



APSCo Global's USP – a genuinely international trade body

- ✔ The only international trade body with entities across three continents supporting professional recruitment sectors and outsourcing.
- ✔ International research and comparative information on regulations, skills and immigration.



Differentiation between casual workers and highly skilled contractors

- ✔ Regulation must be fit for purpose for a flexible, productive labour market differentiating between professional sectors and lower-level agency work.
- ✔ Building relationship with Department of Employment and Workplace Relations policy advisors covering licensing, same job/same pay, casual conversion.
- ✔ Lighter regulation for recruiters in professional sectors – including applicability of National Labour Hire Licensing Scheme proposal.



Skills gaps and access to national and international talent

- ✔ Global shortages exist of skilled experts in members' core sectors including IT and communications, engineering, healthcare, life sciences, and evolving "green skills".
- ✔ Raise skills levels with flexible, modular, adaptable training and a focus on hard-to-reach talent.
- ✔ Attract the brightest and best to Australia and incorporate options for permits for highly skilled independent professionals into new visa regulations- utilising new fast track schemes prioritising critical skills.



Active workforce management and tech solutions; outsourcing and flexible working are essential components of the future of work

- ✔ Fair, efficient and impactful use of tech and automation in career guidance, skills training, hiring and retention of workforce.
- ✔ Access untapped talent pools; focus on educational choices, midlife lane changers, keeping older workers in the jobs market.