

Improving access to global talent: New guide empowers businesses to hire global engineering talent

Consult Australia and Engineers Australia have released [*Improving Access to Global Engineering Skills*](#), a business guide to help Australian businesses tap into the wealth of skills offered by overseas qualified engineers. This is a joint outcome of their *Leading Through Collaboration* partnership agreement.

With engineering skills in high demand across all disciplines, the guide offers businesses actionable insights to bridge the skills gap, recruit global talent and build a more resilient workforce. Despite more than 60% of Australia's engineering workforce being born overseas, nearly half of overseas-qualified engineers remain unemployed – an issue this guide seeks to address.

Consult Australia's National Policy Manager Kristine Banks said addressing this challenge requires a range of solutions, and this guide offers a practical pathway to accessing global talent.

"The guide steps through the business process for hiring overseas-qualified engineers, from understanding qualification frameworks to navigating visa requirements. It's a roadmap to help businesses of all sizes to recruit, integrate and retain international talent," Ms Banks said.

Engineers Australia Acting Chief Engineer Bernadette Foley said the guide highlights the importance of embracing global engineering talent.

"By broadening our perspective and fully recognising the value that overseas-qualified engineers bring, we can tackle an urgent skills shortage while also strengthening our professional community with fresh ideas and diverse expertise. This approach will help build a more resilient and sustainable future for Australians," Ms Foley said.

According to the 2024 Infrastructure Australia Market Capacity Report, the shortage of engineering skills remains acute, with around 25,000 engineers expected to retire by 2026. Given the time it takes to train a fully qualified engineer - approximately a decade - businesses need immediate solutions.

The business guide includes:

- case studies showcasing success stories
- myth-busting facts about overseas qualifications
- practical advice on recruitment processes, integration, and retention
- guidance on navigating Australia's complex visa and recognition frameworks.

The business guide highlights the shared commitment of Consult Australia and Engineers Australia to support businesses in addressing critical workforce shortages and ensuring the engineering sector remains globally competitive.

Download *Improving Access to Global Engineering Skills* [here](#).

MEDIA STATEMENT

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