

Skilled migrant women in regional Australia: promoting social inclusion through VET — support document

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This document was produced by the authors based on their research for the report *Skilled migrant women in regional Australia: promoting social inclusion through VET*, and is an added resource for further information. The report is available on NCVET's website: <<http://www.ncver.edu.au>>.

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Contents

Tables	4
Appendix A: Methodology	5
Research design and methods	5
The regional case	7
Appendix B: Ethics approval	11
Appendix C: Sample of flyer	12
Appendix D: Sample of interview prompts	13
Appendix E: Sample explanatory letter	14
Appendix F: Sample consent form	16
Appendix G: Table of participants	17
Appendix H: Descriptive statistics	18

Tables

1	Proportion of overseas born in Shepparton and in other Victorian regions 2006	8
2	Proportion of overseas born persons in Shepparton and in other Victorian regions 2011	8
G1	Migrant participants by year of arrival in Australia	17
G2	Participating organisations and number of interviewees	17
H1	Labour force participation of females aged 15-64 Shepparton Statistical District 1990 and 2006*	18
H2	Labour force participation of females aged 15-64 Shepparton Statistical District 2007 and 2011*	18
H3	Highest level of post school educational qualifications overseas born females excluding New Zealand citizens aged 15-64 in Shepparton Statistical District*	18
H4	Highest level of post school educational qualifications Australian born females aged 15-64 Shepparton Statistical District*	19
H5	Occupation of Australian born females aged 15-64 in Shepparton Statistical District*	19
H6	Occupation of overseas born females excluding New Zealand citizens aged 15-64 in Shepparton Statistical District*	19

Appendix A: Methodology

Skilled migrant women in regional Australia: Promoting social inclusion through VET takes a case study approach to identification and analysis of the issues facing skilled migrant women in the Greater Shepparton region. The region of Greater Shepparton was selected for the research as it was identified as an area with a long history of migration, including both before and after the Second World War. In the later 1990s, the region was selected for humanitarian settlement and also targeted for skilled migration to fill skills shortages.

The aims of the proposed research were to understand the work and learning aspirations and experiences of skilled women migrants in regional Australia and to examine the role of VET in supporting their contribution to regional communities. The research focused on the roles of learning (formal, non-formal, informal learning and biographical) and social and organisational networks in migratory trajectories.

Research design and methods

The research investigated the experiences of skilled migrant women in regional Australia, asking questions as to:

1. How might vocational education and training contribute towards socially inclusive outcomes for these women, their families and regional communities?
2. How can the cultural capital and assets of migrant women be harnessed in the context of regional industry, community development and social cohesion?

We adopted a case study approach to the research with an in-depth study of a Victorian city and its wider region at three levels of inquiry. We aimed to consider the ‘demand-drivers’ such as migration policies, regional and state policies and labour markets; the supply-side organisations and networks that support new migrants and provide education and training to assist the migrant into employment; and the individual migrant woman, a smaller number of male partners and the role of learning in a regional location.

The project employed a mixture of methods to achieve its aims, including:

- a review of the literature on women and VET, and women, migration and learning
- an analysis of existing quantitative data mainly drawn from ABS Census data and DIAC surveys on the demographic features, geographical location and human capital of temporary and permanent skilled migrants in regional Australia
- a case study of one regional area in Victoria with highly skilled migrant populations
- field work in case study sites using qualitative methods including individual interviews and workshops.

Field work

There were two phases in the field work.

Phase 1

The field work utilised face-to-face focus groups and individual narrative interviews with 24 migrant women and 12 male migrant partners. Participants were considered as skilled migrants if they had undertaken post-secondary education even if it was not then completed and also if they identified

themselves as skilled migrants based on their visa category. Participants were volunteers who heard of the research through organisations, community groups, other participants, media articles and flyers advertising the research. In addition, the opportunity sampling procedure adopted resulted in a small number of humanitarian migrants self-identifying as people who entered Australia with high-level skills. These people were also included as participants. Their inclusion ensured that the sample reflected the range of countries and regions of origin indicated by the census data on recent arrivals to the case study area of Greater Shepparton.

Interviews were also conducted with 35 members from 20 different organisations who worked with skilled migrants in a variety of capacities, including governmental, employer and service organisations, voluntary groups and educational and training institutions in the region. Members of these organisations were contacted by the researchers and invited to participate.

Phase 2

Two workshops were conducted in the region at which preliminary findings were presented to a group of migrant participants and to members of participating organisations to gain their feedback and to develop the findings further.

Data analysis

Before interviews were conducted, semi-structured prompts were drawn up and formed the basis for the interviews. Interviews were transcribed and the transcriptions returned to participants for checking. From these transcripts, interview data was recorded on summary forms designed for initial analysis. A coding framework was constructed and the interview transcripts were coded according to a series of emerging themes. These themes were checked with participants during the workshops and refined. They form the basis of the findings presented in the report.

Issues arising

Migrant participants

Participants were self-selected or selected through a snowball method in which potential participants were contacted by others who had participated. We paid careful attention to ensuring we covered the range of recently arrived overseas born people in the region. The research project was considered newsworthy and the issue regarded as important, with positive articles in the local press and interviews recorded on television and radio. Local publicity and extensive distribution of flyers and postcards advertised the research project. Migrant participants felt that the research would make a valuable contribution, although there were some who chose not to take part even though they knew of the research project. Disruptions during the field work occurred as economic conditions in the region worsened and redundancies across a range of industries, government departments and education and training organisations meant that retaining hard-won employment was the priority for some migrants who could not afford the time or energy to engage with the research. Nevertheless, a number of participants from a range of backgrounds, age groups and visa categories gave freely of their time despite their busy lives and the field work concluded when evidence of saturation emerged.

Members of organisations

A number of organisations within the region were keen to participate and members of these organisations gave generously of their time, including education and training organisations, employers and employer groups, non-governmental organisations, community and voluntary groups and governmental departments and agencies across all levels of government. A large number of organisations were approached to participate and key organisations took part. Some organisations, particularly smaller ones, chose not to participate, although we were able to elicit understanding of

their practices through other means and the comprehensiveness of the findings was not affected. Funding cuts across a range of organisations also meant that a number of those who had been available earlier in the field work had left their organisations or had moved to other positions and consequently were unable to contribute to the final workshop.

The regional case

The regional city of Greater Shepparton was selected as the site for the research. Including several smaller towns, Greater Shepparton is located in the northern central area of Victoria, with a population of 60 449 in the Local Government Area in the 2011 census (ABS 2012). The designation of the Greater Shepparton Local Government Area implies a political or legal boundary. Instead, we employ the term of the greater Shepparton region to suggest a social cultural understanding of a wider region, one which reflects people's movements as they cross the legal or administrative boundaries in their daily lives for work or other purposes. The city of Shepparton, however, as a regional city contains a concentration of services with responsibilities for the wider environs.

The region has a mixed 'food bowl' and service economy, based in part around the agricultural sector, including manufacturing and food processing. Ongoing structural change has had a substantial impact on employment in these sectors, exacerbated by years of drought and more recently, flooding. There has been significant growth in employment in the retail, health care and social services sector in the past ten years (Essential Economics 2009; Pope 2011). However, as a region, the area's employment is heavily dependent on manufacturing and the service sector, making it vulnerable in the event of a downturn (Essential Economics 2009). As many regional cities, Greater Shepparton is also affected by the drift of young people to the cities although the population is growing, if relatively slowly, at just under one per cent a year (Essential Economics 2009). Median individual and household income is lower than the national average and there is also a higher proportion of public housing (Pope 2011). In 2010, the unemployment rate was estimated to be approximately eight per cent (ABS 2012), above the regional Victorian mean. The levels of disadvantage, including unemployment, amongst some groups in Shepparton have led to the selection of the region of Greater Shepparton by the Federal Government for a trial program known as 'Better futures, local solutions' which involves some place-based measures, including income management (DHS 2012). One aim is to achieve greater levels of inclusion for those whose ability to participate in employment and education and training is limited.

The city was chosen as the site for the research as it has a rich history of immigration from other parts of the world, and more recently has been selected for planned immigration programs. In the late 1990s, Greater Shepparton was targeted by the Federal Government for humanitarian settlement and by the Victorian State Government for regional skilled migration. An indication of the numbers of overseas born is provided by the statistical data on the Greater Shepparton Local Government Area. In the 2006 census, 10.9 per cent of residents in the Local Government Area were born overseas. Secondary migration from other locations has led to an increase in the numbers of overseas born settling in the region (Greater Shepparton City Council 2012). A larger proportion of the overseas born in Shepparton come from North Africa and the Middle East compared to the rest of Victoria, excluding Melbourne, reflecting the numbers of humanitarian migrants who have settled in Shepparton. In the 2011 Census, the number of overseas born from South Asia arriving in Shepparton had grown, compared to other regions of Victoria, consistent with a significant rise in the number of migrants arriving from that region Australia wide (ABS 2012a).

Growing cultural diversity has been recognised in the region, with strategies developed to assist the inclusion of new migrants (DTRS 2005; Greater Shepparton City Council 2012). One component of this is an event strategy which includes festivals designed to celebrate cultural diversity and also to bring people together to assist them to form new networks (Greater Shepparton City Council 2012). The city has also been one of the sites selected by VicHealth (2012) for a trial project, Localities Embracing and Accepting Diversity (LEAD), which aims to raise awareness of and to reduce the incidence of racial discrimination.

The table below shows the proportion of overseas born persons (excluding New Zealand citizens) aged 15-64 who arrived in Australia between 1990 and 2006 and were resident in the Shepparton Statistical District in the 2006 Census (ABS 2006) compared with regional Victoria outside the capital city.

Table 1 Proportion of overseas born in Shepparton and in other Victorian regions 2006

Country of birth	Proportion of overseas born aged 15-64 by year of arrival 1990-2006 (excluding New Zealand)			
	Shepparton SD		Other regions Victoria	
	Total	%	Total	%
China	45	3.1	1 828	9.0
North-east Asia	18	1.2	480	2.4
North Africa & Middle East	472	32.2	1 280	6.3
North America	30	2.0	978	4.8
Northern & Western Europe	24	1.6	872	4.3
Rest Americas	9	0.6	82	1.1
Rest Oceania	44	3.0	696	3.4
South-east Asia	104	7.1	3 606	17.9
South & Central Asia	53	3.6	104	0.5
South Asia	185	12.6	2 226	11.0
Southern & Eastern Europe	328	22.3	2 528	12.5
Sub-Saharan Africa	67	4.6	1 586	7.9
UK & Ireland	90	6.1	3 786	18.7
Total	1 469	100.0	7 691	100.0

Source: ABS 2006, *Census of population and housing*.

In the 2011 Census, the countries of birth of new arrivals have shown a marked shift. The table below shows the proportion of overseas born persons (excluding New Zealand citizens) aged 15-64 who arrived in Australia between 2007 and 2011 and were resident in the Shepparton Statistical District in the 2011 Census (ABS 2012) compared with those who arrived in other regional areas of Victoria outside Melbourne.

Table 2 Proportion of overseas born persons in Shepparton and in other Victorian regions 2011

Country of birth	Proportion of overseas born aged 15-64 by year of arrival in 2007-2011 (excluding New Zealand)			
	Shepparton SD		Other regions Victoria	
	Total	%	Total	%
China	47	4.6	788	10.9
North-east Asia	11	1.0	134	1.9
North Africa & Middle East	110	10.8	427	5.9
North America	12	1.2	218	3.0
Northern & Western Europe	8	.8	199	2.8
Rest Americas	8	.8	82	1.1
Rest Oceania	21	2.1	126	1.8
South-east Asia	62	6.1	1 337	18.6
South & Central Asia	143	14.0	147	2
South Asia	414	40.6	1 984	27.5
Southern & Eastern Europe	55	5.4	189	2.6
Sub-Saharan Africa	88	8.6	667	9.3
UK & Ireland	41	4.0	908	12.6
Total	1 020	100.0	7 691	100.0

Source: ABS 2012, *Census of population and housing*.

As with a number of regional locations, skill shortages have also been identified in particular sectors in Greater Shepparton and a skilled migration action plan put in place (Essential Economics 2009). The area health service and hospital relies on overseas trained health professionals mainly from the Indian sub-continent, the Philippines and the UK. Previous research conducted in the region suggested that immigration had been managed successfully (Carrington & Marshall 2008; DTRS 2005; Nsubuga-Kyobe & Hazelman 2007) but also that newer skilled migrants, particularly women, found it difficult to gain employment and to become part of the region (Devos 2011). Labour force participation in Shepparton for women aged 15 to 64 is considerably lower for women from North Africa and the Middle East and South and Central Asia and their unemployment rates are high, consistent with the difficulties faced by many humanitarian migrants. Previous research has identified lower workforce participation and higher levels of unemployment for humanitarian migrants from these regions (Australian Survey Research 2011). Workforce participation for women born overseas was lower than the Australian born in 2006 and 2011 and their unemployment levels were higher. When skilled migrant women were employed, they were more likely to be employed part time and in lower level positions than their skills warranted, despite being more highly skilled than the Australian born.

In the 2006 Census, 18 per cent of overseas born females in the Shepparton Statistical District (excluding those from New Zealand) aged between 15 and 64 held a higher education qualification compared to 13 per cent of the Australian born. In the 2011 Census, nearly 27 per cent of overseas born females held a higher education qualification compared to just less than 15 per cent of the Australian born. Yet overseas born females comprised less than three per cent of those who cited their occupation as managers in both censuses compared to more than five per cent of the Australian born. While increasing numbers of overseas born women claimed professional occupations, nearly 17 per cent in the 2011 Census compared to just less than 15 per cent of the Australian born, they were over-represented as labourers, 13 per cent in 2011 compared to under six per cent of the Australian born. They were also nearly twice as likely to claim that no occupation was applicable at nearly 60 per cent in 2011 compared to just over 30 per cent for the Australian born (see Appendix H).

Summary

The analysis of secondary data and literature available to date about the regional case has confirmed that Greater Shepparton provides an intrinsically interesting case to examine the research questions. The extensive history of international and internal migration to this region and the experience that different government, non-government and education and training organisations may have gained in aiding successive waves of settlement suggest that there may be much to learn from this region. At the same time, recent census data indicate that the migration flows to this region have been changing significantly during the past decade. Government policy at Commonwealth, State and regional level have contributed to these changing flows and to the types of services that have been made available to support education and training and the settlement of new migrants, including those with high level skills. Nevertheless, census data still point to some underemployment and skill underutilisation of skilled migrants, especially women, confirming the need for research that investigates the process of social inclusion in such a location.

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Appendix B: Ethics approval



Monash University Human Research Ethics Committee (MUHREC)
Research Office

Human Ethics Certificate of Approval

Date: 11 January 2012
Project Number: CF11/3650 – 2011001923
Project Title: Skilled migrant women in regional Australia, VET and social inclusion
Chief Investigator: Dr Anita Devos
Approved: From: 11 January 2012 To: 11 January 2017

Terms of approval

1. The Chief investigator is responsible for ensuring that permission letters are obtained, if relevant, and a copy forwarded to MUHREC before any data collection can occur at the specified organisation. Failure to provide permission letters to MUHREC before data collection commences is in breach of the National Statement on Ethical Conduct in Human Research and the Australian Code for the Responsible Conduct of Research.
2. Approval is only valid whilst you hold a position at Monash University.
3. It is the responsibility of the Chief Investigator to ensure that all investigators are aware of the terms of approval and to ensure the project is conducted as approved by MUHREC.
4. You should notify MUHREC immediately of any serious or unexpected adverse effects on participants or unforeseen events affecting the ethical acceptability of the project.
5. The Explanatory Statement must be on Monash University letterhead and the Monash University complaints clause must contain your project number.
6. **Amendments to the approved project (including changes in personnel):** Requires the submission of a Request for Amendment form to MUHREC and must not begin without written approval from MUHREC. Substantial variations may require a new application.
7. **Future correspondence:** Please quote the project number and project title above in any further correspondence.
8. **Annual reports:** Continued approval of this project is dependent on the submission of an Annual Report. This is determined by the date of your letter of approval.
9. **Final report:** A Final Report should be provided at the conclusion of the project. MUHREC should be notified if the project is discontinued before the expected date of completion.
10. **Monitoring:** Projects may be subject to an audit or any other form of monitoring by MUHREC at any time.
11. **Retention and storage of data:** The Chief Investigator is responsible for the storage and retention of original data pertaining to a project for a minimum period of five years.

A handwritten signature in black ink that reads "Ben Canny".

Professor Ben Canny
Chair, MUHREC

cc: Prof Sue Webb, Dr Denise Beale

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Appendix C: Sample of flyer

“Skilled migrant women in regional Australia, VET and social inclusion”

Would you like the chance to talk about your experiences of migration, settlement, work, and education and training in the Greater Shepparton region?

We are a group of researchers from Monash University, Melbourne, doing a research project looking into the experiences of skilled migrant women in the region.

The region of Shepparton as you know is going through a lot of changes.

How are these changes affecting migrant women?

What do different groups of migrant women in the community think about their work and education and training prospects?

What is it like to be a migrant woman working or preparing for work in Shepparton today?

What's involved??

Participating involves coming to a one to one and a half hour interview on [dates to be finalised] at the [insert venue as appropriate], from [insert time as appropriate]. There is no preparation needed, no homework or tests! It's all about sharing your experiences with us.

Who can participate?

Any migrant woman with education level past high school is welcome to participate. This includes women who may be primary or secondary visa applicants, or may be in work or studying, or not. We want to hear all your perspectives.

Please contact Denise straight away if you'd like to be involved on [phone number] or email [address]

Appendix D: Sample of interview prompts

Research project: Skilled migrant women in regional Australia, social inclusion and the role of VET

Summary of topics to be discussed at interviews with migrant women

- Migration experiences: influences, processes, choices, decision-making.
- Settlement: arriving, settling in, negotiating new ways of being and doing.
- Living in Shepparton: participating, working, learning.
- Education and training: past, current, aspirations.
- Key moments, transitions, people, organisations.
- Drawing on existing knowledge: developing new connections.
- Networks: old and new and their contribution to successful settlement.

Summary of topics to be discussed at interviews with members of organisations with roles in supporting migratory transitions

- The role of your organisation: the migrants you work with, the links between organisations in the region.
- Migration experiences: influences, processes, choices, decision-making. How members see this.
- Settlement: difficulties, challenges, benefits, support services.
- Living in the Greater Shepparton region: access to enable participation, work, learning, and belonging in Greater Shepparton.
- Key organisations, interconnections, transitions, people, programs.
- Drawing on existing knowledge: assisting the development of new connections.
- Learning for the organisation: how is the organisation changing and developing to meet new challenges.

Appendix E: Sample explanatory letter

Explanatory Statement for skilled migrant women in Shepparton

Title: Skilled migrant women in regional Australia, VET and social inclusion

February 2012

This information sheet is for you to keep.

My name is Sue Webb and I work in the Faculty of Education at Monash University in Melbourne. My colleagues, Denise Beale and Miriam Faine and I are writing to ask you to participate in a research project on migrant women's experiences of migration, work, and education and training in the Greater Shepparton region. This project is funded by the National Centre for Vocational Education Research (NCVER), which is based in Adelaide.

Why did we choose to approach migrant women to be participants?

The [name of organisation] Shepparton kindly agreed to circulate this letter to you as migrant women living in Shepparton. We are interested in hearing about your experiences of migration, settlement, education and work in the Shepparton region.

What is the aim of the research?

The project aims to identify the aspirations of and issues for skilled migrant women in Shepparton; understand how they use their networks to find employment in Australia; understand how they use their education, experience and qualifications for work in Australia; and contribute to policy development that builds on the resources of skilled migrant women in regional Australia, and enhances social inclusion.

What will be the possible benefits of the research?

The research will document the experiences and needs of migrant women in regional Australia to contribute to better policy making that reflects migrant women's aspirations, and supports social inclusion.

What does the research involve?

The research involves a 1 hour interview to be held on a weekday between 9am and 9pm at a suitable venue. We will audiotape the interview and send you the transcript of your interview to read and check for accuracy. Any migrant woman in Shepparton is welcome to participate, whether you are the primary or secondary visa applicant. We are planning to interview about 30-40 people.

What will we talk about in the interview?

The topics we will talk about include: your experiences of migration, settling in Shepparton and living and working there.

How much time will the research take?

The interview will take about one hour. You might spend 1 hour later reading the transcript we send you.

Will there be any inconvenience/discomfort for me?

We don't foresee any inconvenience or discomfort for you. We will provide a supportive environment at the interview so you can discuss issues that concern you. Only the researchers will know that you are participating in the research, unless you tell other people yourself.

Payment

We will pay you \$10 towards transport costs to and from the interview venue, and will provide refreshments.

Can I withdraw from the research?

Being in this study is voluntary. You are under no obligation to participate and can withdraw at any time without any penalty, up to the point of interview. Once we have conducted the interview and analysed the data it is difficult to separate your words from others.

Will everything I say be kept confidential?

You will not be identified in any document produced from the research. We will ask you to choose a pseudonym, so that if we quote you, we will use your pseudonym. There will be nothing in the report that will identify you personally, so you will remain anonymous.

Where will the information collected be kept?

The audiotapes of the interviews and our notes will be kept on University premises at Clayton, Melbourne, in a locked cupboard/filing cabinet, for 5 years in accordance with University regulations.

Use of data for other purposes

The anonymous data from the interviews may be used for other purposes, such as for putting forward women's points of view in debates over migration, education and training and work. Because it is anonymous data, nobody will be named and we will ensure you will not be identified in any way.

Results

If you would like to be informed of the research findings, please contact Sue Webb on 03 9902 4348 or email susan.webb@monash.edu. If you would like to contact the researchers about any aspect of this study, please contact the Chief Investigator. If you have a complaint concerning the manner in which this research <insert your project number here, i.e. 2006/011> is being conducted, please contact:

Professor Sue Webb
Faculty of Education
Monash University
Clayton Victoria 3800
Email: susan.webb@education.monash.edu
Tel: 03 9902 4348

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Email: muhrec@monash.edu

Thank you.

Sue Webb

Appendix F: Sample consent form

Title: Skilled migrant women in regional Australia, VET and social inclusion

NOTE: This consent form will remain with the Monash University researchers for their records

I agree to take part in the Monash University research project specified above. I have had the project explained to me, and I have read the Explanatory Statement, which I keep for my records. I understand that agreeing to take part means that:

I agree to be interviewed by the researchers Yes No
I agree to allow the interview to be audio-taped Yes No
I agree to make myself available for a telephone call if necessary to clarify any issues arising from my input into the interview Yes No

and/or

I understand that my participation is voluntary, that I can choose not to participate in part or all of the project, and that I can withdraw at any stage of the project without being penalised or disadvantaged in any way, up to the time of approving the transcript of interview (see below).

and/or

I understand that any data that the researcher extracts from the interview for use in reports or published findings will not, under any circumstances, contain names or identifying characteristics.

and/or

I understand that I will be given a transcript of my interview for my approval before it is included in the write up of the research.

and/or

I understand that any information I provide is confidential, and that no information that could lead to the identification of any individual will be disclosed in any reports on the project, or to any other party.

and/or

I understand that some of the topics discussed may unintentionally raise issues that may be disturbing for me, but that the researcher can refer me to appropriate support services

and/or

I understand that data from the interview audiotape will be kept in a secure storage accessible only to the research team. I also understand that the data will be destroyed after a 5 year period unless I consent to it being used in future research.

Participant's name

Signature

Date

Appendix G: Table of participants

A total of 36 interviews were conducted with migrant participants with 24 participants female and 12 male. The table below records the year of arrival and the region of birth of the participants. Two participants lived outside the Shepparton region and are not included in this table.

Table G1 Migrant participants by year of arrival in Australia

Year of arrival in Australia	Country of birth	Male	Female
1990-2006	Americas	1	0
	North Africa and the Middle East	2	4
	North-west Europe	1	0
	South-east Asia	0	3
	Southern and Central Asia	2	7
	Sub-Saharan Africa	0	1
2007-2012	Americas	0	1
	North Africa and the Middle East	0	0
	North-west Europe	0	2
	South-east Asia	0	0
	Southern and Central Asia	4	4
	Sub-Saharan Africa	2	0
Total		12	22

A total of 34 interviews were conducted with 20 organisations encompassing a range of different types. The table below provides details of these organisations.

Table G2 Participating organisations and number of interviewees

Type of organisation	Number of organisations	Number of interviewees
Government and government agencies	5	8
Employers, employer groups & employment agencies	5	9
Service providers	3	4
Community and not for profit organisations	3	3
Education and training providers	4	10
Total	20	34

Appendix H: Descriptive statistics

Skilled migrant women in regional Australia: Promoting social inclusion through VET focuses on migrant women who entered as skilled migrants or as spouses of skilled migrants, and who now live in regional Australia. The project is concerned with the women's human capital (defined by their level of education) and their current labour market status (employment status, and occupations they are employed in).

Descriptive statistics were produced through an analysis of census data from 2006 (ABS 2006) and 2011 (ABS 2012) to provide a picture of migrant women's human capital profile and labour force status in the Shepparton Statistical District. The project compared these with those of Australian born women. Tables summarising these features are presented below.

Table H1 Labour force participation of females aged 15-64 Shepparton Statistical District 1990 and 2006*

Country of birth	Employed (%)	Unemployed (%)	Not in labour force (%)
Australia	67.1	4.2	27.6
North Africa & Middle East	5.7	11.0	82.0
South-east Asia	45.2	9.6	45.2
South & Central Asia	0.0	0.0	100.0
South Asia	48.5	11.4	40.0
Southern & Eastern Europe	38.2	7.3	51.6
Sub-Saharan Africa	50.0	8.9	41.1

Source: ABS 2006, *Census of population and housing*.

*Figures will not total 100% due to the omission of small categories.

Table H2 Labour force participation of females aged 15-64 Shepparton Statistical District 2007 and 2011*

Country of birth	Employed (%)	Unemployed (%)	Not in labour force (%)
Australia	68.3	3.5	27.5
North Africa & Middle East	4.3	8.6	81.4
South-east Asia	53.3	6.7	40.0
South & Central Asia	5.7	5.7	88.6
South Asia	56.6	6.3	33
Southern & Eastern Europe	33.3	10	56.6
Sub-Saharan Africa	39.6	18.8	41.7

Source: ABS 2012, *Census of population and housing*.

*Figures will not total 100% due to the omission of small categories.

Table H3 Highest level of post school educational qualifications overseas born females excluding New Zealand citizens aged 15-64 in Shepparton Statistical District*

Year of arrival	Higher education (%)	Advanced diploma, diploma level (%)	Certificate level (%)	Not applicable (%)	Unknown (%)
1996-2006	18.0	6.3	4.0	62.9	8.8
2007-2011	26.8	12.2	7.2	45.0	8.8

Source: ABS 2006, *Census of population and housing*; ABS 2012, *Census of population and housing*.

*Figures may not total 100% due to the omission of small categories.

Table H4 Highest level of post school educational qualifications Australian born females aged 15-64 Shepparton Statistical District*

Year	Higher education (%)	Advanced diploma, diploma level (%)	Certificate level (%)	Not applicable (%)	Unknown (%)
2006	13.0	7.1	14.0	59.3	6.6
2011	14.7	8.5	17.9	53.5	4.3

Source: ABS 2006, *Census of population and housing*; ABS 2012, *Census of population and housing*.

*Figures may not total 100% due to the omission of small categories.

Table H1 Occupation of Australian born females aged 15-64 in Shepparton Statistical District*

Year of arrival	2006	2011
Managers	5.0	5.2
Professionals	14.2	14.9
Technicians and trades workers	2.9	3.0
Community and personal service workers	9.3	10.6
Clerical and administrative workers	15.3	15.9
Sales workers	11.1	11.0
Machinery operators and drivers	0.9	0.9
Labourers	7.4	5.9
Not applicable	32.9	31.7

Source: ABS 2006, *Census of population and housing*; ABS 2012, *Census of population and housing*.

*Figures will not total 100% due to the omission of small categories.

Table H2 Occupation of overseas born females excluding New Zealand citizens aged 15-64 in Shepparton Statistical District*

Year of arrival	2006	2011
Managers	2.4	2.5
Professionals	11	16.8
Technicians and trades workers	1.5	1.7
Community and personal service workers	3.5	4
Clerical and administrative workers	3.3	1
Sales workers	2.5	1.5
Machinery operators and drivers	0	0
Labourers	10.7	13.1
Not applicable	65.1	58.3

Source: ABS 2006, *Census of population and housing*; ABS 2012, *Census of population and housing*.

*Figures will not total 100% due to the omission of small categories

References

Australian Bureau of Statistics (ABS) 2006, *Census of population and housing*, ABS, Canberra.
 — 2012, *Census of population and housing*, ABS, Canberra.