

human connections

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New Labour Market Testing for sponsors

Labour Market Testing (LMT) refers to the process whereby employers demonstrate that they have been unable to find a suitably qualified Australian resident to fill a position in their business. They do this by providing evidence that the job had been advertised in the media, but no suitable applicant could be identified.

From 23 November 2013, sponsors are required to demonstrate to the Department of Immigration and Citizenship that they have undertaken LMT in relation to a nominated position, prior to nominating that position to be filled by a subclass 457 visa holder.

LMT must have been undertaken within the 12 month period prior to lodgement of a visa application. This will provide a balance between giving Australian residents and eligible temporary visa holders (e.g. WHV holders) a chance to apply for jobs.

What to demonstrate

LMT information must include details of any advertising of the position (paid or unpaid) and any similar positions, commissioned or authorised by the approved sponsor, plus fees or expenses for that advertising.

A sponsor must also provide information about any redundancies or retrenchments that occurred in the previous twelve months prior to making a nomination application for all occupations in their business.

Sponsors who are unable to satisfy the LMT condition at the time of lodging the nomination will have their nominations refused.

You must provide concrete evidence that there are no appropriately qualified

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ISA Group

Immigration, recruitment, human resources and organisational development

When you can't find skilled workers locally, ISA Group offers your business a global recruitment and immigration solution. We take away the hassle and expense of sourcing, testing and relocating skilled workers from overseas to your workplace.

With proven experience in a range of industries, ISA Group can tailor a solution to your requirements.

Contact ISA Group on **08 9346 8888**, or email info@isa.com.au.



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ISA Group
immigration and recruitment

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Australian workers readily available to fill the position.

Be organised

Advertisements must accurately reflect the duties of the position, salary and other benefits offered. They must be prominently displayed to attract as big a response as possible.

Sponsors will need to answer specific questions regarding:

- the period the job was advertised for;
- the geographical target audience for recruitment;
- the number of applications received;
- the number of applicants who were hired; and
- the reason why unsuccessful applicants were found to be unsuitable.

The evidence of LMT must provide the visa processing officer with confidence that the sponsor has made a genuine attempt to test the local labour market.

If you'd like to know more about LMT, please contact us on 08 9346 8888, or email kylie@isa.com.au.

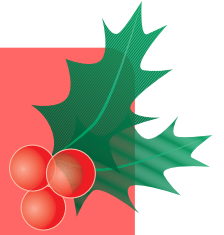
New recruits for Ecoport Australia

ISA Group's new recruits, Norvin Ponteras, Jay Piedad and Flaviano Ibanez, recently arrived in Perth to commence work with Ecoport Australia. Ecoport build prefabricated accommodation and offices for the mining and construction industry. The new arrivals include a qualified painter, a carpenter and a roof plumber.



New Ecoport recruits with Manager, Charles Clayton.

Seasons greetings from ISA Group



Everyone at ISA Group would like to wish you and your family a safe and happy Christmas season. While you're opening presents, relaxing by the pool and spending time with your loved ones, we will be resting up too.

The ISA offices will be closed for the holidays from the 20th of December, through to the 2nd of January 2014. Merry Christmas and a Happy New Year from all of us.

ISA Group Corporate Social Responsibility update

ISA group is committed to ensuring it makes a positive and sustainable impact within the communities it serves and operates. To this end, we support the Kuya Scholarship Program in the Philippines and the Mila Program in Western Australia.

To learn more, visit <http://www.isa.com.au/kuya-scholarship-programme>

Recent fundraiser

ISA Group recently held a fundraising event at our offices in support of these programs. We'd like to say thanks to everyone who took part, including the 'Chefs' and our satisfied customers!



Another happy customer at the ISA Group fundraiser.

If you would like to contribute to the Kuya Scholarship Program or to the Mila Program, please contact Jack Merrey on jack@isa.com.au.