



**PACER Plus**

IMPLEMENTATION UNIT

# Intersections between skills development and labour mobility



PACER Plus Implementation Unit  
11 July 2024

# PACER Plus Arrangement on Labour Mobility (ALM)



- The Arrangement on Labour Mobility is a regional framework for labour mobility cooperation
- Was signed alongside the PACER Plus Agreement in July 2017 by Australia, Cook Islands, Kiribati, Nauru, New Zealand, Niue, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu
- The PACER Plus Labour Mobility Secretariat commenced in 2022 following the establishment of the PACER Plus Implementation Unit (PPIU) in 2021.
- Our labour mobility work programme focuses on increasing the development benefits of labour mobility for Pacific countries
- Funded from the Development and Economic Cooperation (DEC) Work Programme, sponsored by Australia and New Zealand



# Pacific Labour Mobility Schemes

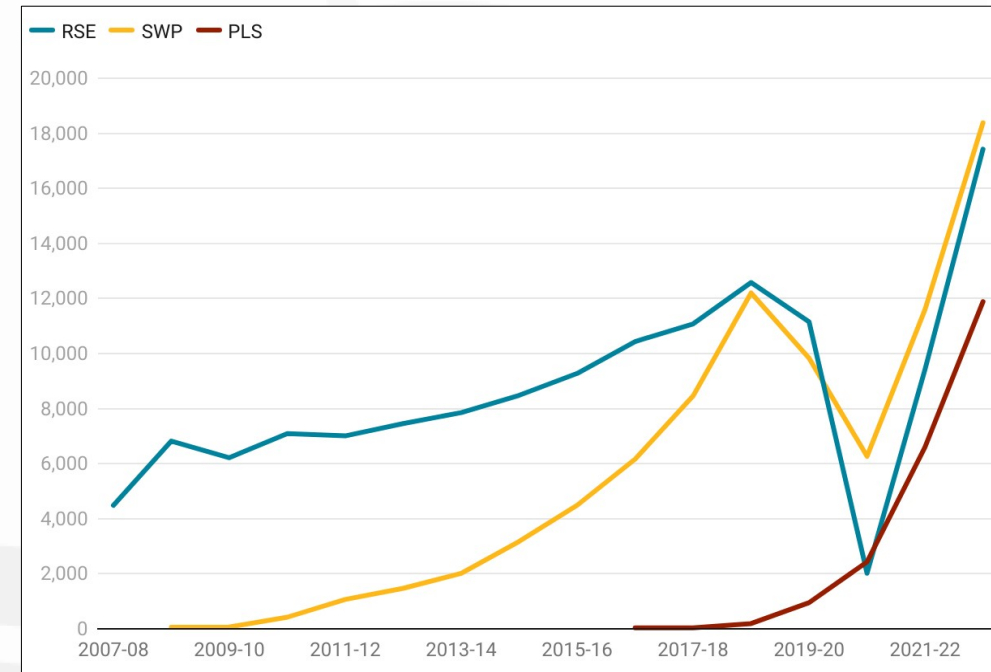
## New Zealand Recognized Seasonal Employer (RSE) scheme

- Came into effect in 2007
- Allows the horticulture and viticulture industries to recruit seasonal workers from overseas including 9 Pacific countries
- 7 – 9 months
- Cap increased from 5,000 in 2007 to 19,000 in 2022/23

## Pacific Australia Labour Mobility (PALM) scheme

- Consolidation of the Seasonal Worker Programme (SWP) and the Pacific Labour Scheme (PLS) – 2023
- Short term – up to 9 months; Long Term – 1 to 4 years
- Recruits low skilled and semi-skilled workers from 9 Pacific countries
- Key sectors - agriculture, meat processing, aged care, hospitality and tourism

## Visas issued under Pacific labour mobility schemes 2007 - 2022

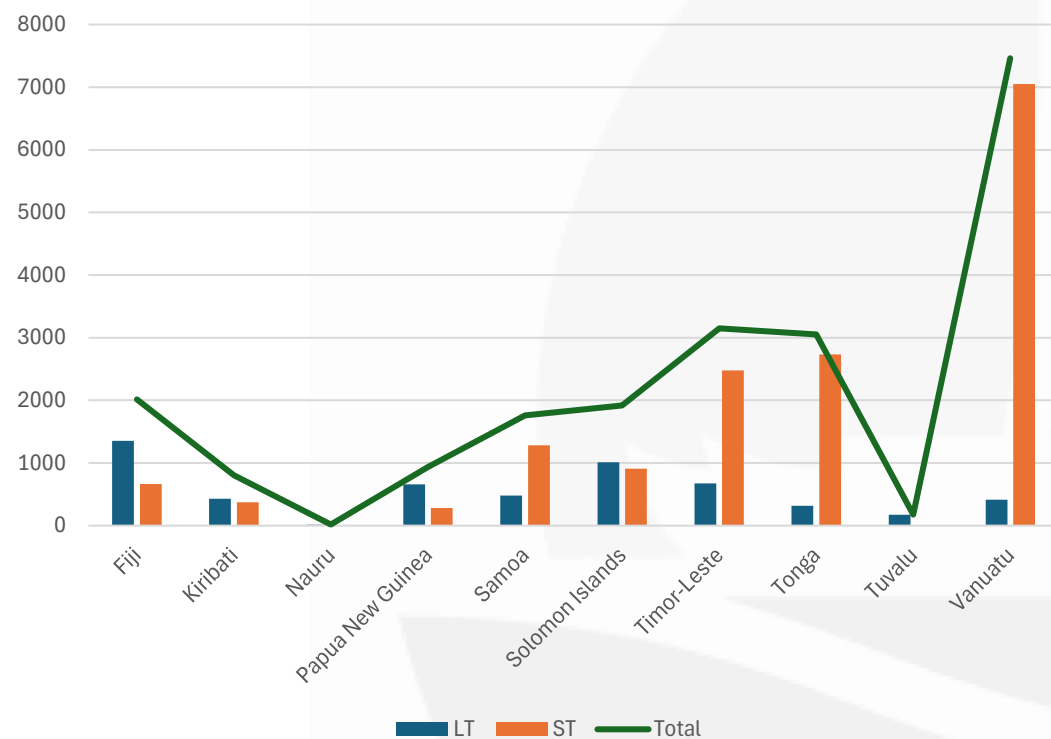


- Almost 48,000 visas between 1 July 2022 and 30 June 2023
- Double the 24,975 visas issued in 2018-19

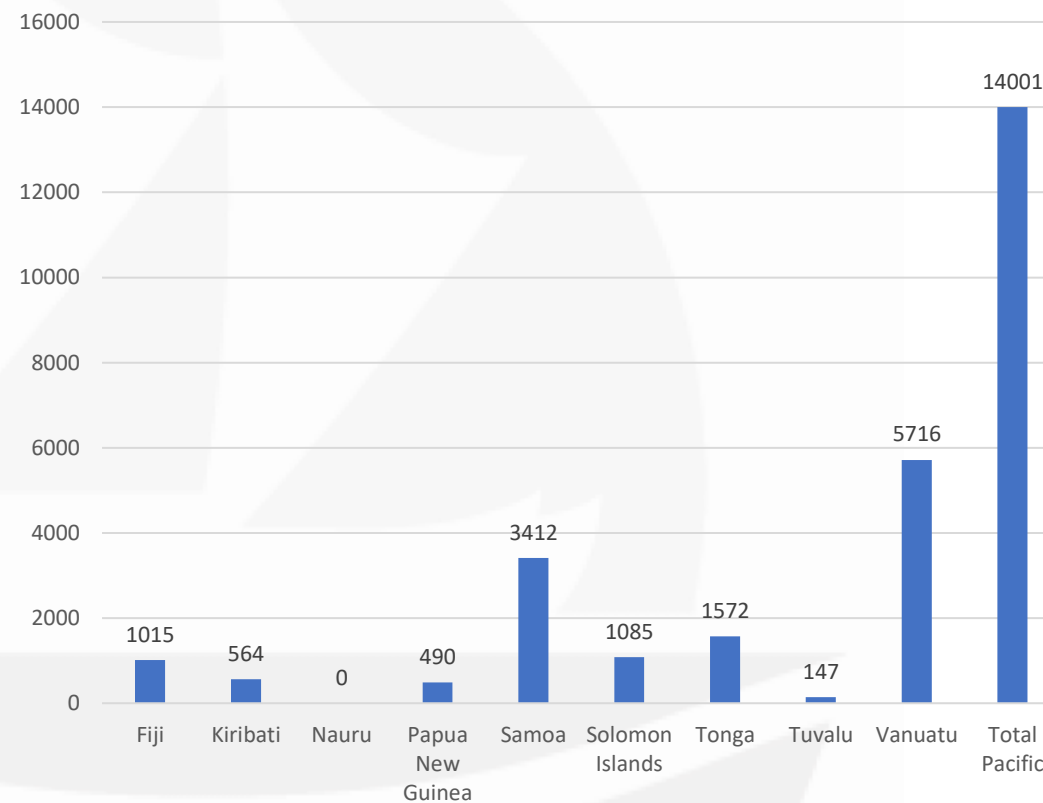


# PALM Approvals and RSE Arrivals 2023-2024

### PALM approvals by stream 1 July 2023 - 30 April 2024



### RSE arrivals 1 July 2023 - 15 April 2024





# Pacific development gains from labour mobility

## Migration – Development Nexus



### Employment

Create employment for unemployed/underemployed

Poverty alleviation

### Financial Capital

Remittances and savings

Higher than other development

### Human Capital

Knowledge, skills, know-how, education, experience acquired by workers

### Social Capital

Social networks  
Transnational networks

# Reintegration

- **Harnessing labour mobility to maximise the human, social and economic capital of workers for their livelihood and sustainable development of their communities and countries of origin**



# Skills Development in Labour Mobility

## Strategic Objectives

Align skills development training in labour mobility to development priorities and skills needs in Pacific countries

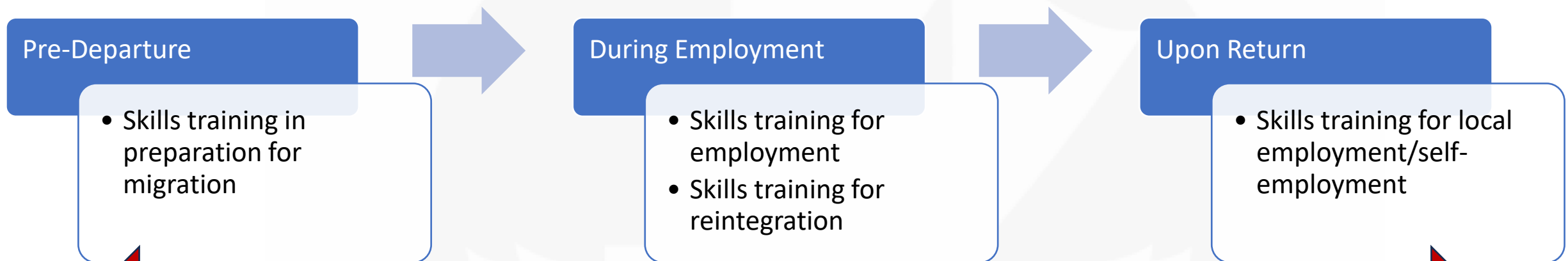
Generate net-skills gains – brain gain offsets brain drain

Increased skills transfer upon return for local private sector development through employment/self-employment



# Intersections between skills development and labour mobility

## Role of labour mobility in supporting skills development in the Pacific



### **Skills Mobility Partnership**

Partnership between stakeholders in countries of origin and countries of destination to design and invest in skills training that meets skills needs in both labour markets

# Pacific Skills Mobility Partnership

Alignment of skills training to skills needs in Pacific countries

- Data collection and management tools to anticipate skills needs in Pacific countries e.g: skills needs assessments
- Skills Mobility Partnerships between labour sending countries and labour receiving countries to design and invest in skills training that will address skills needs in both countries

Skills Recognition and Qualifications Recognition

- Skills recognition methods that can fairly remunerate Pacific workers – RPL/RCC in both countries of destination and countries of origin
- Skills profiling
- Recognition of qualifications for semi-skilled and skilled workers
- Partnership between qualifications authorities in labour sending and labour receiving countries

Private sector Partnerships

- Labour mobility apprenticeship programs
- Private sector collaborations between countries of origin and countries of destination

# Pacific Skills Mobility Partnership

## Training institution partnerships

- Training institutions in countries of destination building the capacity of those in countries of origin
- Collaboration programs for delivery of training at pre-departure, during migration and upon return
- Facilitation of formal education pathways for workers

## Facilitation of skills transfer for local development

- Entrepreneurship and business investment opportunities
- Labour market integration support and opportunities
- Workers to support the delivery of skills training in their local communities



# Group Activity:

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- Would Skills Mobility Partnerships be an effective mechanism to leverage labour mobility for skills development in the Pacific?
- Do you agree with the five focus areas proposed for Pacific Skills Mobility Partnerships? Are there other areas that should be included?
- What are the key strategic priorities that should be included in each focus area?





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