



JustWorks

Transform your engineering team with top-tier diverse talent

Australia is currently grappling with a severe and long-term shortage of engineering skills. This shortage is driven by significantly increased infrastructure spending and slower rates of skilled migration.

The challenge

This shortage impacts the ability to undertake large-scale infrastructure projects, innovate within the industry and maintain critical infrastructure systems. Addressing this challenge is crucial for economic growth. More than four in five (82%) engineering employers believe that the current skills shortages will impact operations and growth.¹

The solution - JustWorks

Overseas-born engineers make up a substantial portion of Australia's engineering workforce. Improving outcomes for migrant engineers is crucial, with only 50% of overseas-born engineers working in an engineering occupation.²

JustWorks is working with a large number of candidates with engineering qualifications. Our goal is to connect your organisation with this untapped and inspirational talent pool, ensuring that both our candidates and your business succeed together through a shared, positive social impact.



In Australia, engineers born overseas comprise:

62.7%
of the qualified population

62.0%
of the labour force

55.8%
of the population in engineering occupations

70.0%
of the growth in the engineering labour force in 2021

How JustWorks can help

Access to talent: We connect employers with a diverse pool of pre-screened, highly skilled and inspirational engineers ready to contribute to your projects.

Tailored recruitment: We ensure the right candidates are matched with the right roles, making sure their skills are fully utilised.

Ongoing support: We provide optional pre- and post-placement training and support to both the employer and the candidate to ensure retention and a positive experience for all parties.

¹ Hays Salary Guide, January FY2023

² Engineers Australia. The Engineering Profession: A Statistical Overview, Fifteenth Edition





About JustWorks

JustWorks is a values-based social enterprise dedicated to connecting employers with a diverse pool of highly skilled and motivated engineering candidates, all eager to contribute positively to major infrastructure projects.

Our candidates bring unique experiences, fresh perspectives, and innovative solutions to drive your projects to success. They possess work rights and recognised qualifications, ranging from cadets to experienced professionals.

While job opportunities for overseas-born engineers in Australia have improved, further progress is essential.

Top 10 source countries for overseas born engineers employed in engineering roles

Country of birth	Working in engineering roles	Number of qualified engineers	% working in engineering roles
India	29,612	65,112	45.5%
China	10,903	39,190	27.8%
United Kingdom	10,492	26,009	40.3%
Philippines	6,073	19,202	31.6%
Sri Lanka	5,384	10,747	50.1%
South Africa	5,380	9,145	58.8%
Malaysia	5,089	11,133	45.7%
Iran	5,073	10,467	48.5%
New Zealand	3,876	7,730	50.1%
Pakistan	3,143	7,422	42.3%

Our engineering talent qualifications

- Civil
- Architectural
- Chemical
- Data
- Water Resource Management
- Electrical
- Mechanical
- Production
- Structural
- Telecommunications

Success Stories

JustWorks offers a flexible and innovative approach, backed by over 15 years of experience in supported employment programs. We have successfully placed numerous engineers with various client organisations, including 23 engineers at Melbourne Water and 25 engineers at John Holland Group through their Pathways Programs, in partnership with Jesuit Social Services. We also have experience in delivering large-scale cadet programs.



The Melbourne Water Pathways Program helped me, as a new immigrant, settle and thrive in Australia. Supportive leaders championing diversity and inclusion empowered me to embrace new challenges and grow in confidence. The program also connected me to a lasting network of supportive colleagues. I'm grateful for the remarkable opportunities and connections it provided."

Evelyn, Governance and Program



Regular check-ins, necessary support, and a balanced workload were invaluable. The program enriched my profession with local experience and vital workplace ethics, opening doors for foreign professionals facing job market challenges."

Olusola, Project Engineer