



StudyADELAIDE
SOUTH AUSTRALIA

Employer guide to recruiting international students



Unlock the potential of international students in your business

Adelaide is home to thousands of international students from over 130 nationalities, studying at universities, vocational education providers, and English language colleges.

These students bring fresh ideas, strong work ethics, and global connections – a powerful combination for any workplace!

Most graduates can stay and work in Australia for up to three years after completing their studies, no employer sponsorship required. While studying, they can work up to 48 hours per fortnight and unlimited hours during study breaks.

By employing international students, South Australian businesses can tap into a pool of skilled, motivated, and culturally diverse talent.

“

I think international graduates are a bit of an unsung hero of the Australian workforce.”

– Tim Gentle,
Founder of Think Digital

Employment Connect

Bringing international students and business together

Visit the [webpage](#) to find out more about international student talent

Why hire international students?

Hiring international students isn't just about filling roles, it's about gaining a competitive edge.

Here's why:

A diverse workforce drives innovation

International students bring different perspectives and experiences, helping businesses think outside the box. In fact, diverse teams are 9.5 times more likely to be innovative*.

They bring fresh ideas and problem-solving skills

Having lived and studied across cultures, international students approach challenges with creativity and adaptability - qualities every business needs.

Strong work ethic

International students are driven to succeed. They're highly motivated and eager to gain work experience in Australia. In fact, they're 2.5 times more likely to go the extra mile for their team and 8.5 times more likely to collaborate effectively.*

Multilingual and globally connected

If you're working with international clients or suppliers, bilingual or multilingual employees give your business a competitive edge in the global market.

Long-term workforce benefits

International graduates can stay in Australia post-study with full working rights, providing employers with loyal and committed skilled talent.



Busting myths about hiring international students

MYTH: International students have poor English skills

BUST: Students must meet English proficiency requirements for their visas and studies. They might just need a little help with the Australian accent, slang, or technical language, but their English language skills are strong.

And their other language skills may end up an asset to your business.

MYTH: International students leave before training pays off

BUST: With support and growth opportunities, they're just as stable as local hires.

International graduates can stay and work for up to four years after graduating – longer than the average tenure range of 1.6 years to 2.6 years for professionals under 35 years.**

MYTH: Employers must sponsor international students

BUST: No sponsorship is required.

International students can work part-time on a student visa and, after graduation, can stay and work in Australia on a post-study work visa with no additional costs or documentation required from the employer.

They can be employed just like a local.

MYTH: International students lack relevant skills

BUST: Students gain local experience through internships and placements while studying.

Many have prior experience in their home countries. When it comes to soft skills like resilience and problem solving, you won't find better candidates.

“

If companies aren't hiring international students, they're missing out on access to a global workforce.”

– Sarah Drew,
Group People & Culture Manager
at REDARC Electronics



Post-study work rights

International students apply for a Temporary Graduate visa (subclass 485) after completing their studies allowing them to work and live in South Australia for up to:



18 months
Vocational Education
& Training graduates



3 years
Bachelor's and
Master's by
coursework graduates



4 years
Master's by research
and PhD graduates

The Temporary Graduate visa (Subclass 485) gives employers access to career-ready graduates with Australian qualifications and local experience without the need for sponsorship.

International students' post-study work rights (up to four years) align with the average job tenure in Australia, which is under three years for young professionals.*** This makes them just as stable as local hires when provided with growth opportunities and a positive work environment.

Ways to engage international talent

Internships

Internships offer international students hands-on experience in their field of study. These placements can be paid or unpaid and do not count toward the 48-hour fortnightly work cap if they are a mandatory part of the student's course. Hosting an intern allows you to support emerging talent while gaining fresh perspectives in your workplace.

Part-time and casual work

International students can work up to 48 hours per fortnight during their studies and unlimited hours during holidays. Hiring international students in part-time or casual roles helps businesses fill workforce gaps with resilient and motivated employees.

Tips for engaging international students

To create a positive and productive experience when employing international students:

- Provide a structured induction covering company values and policies - set clear expectations.
- Assign a mentor or buddy to help students adapt to the workplace.
- Offer hands-on experience, client interaction, and networking opportunities.
- Encourage cultural conversations, sharing of stories and food – it's a two-way street.
- Give regular feedback and career development guidance.
- Ensure compliance with employment laws, including fair wages and conditions.

***Jobs Growth and Future Proofing Careers 2023, McCrindle

“

International graduates are very hardworking and resilient.”

– Del del Fierro
Water Security at SA Water
(international graduate)



Ensuring work rights compliance

Before hiring an international student or graduate, you can verify visa work rights using the free Visa Entitlement Verification Online (VEVO) system, a free 24-hour service.

International students are protected under Australian employment laws, including minimum wage and workplace rights. For more information, visit www.fairwork.gov.au.

Get started today

Adelaide businesses looking to tap into this diverse talent pool can connect with universities, vocational institutions, and education providers.

Many institutions have dedicated career services to assist with student placements and recruitment.

For more information on employing international students in Adelaide, visit StudyAdelaide's Employment Connect or email enquiries@studyadelaide.com.

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