
The Impact of Medical Workforce Immigration

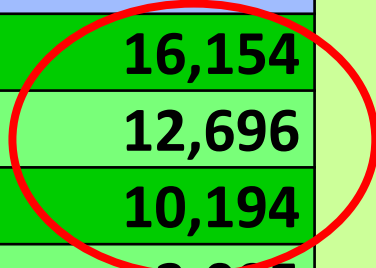


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Recent Growth in Permanent Migration to Australia By Major Field (All Immigration Categories): 2006-11 Compared to 2001-05 Arrivals

Field	2001-2005 Arrivals	2006-2011 Arrivals
Engineering	18,790	41,407
Accounting	26,145	35,423
IT	22,630	31,968
Education	15,400	29,464
Nursing/ Midwifery (RN Degrees)	8,584	16,154
Medicine	7,241	12,696
Nursing (RN Diplomas)	5,649	10,194
Pharmacy	1,798	3,005
Dentistry	1,063	2,343
Physiotherapy	755	1,556
Total (All Degrees)	192,940	347,611

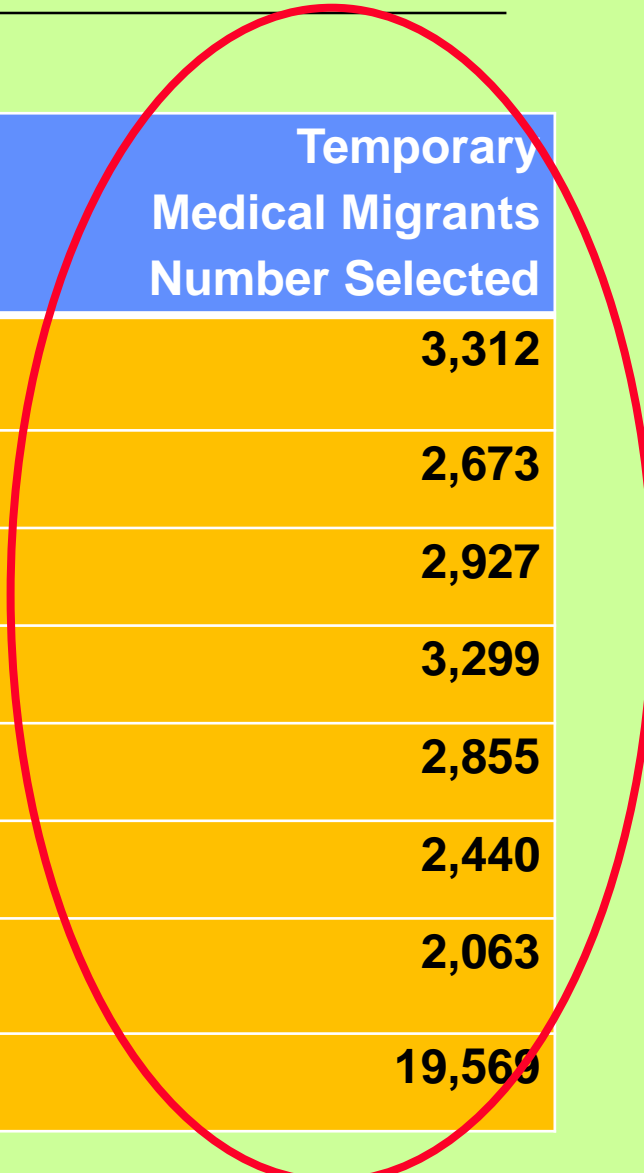


Common Assumptions Regarding Health Professional Migration – Given the Scale of Domestic Production

1. **Planning:** That Australia's federal Health, Immigration and Education Departments co-strategise regarding the scale of intakes by field
2. **Numbers:** That skilled medical migration is declining overall
3. **Entry pathways:** That the following pathways will be in natural decline –
 - Permanent
 - Temporary (457 visa)
 - Study-migration

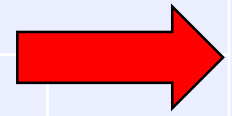
Reality? New Skilled Migration Category Temporary ('Area of Need') and Permanent Grants: **Migrant Doctors (June 2008-09 to March 2014-15)**

Year / Total Number	Permanent Medical Migrants Number Selected	Temporary Medical Migrants Number Selected
2008-09 3,758	446	3,312
2009-10	1070	2,673
2010-11	508	2,927
2011-12	1037	3,299
2012-13	1289	2,855
2013-14	1134	2,440
2014-15 3,139	<u>To March only</u> 1076	2,063
TOTAL	6,560	19,569



Temporary 'Area of Need' Migrants (457 Visa x4+ Years): Medical Stock Resident (2008-09 to 2014-15)

Occupation	Snapshot Date							Total
	06/2009	06/2010	06/2011	06/2012	06/2013	06/2014	<u>03/2015</u>	
HEALTH	10,524	9,347	9,200	10,186	10,560	9,003	8,122	66,942
Medicine	5,060	4,600	4,989	5,014	4,596	4,162	4,341	32,762
Nursing	4,558	3,856	3,292	4,068	4,777	3,801	2,834	27,186
Dentistry	200	208	219	220	202	149	98	1,296
Physiotherapy	115	123	135	149	180	195	191	1,088
Pharmacy	22	17	20	25	23	29	58	194
Other Health	569	543	545	710	782	667	600	4,416



Top 10 Source Countries: Skilled Category Medical Migrants (2008-09 to 2014-15)

Permanent
TOTAL = 6,560

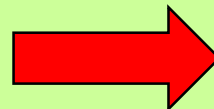
UK (1390)
Malaysia (1,120)
India (991)
Canada (297)
Sri Lanka (283)
Pakistan (282)
Singapore (250)
Iran (215)
Ireland (214)
Myanmar (183)

(33% native English speakers)

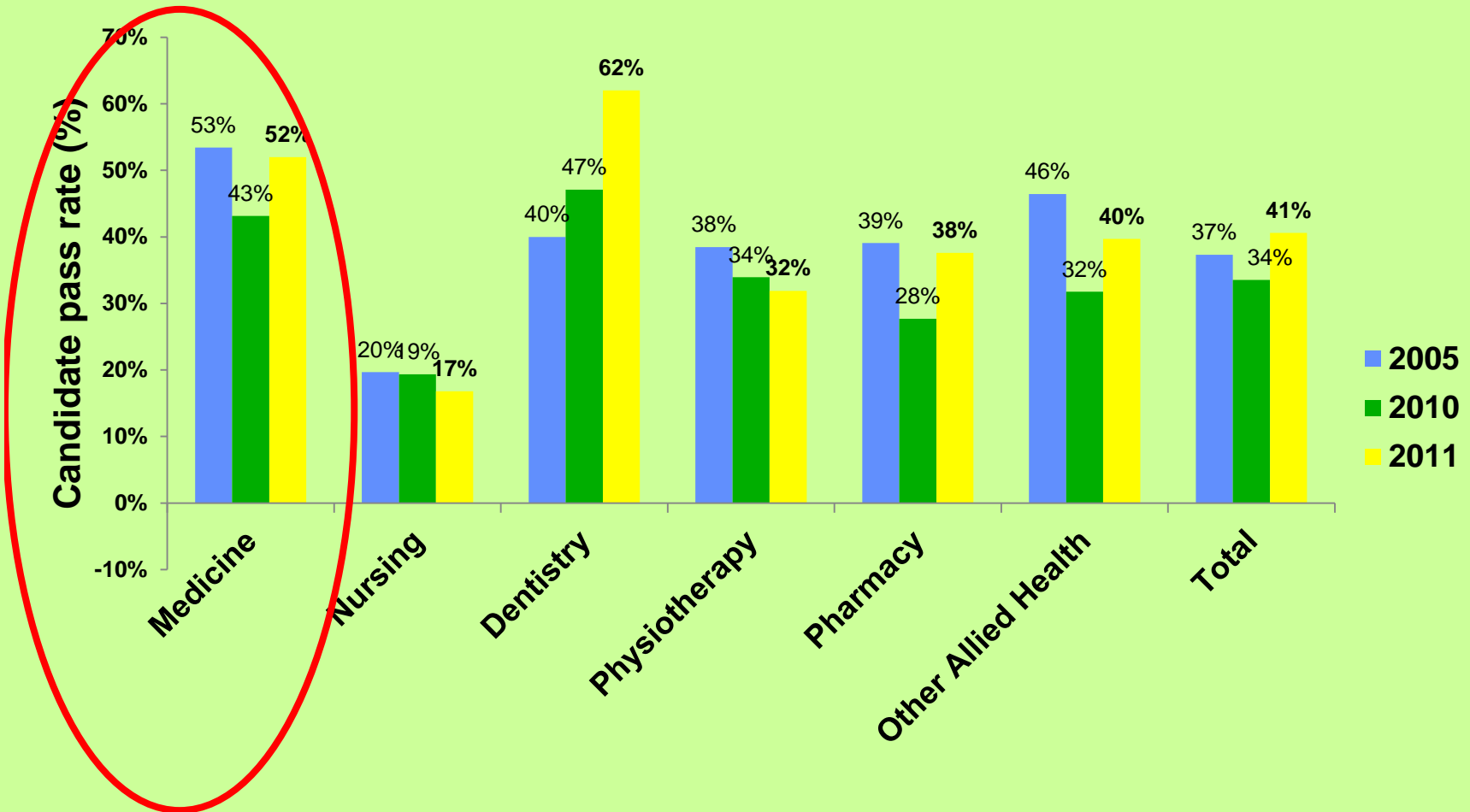
Temporary (457 Visa)
TOTAL = 19,569

UK (6,181)
India (2,310)
Malaysia (1,790)
Ireland (1,181)
Sri Lanka (967)
Canada (861)
Pakistan (732)
Iran (692)
Singapore (475)
South Africa (460)

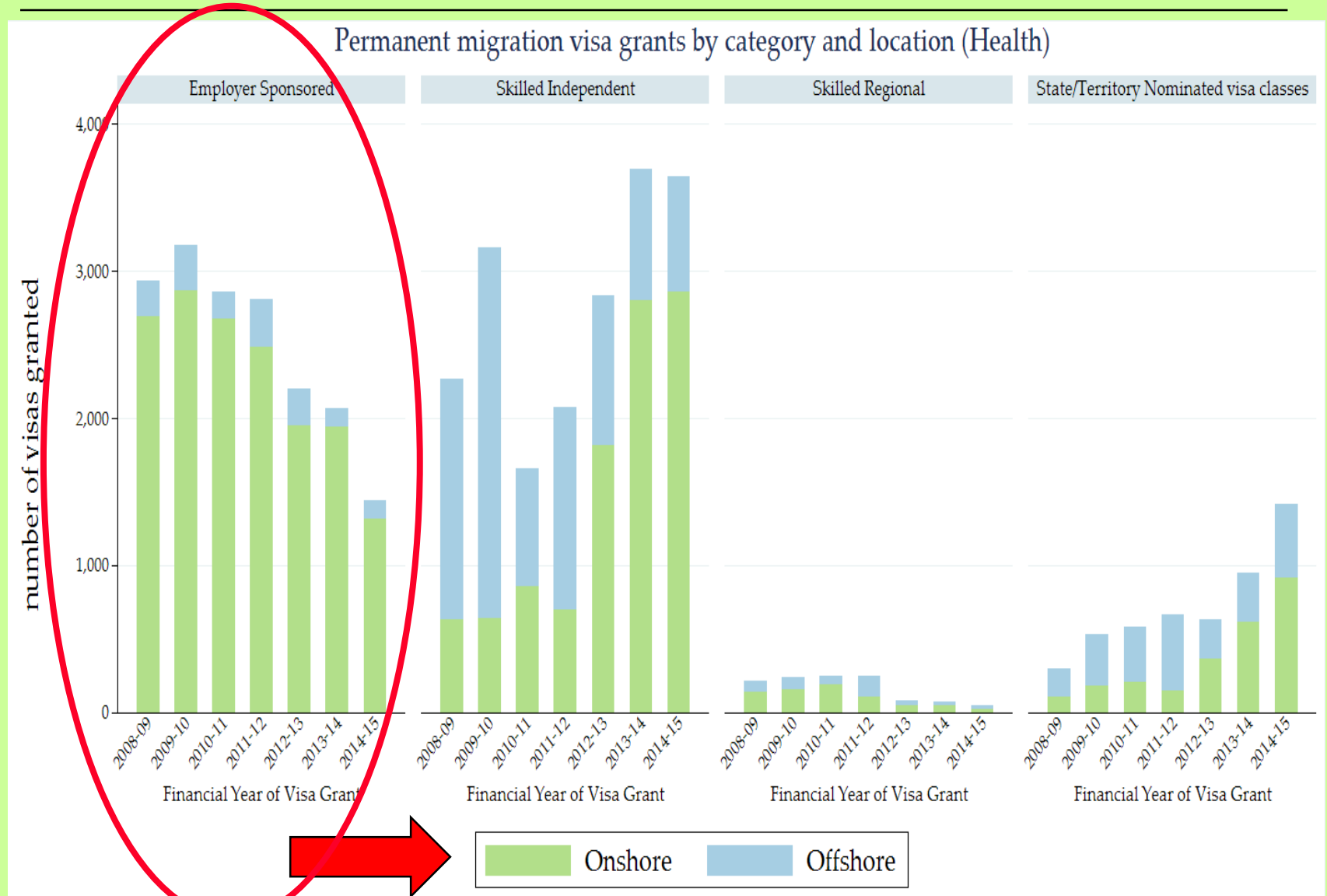
(47% native English speakers)



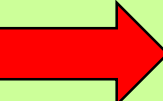
Impact of English Ability on Migrants' Access to Registration in Australia and NZ: Health Fields 2005-2011 (Hawthorne & To 2013)



Where are Permanent Health Professionals Selected (All Fields)? Skilled Category 2008-09 to 2014-15



Where are Permanent and Temporary Medical Migrants Selected? 2008-09 to 2014-15

 **Temporary = 83% selected offshore:**

Total Year to March 2014-15:

4,341

Number selected in Australia:

721

BUT

Permanent = Only 13% selected offshore:

Total Year to March 2014-15:

1,076


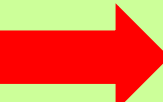
Number selected in Australia:

934

International Students as an Australian Health Workforce Resource: Pipeline Enrolments by Field 1996-2009

Compared to migrant health professionals:

1. Fully recognised qualifications
2. **English testing exemption? - Issues**
3. Youth
4. Local experience
5. Acculturation



Field	1996	2000	2002	2004	2008	2009
Dental science	98	124	155	227	341	387
Medicine	963	1117	1287	1505	2665	2772
Nursing (basic)	762	839	790	1623	5451	6124
Nursing (post-basic)	545	2336	3591	3109	2631	2566
Physiotherapy	79	173	197	239	392	365

International Medical Students: MSOD Study for Medical Deans of Australia (Hawthorne & To 2010-13)

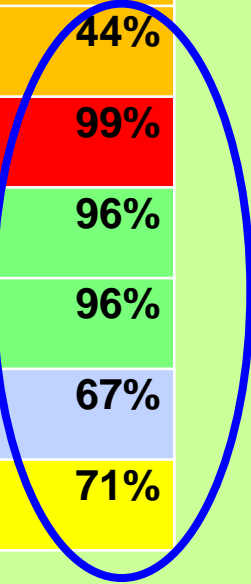
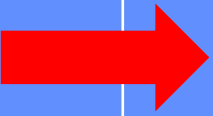
Career intentions at start of medical degree:
Over half plan to return home

Career intentions final year of medical degree:
78% decide to migrate
Canadians most likely to stay (94%)
Malaysia, Singapore + Canada = top 3 sources

Least likely to stay:
Asian scholarship students (eg Malaysia)

Former International Students as a Workforce Resource - Full-Time Employment 6 Months After Australian Degree by Field Compared to Domestic Students (Graduate Destination Survey Hawthorne & To 2014)

Qualification Field (2007-11 Graduates)	Australian Graduates (Sample = 371,000)	International Students (Sample = 79,000)
Accounting	83%	35%
Business	76%	40%
IT	78%	42%
Engineering	86%	44%
Medicine	100%	99%
Dentistry	94%	96%
Pharmacy	98%	96%
Physiotherapy	94%	67%
Nursing	92%	71%



Scale of Current Medical 'Two-Step' Migration?

Temporary 457 Workers and Former International Students
Transition to Permanent Skilled Migration

457 Visa Temporary Workers:

Includes former international students in PGY1 year positions

2012-13: 565

2013-14: 911

2014-15: 935

Total: 2,411

Main source countries =

UK (596), Malaysia (376), India (260), Canada (144), Pakistan (135), Ireland (99), Singapore (99), Myanmar (76), Iran, 59), Philippines (40)

Select References

In preparation and acknowledgement:

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