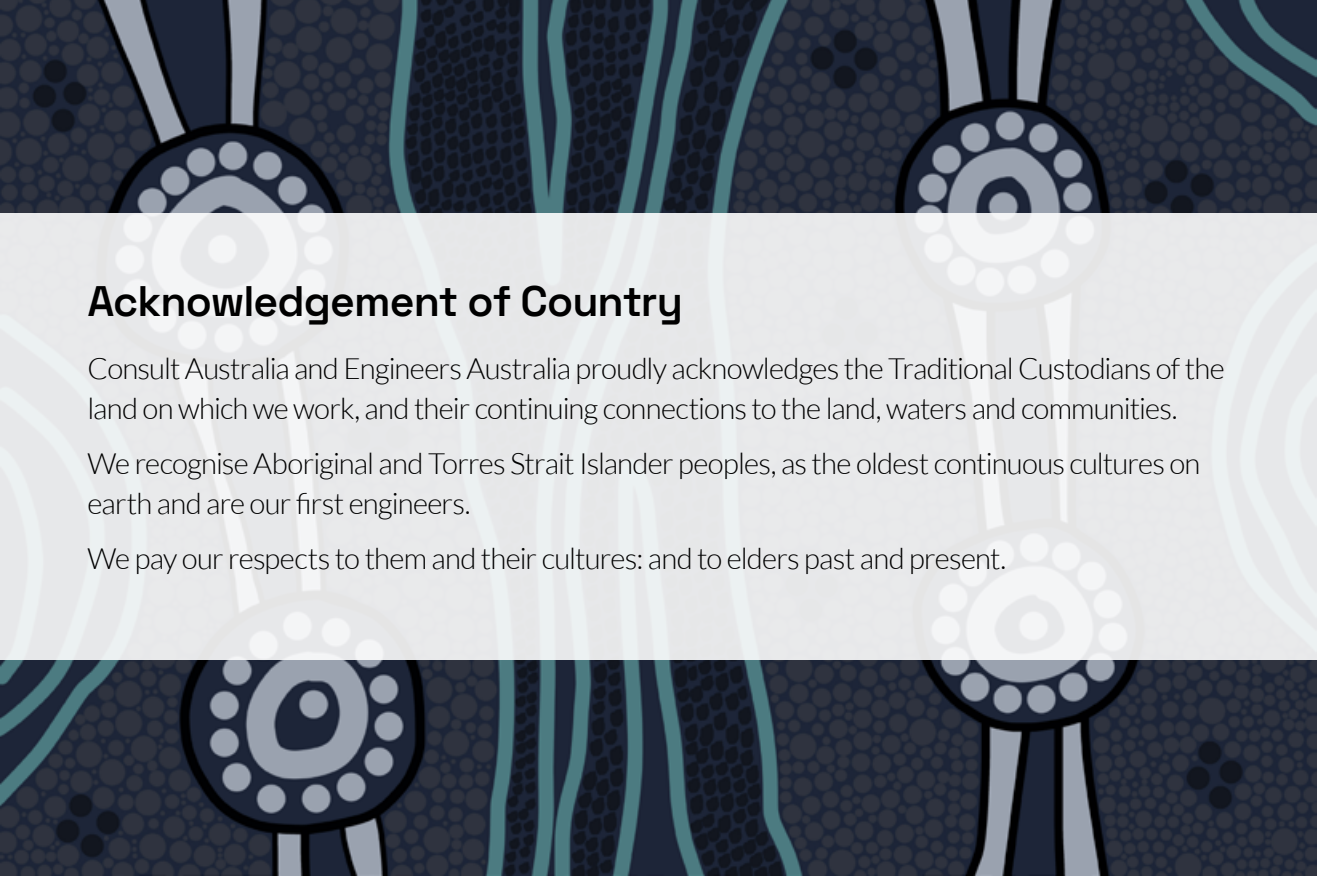
As Australia's national body for engineering, we're the trusted voice and champion of our 130,000-plus members. Providing them with the resources, connections and growth they need to do ethical, competent and high-value work in our communities.

Our focus is supporting the engineering profession in every capacity. Representing it in policy and advocacy, collaborating with industry and educators, upholding professional standards, nurturing talent, creating excitement about STEM, shining a light on the importance of diversity in the profession, and in celebrating excellence.

With a mission to advance society through great engineering, we are dedicated to building a future-fit, diverse, and engaged engineering community. Our goal is to grow an engineering workforce that not only meets the needs of the profession but also supports the broader community and drives the growth of our nation.

Engineers Australia provided valuable insights through the 2021 research report, [Barriers to employment](#)

[for migrant engineers](#), and actively works with stakeholders to quantify the global engineering opportunity. Engineers Australia supports global talent and the engineering profession through its assessment and accreditation of skills and qualifications within the Australian market.



## Acknowledgement of Country

Consult Australia and Engineers Australia proudly acknowledges the Traditional Custodians of the land on which we work, and their continuing connections to the land, waters and communities.

We recognise Aboriginal and Torres Strait Islander peoples, as the oldest continuous cultures on earth and are our first engineers.

We pay our respects to them and their cultures: and to elders past and present.

'Safe Passage', an artwork by Wiradjuri woman Kimberly Back depicts the movement of people between watering holes on country. The tracks were created by our ancestors and have been used for thousands of years. They provide guidance and safe passage through harsh terrain.

# About this guide

The members of both Consult Australia and Engineers Australia have an interest in ensuring Australia has ready access to the engineering skills and experience needed to deliver both the current and future pipeline of engineering projects across the country, including projects for the nation's energy transition. Engineers find solutions to complex problems, including climate change, water scarcity and the use of technology.

In Australia, engineering skills remain in shortage.<sup>1</sup> Engineers Australia [Statistical Overview of the Engineering Profession](#) report identified that Australia continues to experience shortages across all engineering disciplines and skill areas, with demand increasing. [Jobs and Skills Australia Occupational Shortage Analysis](#) continues to show a shortage of engineering skills nationally, with some states and territories experiencing greater need and demand for specific engineering disciplines.

While there is a general demand for engineers nationwide, JSA data and surveys highlight a critical distinction: businesses are not facing a broad labour shortage but rather significant challenges filling roles that require specialised skills and experience within specific engineering disciplines.<sup>2</sup>

Waiting for increased levels of engineering graduates is not enough or fast enough, particularly where the demand is focused around experience. Consult Australia's [Confidence and Continuity](#) report confirms that businesses are balancing workforce capacity with project and pipeline uncertainty. Access to the global market and overseas qualified engineers remains important for businesses to continue to build their capability and service offering.

Therefore, we need to improve access to global skills by businesses. This includes joint advocacy by Consult Australia and Engineers Australia to reduce barriers for employers and engineers, and improve policy settings, including on skilled migration and skills recognition.

Building on the Queensland-focused 2023 guide, Consult Australia and Engineers Australia have developed this national guide to help businesses around the country better understand international engineering qualifications and access the untapped potential of overseas qualified engineers already residing in Australia.

Businesses of all sizes are already recruiting globally and welcoming overseas qualified engineers into their workplace. For both potential employers and employees, navigating the legislative and regulatory requirements for employment in Australia can be challenging. This guide offers insights and information to help businesses attract, recruit, and retain engineers with overseas qualifications.

## Important notice:

The material in this guide is in the nature of general comment and is not advice on any particular matter. No one should act on the basis of anything contained in these notes without taking appropriate professional advice upon the particular circumstances. Engineers Australia and Consult Australia do not accept responsibility for the consequences of any action taken or omitted to be taken by any person, whether a subscriber to this guide or not, as a consequence of anything contained in or omitted from this guide.



# Untapped skills in Australia

The significant investment forecast for Australia's infrastructure and construction sector requires an equally significant workforce to design and build. [Infrastructure Australia's latest Market Capacity Report](#) confirms engineers remain in shortage, with the majority of surveyed businesses expecting workforce shortages to worsen.<sup>4</sup>

Demand for a qualified engineering and technical workforce across Australia is forecast to continue across the next decade. The high level of change in government programs and projects is making it harder, not easier for businesses to meet this demand. Pipeline certainty is critical, and pipeline coordination is important as businesses look across sectors for opportunities to maintain their workforce through project fluctuations. Employers are having to think differently and innovatively about workforce management, attraction and retention strategies.

Engineers Australia's research<sup>5</sup> in 2021 revealed the untapped skills potential amongst Australia's skilled migrant and refugee workforce. The opportunity exists to offer employment to overseas qualified engineers with recognised qualifications and experience, as confirmed by Infrastructure Australia, to rapidly assist in addressing the shortage of engineering professionals.

This opportunity was further confirmed by the [Billion Dollar Benefit](#) report from Settlement Services International, (SSI), with research undertaken by Deloitte Access Economics quantifying the potential benefit from more fully harnessing the skills of migrants currently living in Australia as \$9 billion additional economic activity per year.<sup>6</sup> SSI also found those with engineering qualifications were among migrants with the greatest underutilisation.



# Committing to inclusion

For industry to thrive, people need to be able to bring their whole selves to work, and organisations need to champion diversity and inclusion. The benefits of a diverse and inclusive workforce are well established:

- better financial performance,
- more engaged employees,
- improved innovation, and
- enhanced market reputation.

Workforce diversity brings new perspectives and connections, better teamwork and problem solving.<sup>7</sup> [The Diversity Council of Australia](#)<sup>8</sup> has found that workers in inclusive teams are 10 times more likely to be innovative and 11 times more likely to be effective.

Businesses can foster workplaces where everyone feels included, valued, respected, and empowered to thrive equally. Overseas qualified engineers bring global knowledge and experience, allowing them to provide a valuable skillset and fresh perspective to a business. Skilled migrants and refugees often have a breadth of international experience and cultural perspectives that can strengthen and add value to a workplace.<sup>9</sup>

Consult Australia and Engineers Australia support members and stakeholders to overcome barriers that prevent businesses from employing overseas qualified engineers already in Australia.

Local knowledge and work experience is often a key barrier. [Engineers Australia's Global Engineering Talent Program](#) works with local businesses to connect to global skills and experience, and overseas qualified engineers to gain local knowledge and experience.

A key step is ensuring that businesses are committed to building a highly skilled workforce, diversity and inclusion. This includes having leaders and staff who are ready and able to tackle unconscious/implicit bias. Consult Australia's Diversity and Inclusion Knowledge Hub includes a tool to measure your own bias, on a range of metrics.

Both Consult Australia and Engineers Australia have education and training opportunities to support business attract the skills and talent they need, build on their knowledge and develop innovative recruitment practices.

## MYTH BUSTERS

### **Myth 1: Skilled migrants are low-skilled workers.**

Skilled migrants typically hold tertiary qualifications and bring a wealth of experience in their respective fields, making them valuable contributors to Australian industries. Many skilled migrants have already undertaken lengthy processes to have their overseas qualifications and skills assessed to meet industry and migration requirements.



# Quick facts

Overseas born engineers make up over **60%** of the engineering workforce in Australia

**47%** of overseas qualified engineers actively seeking work as an engineer are currently unemployed.<sup>12</sup>

It's estimated around **25,000** qualified engineers will retire by 2026, representing two-thirds of Australian-born engineering graduates, creating a significant workforce gap.<sup>14</sup>

**An engineering degree takes approximately 5.5 years**, with at least an additional 5 years of professional formation to meet the requirements for independent practice, which means:

- A current year 12 student aspiring to study engineering at university from 2024 won't join the engineering workforce as an independent engineer until approximately 2035
- Students commencing engineering studies in 2025 will not meet the requirements for independent practice until approximately 2035

Overseas-born engineers have **higher rates of unemployment and underemployment** and take longer to find employment in engineering occupations than Australian-born engineers.<sup>11</sup>

Census data shows on average migrants have a **higher level of education** than people born in Australia.<sup>13</sup>

While vacancy rates for engineers have decreased from **16.8 percent to 9 percent**, businesses continue to struggle to find the right skills to meet their needs.<sup>15</sup>

Approximately **25,000** qualified engineers will retire from the labour force over the five years to 2026, averaging **5,000 retirements per year**. This represents around two-thirds of Australian born entry-to-practice graduates – meaning locally trained engineers aren't enough to meet engineering current and future workforce demands.<sup>16</sup>

# Attraction

To reach overseas qualified engineers, employers should consider recruitment strategies that increase visibility of opportunities within diverse communities and build their brand as an inclusive employer. This may include:

- Using inclusive and contemporary recruitment and selection practices
- advertising for diverse candidates by stating opportunity availability to all visa types e.g. Australian citizens, permanent residents, and people with work rights
- engaging directly with communities and associations, peak bodies or specialised employment organisations connected with overseas qualified engineers
- creating and/ or participating in accessible networking opportunities, e.g. job expos or corporate volunteering initiatives, to engage with overseas qualified engineers
- engaging with universities that have industry placement advisers to link international students to your business.

To attract overseas-qualified engineers, employers can expand their workforce attraction strategies to help candidates achieve their full potential in their profession within shorter timeframes.

Practical actions for businesses that support the attraction of skilled migrants or refugees include:

- understanding skills and qualification assessments
- recognising engineers' professional assessment processes and outcomes
- utilising inclusive recruitment practices
- tackling conscious or unconscious bias
- offering employee training on diversity, inclusion and equity
- avoiding tokenistic appointments of diverse candidates
- using inclusive hiring pathways
- calling out behaviours.

## Case Study – Recruiting Global Skills

Consult Australia members regularly recruit globally to bring talent and required skillsets to Australia to meet project demands.

In the water sector, AECOM ANZ have a current campaign “Water, Make Your Mark”, H2Oportunity running globally, to bring top talent into Australia, including Dam Engineers, Water Processing Engineers, Design Managers, Water Planners and Pumped Hydro specialists.

“Recruiting globally comes with unique challenges, which is why AECOM has a dedicated Global Mobility Team. They work to make the process smooth and enjoyable for everyone involved, from partnering with top-tier visa agents to coordinating with relocation specialists.” **Jenna Barnes, Head of Talent Acquisition, Australia, New Zealand & Enterprise Capabilities, AECOM**



# Recruitment

Overseas qualified engineers bring diverse backgrounds, qualifications, and experience to Australia. Some will already have their skills recognised and be eligible to work in specific engineering roles, while others may benefit from undergoing a skills assessment to unlock their full professional potential.

When recruiting overseas qualified engineers, to meet professional and industry standards, as well as the job requirements, it is important for employers to establish the candidate's:

- qualifications and skills assessment
- visa and working rights
- professional registration.

## MYTH BUSTERS

### Myth 2: Skilled migrants cost more to employ.

Migrant workers are subject to the same employment conditions as locally employed workers. Businesses that choose to sponsor skilled professionals that are offshore can incur higher expenses, primarily due to government migration fees or the cost of migration consultants, rather than just salary considerations.



## Engineering qualifications and skills assessments

Engineering currently has 27 *Areas of Practice*, with the most in-demand including civil (structural, geotechnical), industrial, mechanical and production, and mining.<sup>17</sup>

Competency assessments are used to ensure engineering professionals, who want to work in Australia, meet the benchmarked qualifications and competency standards to be recognised as an engineer and practice.

More information about overseas qualifications and the Australian comparison can be found on Attachment 1.

## Status to work in Australia

Employers should be aware that candidates presenting a migration skills assessment outcome letter have been assessed as meeting the requirements to migrate to Australia and to work as an engineer.

Individuals who are offshore and seeking to migrate to Australia to work as an engineer are required to have a migration skills assessment.

Engineers Australia is authorised by the Australian Government's Department of Home Affairs to assess engineering qualifications, skills and experience for migration purposes.

Engineers Australia recognises four occupational categories for skilled migration:

- Professional engineer
- Engineering technologist
- Engineering associate
- Engineering manager.

Applicants who have been assessed by Engineers Australia will be able to provide employers with a migration skills assessment outcome letter (see an example at Attachment 2), confirming:

- Name of the applicant's graduating education institution
- Occupational category, e.g. professional engineer, engineering technologist, engineering associate
- Occupation Standard Classification for Australia (OSCA) occupation code, e.g. civil engineer [SM1]
- (A description of each OSCA occupation can be found [here](#))
- Highest, relevant, qualification level – comparison to the Australian Qualification Framework (AQF) e.g. Bachelor [SM1]

## Entry to practice - competency assessment

Employers can confirm competency of overseas qualified engineers by requesting the *Entry to Practice assessment* letter.

Engineers Australia's Entry to Practice competency assessment (often called a Stage 1 assessment) determines if the applicant's qualifications, skills and competencies meet Australian and International benchmarked standards and regulations. Competency assessment is also required to apply for membership to Engineers Australia.

Competence assessments examine three key areas:

1. Knowledge base – appropriate engineering foundation knowledge.
2. Engineering ability – proven ability to apply knowledge to problems and situations within an [occupational category](#).

### MYTH BUSTERS

#### Myth 3: Migrants lack local experience

Most migrant engineers have had or are working towards having their overseas gained qualifications and experience assessed to meet local standards. Skilled migrants are often overlooked due to an unconscious bias favouring local experience, despite their experience and abilities. By recognising and valuing international expertise, employers can access diverse talent that offers fresh perspectives and quickly adapts to Australian workplace culture.

### 3. Professional attributes.

Engineer's Australia issues Entry to Practice assessment outcomes for the following occupation categories:

- [Professional engineers](#)
- [Engineering technologists](#)
- [Engineering associates](#)

A sample competency assessment letter can be found at Attachment 3. More information regarding Engineers Australia's Entry to Practice Competency Assessment can be found [here](#).

### Hiring before competency assessment

A business can make a decision to employ an overseas qualified engineer based on their experience before a competency assessment by Engineers Australia is obtained. This can bring immediate benefit to the business and is a pathway to utilising the skills of highly experienced engineers and the opportunity to further develop their skills in the local context.

Once employed, the business can then liaise with the individual through the Entry to Practice assessment to determine their engineering occupation. Providing access to professional development can also assist the individual meet the requirements to be recognised in one of the three engineering occupations.

### Accredited programs and international accords

Employers can check if an applicant's qualification is recognised by Engineers Australia by reviewing the Accredited Engineering Program Directory. Employers can also visit the International Engineering Alliance qualification checker [here](#) to determine if the qualification is recognised in the International Accords.

The table below provides an overview of each International Accord and the corresponding occupation category:

International Accord	Engineer profession
Washington Accord	Professional Engineer
Sydney Accord	Engineering technologist
Dublin Accord	Engineering technician

## Visa and working rights

Employers can access advice, information and support from the Department of Home Affairs' Business, Industry and Regional Outreach (BIRO) officers on visa and working rights. BIRO officers engage with businesses, industries, government agencies and other stakeholders. They share information on visa pathway options and targeted programs, to help fill vacant positions where Australian workers are unavailable.

Information about BIROs, visas, immigration and employer obligations can be found at [www.homeaffairs.gov.au](http://www.homeaffairs.gov.au)

When hiring an overseas qualified engineer in Australia, the Department of Home Affairs identifies three steps for employers:

### 1. Confirm if the engineer has a visa with work entitlements

Employers can request a copy of an applicant's visa or, check their visa status and work eligibility via the [Australian Government Visa Entitlement Verification Online system \(VEVO\)](#) online portal.

### 2. Check the engineer's visa status regularly

Migrant engineers can be employed for permanent or contract positions depending on their visa. Some applicants may have an expiry date on their visa however they are eligible to work for the period to that date or if they transfer to a new visa.

Use VEVO to check visas within 2 days of expiry or if the engineer's circumstances change. If they hold a bridging visa, use VEVO to check the engineer's visa every 3 months to ensure they still have work rights.

### 3. Know your employer responsibilities

Everyone working in Australia has basic rights and protections in the workplace, regardless of citizenship or their visa situation. The Fair Work Ombudsman protects those rights by monitoring, investigating and enforcing compliance with Australia's workplace laws.

#### MYTH BUSTERS

#### **Myth 4: Businesses must sponsor migrant workers visas to hire them**

Many skilled and experienced overseas qualified engineers already living in Australia have full work rights and don't need employer assistance with visas.

Some applicants may hold temporary visa types that may require employer sponsorship.

## Case study – Onshore potential

A remote regional Consult Australia member business with approximately 60 employees has changed its recruitment to tap into overseas qualified engineers in Australia. The business found retaining offshore candidates in a regional location challenging and costly. The business now focuses on ensuring candidates understand location and culture of the regional area to identify and address any barriers during recruitment. The onshore market is abundant with a recent advertisement for a graduate engineer attracting 254 applicants, with 99% being overseas qualified.

## **Government engineering registration**

In recent years several state and territory governments, have introduced government statutory registration requirements for engineers. There are different registration requirements for each state and territory including engineering discipline specific requirements (see Attachment 4).

It should be noted that government statutory registration is legislated and enforced by state and territory governments.

Government based engineering registrations are not linked to Engineers Australia's National Engineers Register (NER), which serves as a public directory of Engineers Australia assessed engineers.

Engineers Australia is the Australian custodian of the National Competency Standards for engineers and the Australian representative to the International Engineering Alliance. Engineers Australia is the owner of the NER and the custodian of recognised credentials such as Chartered Professional Engineer.

Consult Australia, as the voice for businesses, welcomes feedback on the business impacts of current government registration requirements to inform its advocacy.



# Retention

When overseas qualified engineers secure employment in Australia, they are often underutilised, their position is not at a level matching their overseas qualifications. Research undertaken by Deloitte Access Economics for the [Billion Dollar Benefit](#) report confirmed that on average, 44% of permanent migrants in the last 15 years are working in an occupation at a lower-skill level than is commensurate with their qualifications.

As an employer, retaining these engineers by supporting their professional development and unlocking their full capacity will benefit both the individual and the business, for example to meet future workforce demands.

Consult Australia and Engineers Australia can work with businesses to assess their skills needs and tailor programs for existing and new employees.

There are other specialised training and service providers that can work with employers to identify skills needs and upskills employees to meet business demand and future skills needs.

Ensuring your business is strong on cultural competence will also support retention of overseas qualified engineers. Businesses should invest in their own induction, training and mentoring programs to develop cultural competence. Settlement agencies and specialised service providers working with overseas qualified engineers can help your business by:

- providing on-the-job assistance to employers and employees during industry placements and induction periods
- facilitating community connections for employees, providing peer guidance and wellbeing support
- sharing knowledge on environmental factors that may be impacting an employee's community and work life, and advising on ways to support retention
- designing diversity and inclusion programs and training for the whole business.

# Training and information for businesses and professionals

- Engineers Australia courses and programs for businesses and engineers <https://eea.org.au/>
- Consult Australia Professional Development <https://www.consultaustralia.com.au/home/events-and-courses/professional-development>
- Barriers to employment for migrant engineers- Research report [engineersaustralia.org.au](https://engineersaustralia.org.au)
- Thinking Smarter About Skills [consultaustralia.com.au](https://www.consultaustralia.com.au)
- An employer’s guide to working with refugees [homeaffairs.gov.au](https://www.homeaffairs.gov.au)
- [A Guide for Employers: Supporting access to employment for people from a refugee or asylum-seeking background](#) (Deakin University)
- [Pathways-to-Employment-for-Social-Inclusion-Health-Wellbeing-for-Women-from-Refugee-Backgrounds\\_2022](#) (Flinders University)
- [SBS Inclusion Program](#) – online cultural awareness training.
- [Diversity Council of Australia](#)
- Diversity Matters Even More The case for holistic impact – McKinsey & Company, November 2023 - <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-matters-even-more-the-case-for-holistic-impact>



## Attachment 1 – Overseas qualification and the Australian comparison

Overseas qualified engineers are assessed against three categories to ensure safe, technically capable, and proficient work practices. These are explained further below.

Occupational classification* (As assessed by Engineers Australia)	Level of qualification	English language standards for applicants from non-English speaking countries	Perform to Australian Standard
Engineering Associate ('para-professional')	2-year Advanced Diploma or Associate Degree in Engineering  Dublin Accord	IELTS/TOEFL/PTE <sup>1</sup> test or statement from Australian employer**	Yes – ready to employ for practical implementation.
Engineering Technologist	3-year Bachelor of Engineering Technology or Bachelor of Engineering Science degree.  Sydney Accord	IELTS/TOEFL/PTE test or statement from Australian employer**	Yes – ready to employ as specialists in theory and practice of engineering technologies.
Professional Engineer	4-year Bachelor of Engineering degree or 5-year Engineering Masters  Washington Accord	IELTS/TOEFL/PTE test or statement from Australian employer**	Yes – ready to employ as lead responsibility on engineering projects.

\* For more information on the Stage 1 Competency Assessment please visit the Engineers Australia - [Eligibility For Membership Guide](#)

\*\*Please note a competency assessment will not state the specific occupation (e.g. Bachelor of Engineering – Mechanical Engineering) but will reflect the eligible occupational category for the applicant, e.g. professional engineer, engineering technologist, engineering associate.

## Attachment 2 – Example migration skills assessment outcome letter

EA ID:  
Application ID:



18 September 2022

Dear

Thank you for your **Migration Skills Assessment Accredited Qualification** application. Engineers Australia is pleased to advise that your qualification from the following institution:

<u>Institution</u>	<u>Completed/Awarded</u>	<u>Date</u>
Cardiff University	Completed	June 2018

meets the current requirement for the following occupation:

<u>Occupational Classification</u>	<u>ANZSCO Skill Level</u>	<u>Occupation</u>	<u>ANZSCO Code</u>	<u>Date</u>
Professional Engineer	Skill Level 1	Civil Engineer	233211	June 2018

### Highest Relevant Qualification

Your qualification obtained from the below institution has been assessed as comparable to the listed Australian Qualification Framework (AQF) level for the purposes of awarding points under the General Skilled Migration points test:

<u>Institution</u>	<u>Completed / Awarded</u>	<u>Date</u>	<u>AQF Level</u>
Cardiff University	Completed	June 2018	Bachelor Degree

Yours sincerely,

Steve Nassar

## Attachment 3 – Example entry to practice assessment outcome letter

EA ID: 11001100  
Application ID: 1234 12



17 October 2024

MrXXX  
Address 1  
Address 2

Dear Mr XXX,

Thank you for the application to assess your eligibility for membership of Engineers Australia (Stage 1 Competency) in the occupational category of Professional Engineer.

Engineers Australia is pleased to advise your application demonstrates Stage 1 Competency and eligibility for membership of Engineers Australia in the category of Professional Engineer.

You can apply online for membership at [www.engineersaustralia.org.au/Membership/MembershipBenefits](http://www.engineersaustralia.org.au/Membership/MembershipBenefits). Please upload a copy of this letter as part of your membership application.

After becoming a Member of Engineers Australia, you will be in a position to seek Chartered Status in the Professional Engineering (CPEng) category. Chartered Status is exclusive to Engineers Australia and certifies that you practice in a competent, independent and ethical manner, and that you are a leader in your Engineering field. We encourage all Members who have accumulated at least 5 years postgraduate relevant industry experience to become Chartered. More information about Engineers Australia's Chartered Status can be found at [www.engineersaustralia.org.au/ForIndividuals/Chartered-Engineer](http://www.engineersaustralia.org.au/ForIndividuals/Chartered-Engineer).

Please wait for receipt of your official Membership documentation before enrolling for Chartered.

You may also be eligible to apply for registration on Engineers Australia's National Engineering Register (NER). The NER was created to give visibility of registered engineers to the public, private industry and governments, and to provide assurance to consumers that registered engineers meet a national benchmark standard of professionalism. More information about the NER can be found at [www.engineersaustralia.org.au/Engineering-Registers/National-Engineering-Register](http://www.engineersaustralia.org.au/Engineering-Registers/National-Engineering-Register).

Kind Regards,

General Manager - Operations Assessments, Engineers Australia



## Attachment 4 – State and territory registration requirements

State/ Territory	Mandatory	Details	More information and application
VIC	Yes	The five prescribed areas of engineering under the Act are: <ul style="list-style-type: none"> <li>→ fire safety engineering</li> <li>→ civil engineering</li> <li>→ structural engineering</li> <li>→ electrical engineering, and</li> <li>→ mechanical engineering.</li> </ul>	Victorian Government - Consumer Affairs Victoria <a href="https://www.consumer.vic.gov.au/licensing-and-registration/professional-engineers">https://www.consumer.vic.gov.au/licensing-and-registration/professional-engineers</a>
NSW	Yes	You need to be registered if: you are doing professional engineering work in one of these areas: <ul style="list-style-type: none"> <li>→ civil</li> <li>→ electrical</li> <li>→ fire safety</li> <li>→ geotechnical</li> <li>→ mechanical, or</li> <li>→ structural engineering</li> </ul> and/or you are working on: <ul style="list-style-type: none"> <li>→ a class 2, 3 or 9c building or a building that includes a class 2, 3 or 9c part.</li> </ul>	New South Wales Government - Fair Trading <a href="https://www.fairtrading.nsw.gov.au/trades-and-businesses/licensing-and-qualifications/professional-engineer-registration">https://www.fairtrading.nsw.gov.au/trades-and-businesses/licensing-and-qualifications/professional-engineer-registration</a>
WA	Yes	Implemented in a two-year transition period: <ul style="list-style-type: none"> <li>→ From 1 July 2024 to 30 June 2026 – structural, fire safety and fire systems engineers</li> <li>→ From 1 July 2025 to 30 June 2027 – civil and mechanical building engineers</li> </ul>	Government of Western Australia - Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) <a href="https://www.wa.gov.au/government/multi-step-guides/building-engineering-registration">https://www.wa.gov.au/government/multi-step-guides/building-engineering-registration</a>
ACT	Yes	From 6 March 2025, all professional engineers will be required to be registered and will be subject to compliance and enforcement activity.	ACT Government – Planning <a href="https://www.planning.act.gov.au/professionals/regulation-and-responsibilities/professional-engineers-registration-scheme">https://www.planning.act.gov.au/professionals/regulation-and-responsibilities/professional-engineers-registration-scheme</a>
SA	No	At this time South Australia doesn't require engineers to be registered to practise. However, other registration requirements may be in place so check with the relevant authorities.	Government of South Australia – Consumer and Business Services <a href="https://www.cbs.sa.gov.au/sections/Licences">https://www.cbs.sa.gov.au/sections/Licences</a>
NT	Yes	Registration is only required for the building industry and certain areas of engineering.	Northern Territory Government - Building Practitioners Board <a href="https://bpb.nt.gov.au/">https://bpb.nt.gov.au/</a>
QLD	Yes	All professional engineers as defined by <a href="#">Professional Engineers Act 2002</a>	The Board of Professional Engineers of Queensland <a href="https://bpeq.qld.gov.au/">https://bpeq.qld.gov.au/</a>
TAS	Yes	Registration is only required for the building industry and certain areas of engineering.	Tasmanian Government - Consumer, Building and Occupational Services <a href="https://www.cbos.tas.gov.au/topics/licensing-and-registration">https://www.cbos.tas.gov.au/topics/licensing-and-registration</a>

## End notes

- <sup>1</sup> <https://www.infrastructureaustralia.gov.au/2024-infrastructure-market-capacity-report>
- <sup>2</sup> [https://www.jobsandskills.gov.au/sites/default/files/2024-10/2024\\_occupation\\_shortage\\_drivers\\_report.pdf](https://www.jobsandskills.gov.au/sites/default/files/2024-10/2024_occupation_shortage_drivers_report.pdf)
- <sup>3</sup> <https://www.infrastructureaustralia.gov.au/infrastructure-market-capacity-program>
- <sup>4</sup> <https://www.infrastructureaustralia.gov.au/2024-infrastructure-market-capacity-report>
- <sup>5</sup> <https://www.infrastructureaustralia.gov.au/infrastructure-market-capacity-program>
- <sup>6</sup> [https://www.ssi.org.au/wp-content/uploads/2024/06/DAE\\_SSI\\_Skills\\_Mismatch\\_Report\\_19062024\\_WEB.pdf](https://www.ssi.org.au/wp-content/uploads/2024/06/DAE_SSI_Skills_Mismatch_Report_19062024_WEB.pdf)
- <sup>7</sup> [Consult Australia, Thinking Smarter about Skills, August 2022](#)
- <sup>8</sup> <https://assets.kpmg.com/content/dam/kpmg/au/pdf/2023/engineering-inclusion-and-diversity-imperative.pdf>
- <sup>9</sup> [www.refugeecouncil.org.au/what-works-report/2/](http://www.refugeecouncil.org.au/what-works-report/2/)
- <sup>10</sup> <https://www.engineersaustralia.org.au/sites/default/files/2023-11/engineering-profession-statistical-overview-fifteenth-edition.pdf>
- <sup>11</sup> [Barriers to employment for migrant engineers | Engineers Australia](#)
- <sup>12</sup> [Barriers to employment for migrant engineers | Engineers Australia](#)
- <sup>13</sup> [Census reveals migrants tend to be more highly educated. So why do they find it harder to land jobs? - ABC News](#)
- <sup>14</sup> [The Australian Engineering Labour Market Overview Engineers Australia, August 2024](#)
- <sup>15</sup> [Jobs and Skills Australia – Internet Vacancy Index – October 2024](#)
- <sup>16</sup> [The Australian Engineering Labour Market Overview Engineers Australia, August 2024](#)
- <sup>17</sup> [Jobs and Skills Australia – Internet Vacancy Index – October 2024](#)