## **INDEPENDENT**

## ISA SUBMISSION TO THE JOINT STANDING COMMITTEE ON MIGATION INQUIRY INTO THE ROLE OF PERMANENT MIGRATION IN NATION BUILDING

There is a global teacher shortage that is affecting all school sectors in Australia. Australia is at risk of potential staff choosing to work in other countries if there is a lack of support for skilled migration. The Australian Government needs to do more so that Australia can attract highly skilled school professionals.

A 2017 survey by the Association of Heads of Independent Schools of Australia (AHISA) showed that in addition to school principals, Independent schools extensively used the 457-visa program to employ a range of other staff. These include:

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## INDEPENDENT SCHOOLS AUSTRALIA ISA SUBMISSION TO THE JOINT STANDING COMMITTEE ON MIGATION INQUIRY INTO THE ROLE OF PERMANENT MIGRATION IN NATION BUILDING

An on-going

recruitment is the most common way to address staffing shortfalls of teachers and boarding staff for many of these schools.

## CONCLUSION

Independent schools have always utilised temporary migration as a means to bring in skilled staff with relevant skills including school principals, teachers, and boarding staff to supplement the existing Australian school workforce and to fill workforce gaps.

Visas that enable teacher exchange are also important to Independent schools that have relationships with overseas schools and who wish to engage in reciprocal professional learning opportunities.

ISA strongly urges the Joint Standing Committee to consider the submissions from ISA and AHISA to recognise the urgency of bringing more school staff to work in Australian schools in a variety of contexts. There is currently

Changes to the current migration and visa system have the potential to positively impact schools and their capacity to provide quality education, the learning outcomes of students and also -going productivity.

Including principals, teachers and other school staff on the Medium- and Long-Term Stream on the Skills Priority List (SPL) as a minimum, will make it easier for schools to employ much needed staff. Offering longer term temporary visas for school staff would be optimal. This would enable schools to:

- respond to the critical workforce shortage gaps across the school sector including in specialist areas, including design and technology, special education, English and religious education
- a -19 pandemic
- make the Australian school sector an attractive destination for permanent and temporary migrants
- support all schools, but particularly schools in regional and remote locations, to fill the critical level of vacancies they are currently experiencing.

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