



# The Global Talent Program

**Helping Australia  
innovate, evolve and grow**



Australia China Business Council  
澳大利亚中国工商业委员会





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# Foreword



**David Olsson**

National President  
Australia China Business Council

Attracting and retaining talent is one of the key challenges facing business today. Without access to a workforce with the diversity and capabilities a fast-changing, globally competitive environment requires, Australia faces skill and talent shortages that will impede economic growth and the development of new industries.

This report provides an overview of Australia's Global Talent Program and the role that China can play as a source of talent as part of a structured migration policy. To continue Australia's economic growth post the pandemic, the private and public sectors will need Asia-capable talent to access and engage with the rapidly developing regional markets. Whether it be through understanding of complex supply chains and marketing channels, or the development of cutting edge technology, Australian business will need employees with Asian language skills, understanding of complex regional regulatory and political environments, and deep interpersonal relationships in the region.

China represents an increasingly important source of talent. Australia has a lot to gain by tapping into this talent pool. Attracting top Chinese talent under Australia's migration program will lay the groundwork for mutually beneficial trade and investment links into the future.

We hope this report draws attention to this opportunity.



**Sandra Li**

CEO  
AOYE Group

We are delighted to be partnering with ACBC on this report.

As the report highlights, China is emerging as a talent powerhouse, with a growing number of post-graduate students, increasingly high-ranked universities, and industries that offer graduates the opportunity to work on advanced technology.

For the past ten years, AOYE has been assisting Chinese individuals and investors to relocate to Australia under its business migration and talent programs. We have watched our clients go on to contribute greatly to the Australian economy and community.

The Global Talent Program aims to incentivise the best talent from across the globe to live and work in Australia. AOYE has been pleased to work with the government in putting forward outstanding talent under Global Talent Program.

Australia offers an attractive environment for high-level talent, with a strong business environment, policies that support innovation, and an enviable lifestyle. We look forward to continuing to act as a gateway to Chinese talent.





# Executive Summary



## Australia faces talent shortages that constrain its ability to achieve its economic potential.

While skill and labour shortages are widespread across the economy, this report is concerned with shortages in highly specialised technical skills, and advanced management and commercial skills.

The Global Talent Visa Program is a Federal Government Initiative that helps address talent shortages, by incentivising talent across the globe to live and work in Australia. With the end goal to help grow the economy, the program offers a fast-track visa pathway for individuals with exceptional talent in key industry sectors.

A number of key priorities have been identified for the program including: Digital Technologies; Health Industries; Energy; Financial Services and FinTech; Advanced Manufacturing and Circular Economy. Each have opportunities for transformation and growth but face constraints through lack of skills. Industry representatives comment on how talent shortages impact their sector's potential.

With talent increasingly recognised as a vital component in building industries of the future, competition for talent is strong. The US remains the leader in attracting global talent, particularly at the highest levels. Countries such as Canada and the UK also run programs that aim to attract global talent.

China is the world's biggest source of foreign-born talent, with a fast growing pool of Masters and PhD graduates, and some 900,000 students around the world.<sup>i</sup> As its universities move up international rankings, so too does the quality of its graduates. With its growing, and increasingly sophisticated economy, China is emerging as

a global leader in a range of technologies. This is producing a pool of leaders with high-level commercial experience in advanced technology businesses.

High-level Chinese talent brings not only technical and commercial skills. They also offer a cultural background, networks, and links to marketing channels that position them to succeed in business with China and the Asian region more broadly. This is particularly important to a country like Australia, whose trade is mostly with Asia.

China has been Australia's largest source country for our migration program since 2011 and accounts for most business migrants. By contrast, Chinese migrants make up only 10 per cent of total intake under the Global Talent Program. Barriers to greater uptake include complexity in guidelines for the program, as well as uncertainty over how long the program will endure. Moreover, China has not been identified as a priority market, with no Global Talent Officer allocated to Beijing.

China is tremendously important as a source of high-level technical and commercial talent. Greater recognition of China as a source of talent for Australia across government and industry would boost Australia's ability to achieve growth and transformation in key sectors.

# Introduction



## Australia has long benefited from international arrivals bringing talent and skills to fuel our economic growth.

Border closures during the pandemic have highlighted our dependence on overseas skills across the economy. In its National Workforce Strategy 2027, the government acknowledges targeted migration as a key principle to guide action to address skills gaps.<sup>ii</sup>

China has been Australia's largest source of permanent migrants since 2010-11, with over 22,000 places allocated to Chinese nationals in the 2020-21 migration year.<sup>iii</sup> As China's economy develops and its universities climb international rankings, so too has the level of qualifications and skills of Chinese migrants. China is gaining world leader status in an expanding number of industrial sectors. Accordingly, it is increasingly home to leading experts of worldwide renown.

The focus of this White Paper is the opportunity that Australia faces to innovate, evolve and grow, by attracting talent in specialist technologies, management and business, with a particular focus on the Global Talent Program.





# The Global Talent Visa Program

The Global Talent Visa Program is a Federal Government initiative designed to incentivise the best talent across the globe to live and work in Australia.

Launched by the Australian Department of Home Affairs in November 2019 with a goal to help grow the economy, the program offers a fast-track visa pathway to permanent residency. The program was created to attract highly skilled professionals within major industry sectors to make Australia their home and workplace.



## Global talent: The benefit to Australia

Attracting global talent offers substantial opportunities to help Australia grow and innovate in the future. By introducing top talent into high priority industries, the program will boost prosperity for the nation by:

- **Transferring and building Australia's skills base**
- **Diversifying the nation's export markets**
- **Expanding channels of capital available for investment**
- **Promoting innovation in future-facing industry sectors**
- **Increasing productivity and filling in critical gaps in capability**
- **Creating more quality jobs across the nation**

## Attracting Global Talent to Australia

Australia represents an attractive destination for high level talent. It offers many new possibilities for innovation due to its location, strong trading links and its business-friendly regulatory framework. It boasts high levels of technical readiness, early tech adoption and ease of starting new businesses.

Beyond world-class research and business incentives, Australia is viewed as an attractive lifestyle destination for professionals, their organisations and their families. It ranks number one in the Asia-Pacific region for desired working locations, is the happiest place in the Asia Oceania region and comes in at number two globally for youth wellbeing. As a prosperous, safe and culturally diverse country that offers quality universal health coverage, Australia has much to offer exceptional talent today and in the future.

## The Pathway of The Global Talent Program

The Global Talent Program offers streamlined visa processing and simplified pathways to permanent residency. Fast-track visas help facilitate relocation of company executives, key staff and their families along with tailored guidance to ensure a successful life in Australia.

Candidates are required to meet a high standard of eligibility along with an outstanding history of personal achievement. To be considered, individuals must:

- **Provide evidence of professional achievements**
- **Show current prominence in their field of expertise**
- **Offer evidence regarding how they would be an asset to Australia**

- **Have a recognised organisation or individual in Australia working within their field nominate them as global talent**
- **Exemplify achievements including professional awards, patents, senior roles or international publications**

Within the years 2021-2022, there are expected to be 15,000 places available for candidates under the program.<sup>iv</sup> Selected talent receives support such as connections to industry and professional networks to elevate their experiences.



# Australia’s Need for High Level Talent

The closure of Australia’s borders in response to the COVID-19 pandemic highlighted our dependence on international skills to fill labour and skill shortages. While this has been particularly visible in services such as hospitality, the pandemic has also highlighted serious shortages in highly specialised fields, such as those in advanced technology industries skills, management and business leadership.

Industry figures note a dearth of experience in managerial and business skills in high-technology businesses. Afterpay Co-Founder Anthony Eisen notes that while Australia is producing graduates with tech skills, it lacks those with experience in building tech start-ups.<sup>vi</sup>

Local Measure founder Jonathan Barouch notes the local start-up sector was experiencing “growing pains” after a decade of rapidly increasing investment, noting measures are needed to address the challenge of multiple well-funded companies competing for the same scarce skills.<sup>vi</sup>

## Survey on Dependence on International Talent

IT security/Cyber-security	63%
IT management	46%
Infrastructure & engineering	42%
Technical support & operations	41%
Data/Database management	35%
Financial management	49%
Financial/Business analysis	48%
Accounting	44%
Treasury	39%
Internal audit	36%

Robert Half survey asked 200 companies in the technology and finance industries what skills they rely on international talent for most because they can’t find the talent locally.<sup>vii</sup>

## Market Commentary In Top Five Industries

The Global Talent Visa Program aims to attract elite talent in 10 target industries to immigrate to Australia. This paper highlights five of these:

1. Digital Technologies
  2. Health Industries
  3. Energy
  4. Financial Services and FinTech
  5. Advanced Manufacturing and Circular Economy

## 1. Industry Snapshot – Digital Technologies

Australia’s digital technology space is currently experiencing rapid growth. Today, digital technology contributes \$122 billion to the Australian economy and makes up 6.6 per cent of the nation’s total GDP. In fact, The Australian Investment Council predicts that this number will grow 40 per cent between 2018 and 2023.<sup>viii</sup>

The Australian Government is looking to position Australia as a global leader and pioneer in the tech space. In 2021-2022, digital technologies were allocated \$1.2 billion in the Federal Budget for strategic investment.<sup>ix</sup> With a large flow of money coming in from both government and venture capital, the digital technology sector is set for sharp growth over the next ten years.

However, Australia is not alone in its commitment to improve digital capability. A Digi Association Report predicts that the tech sector could add an additional \$50 billion per year to Australia’s GDP by 2037, if the country manages to catch up to global leaders.<sup>x</sup>

The Tech Council of Australia sees greater potential for the local sector, flagging goals to:

1. Employ 1 million people in tech-related jobs by 2025 and 1.2 million people by 2030
2. Contribute \$250 billion to Australia’s GDP from tech-related activity by 2030
3. Position Australia as the best place to start and scale a company

Existing skill shortages made worse by the ongoing COVID-19 pandemic have created many challenges on the road to achieving those goals. Based on the Tech Council’s research, the industry’s single biggest challenge is finding workers to fill the enormous number of jobs being created.



## Expert Insights Sam Kothari of Airwallex

Sam Kothari is Head of Growth and Finding Talent at Airwallex, a company with nearly 500 employees and a large presence in China. Speaking at the Australia China Innovation and Technology Conference, Sam Kothari noted that “businesses are becoming increasingly digital and borderless.”<sup>xi</sup>

He identified the pressures facing global businesses through talent shortages. “It’s a very tight and difficult market at the moment. Especially in the tech industry there are a lot of talent shortages.” In order to take advantage of the best talent available to them, Airwallex always builds multiple talent hubs. In Australia, they have hubs in Melbourne and Sydney.



# Australia's Need for High Level Talent

## 2. Industry Snapshot - Health Industries

Healthcare industries are a major sector of the Australian economy, with healthcare spending accounting for 10 per cent of Australia's GDP.<sup>xii</sup> Health and life science are Australia's 8th largest export sector at \$8.5 billion. Medical research investment will likely rise over the next five years.

The sector is likely to grow strongly, driven by the challenges of an ageing population and the emergence of new therapies. With the effects of COVID-19 still lingering, the Federal Government is pushing for proactive measures to reduce the risks of pandemics that may take place in the future. With chronic conditions as the leading cause of death in Australia, obesity rates among the world's highest, and an ageing population, spending on healthcare is set to grow.

This growth will likely create a greater need for skilled, experienced professionals to enter the sector. Skill and staff shortages will be among the most critical challenges as expansion happens within the health industry, despite the government further investing in health training and education. There will still be a need for both internally sourced skills and global expertise.



### Expert Insights Shanny Dyer CEO from ARCS

ARCS is an Australian-based organisation that focuses on career-long professional development. CEO Shanny Dyer notes the staff shortages in the health sector in Australia. "Many companies are turning away work as they don't have the staff to run the projects. Companies resort to poaching staff from other companies, offering staff financial incentives to move," says Dyer. "This is very disruptive and artificially inflates the salaries of staff making Australia less attractive due to higher costs."

In order for the industry to best work with the government, Dyer suggests that there is a need for a competency framework and standards to ensure that appropriate job skills are secured. ARCS is actively working on including roles that are experiencing critical shortages on the government's Skilled Occupation List. This will help provide clarity around the roles that the sector needs to migrate through the visa system in order for Australia to deliver clinical research and remain competitive.

The professional community of ARCS has supported applications from professionals working in China and is a strong advocate of the Global Talent Visa Program. With strong China connections in mind, ARCS believes that Australia is a very good destination for Chinese professionals to both live and work.



## 3. Industry Snapshot - Energy

As a major energy producer and exporter, Australia is challenged to find a way to balance economic security with sustainability. Since 2017, the Australian Government has invested \$35 billion in renewable energy. As it shifts priority to alternative energy sources, the government has committed to investing \$20 billion toward low-emissions technology over the decade to 2030.<sup>xiii</sup> With a greater focus on this industry, renewable energy in Australia accounted for the employment of over 25,000 people in 2019 and is expected to continue to grow even more job opportunities.

Industry insiders predict that Australia will need to fill demand for the specialised skills needed to achieve its renewable energy aspirations. Australia will need talent in areas including:

- Virtual power plants
- Artificial intelligence and machines
- Clean technologies, renewable and hybrids
- Wave power
- Battery/energy storage design
- Bioengery and biofuels
- Micro-grid design

With an estimated total of \$66 billion being invested in renewable energy over the next 10 years, the money is available, but the gap in available talent may impede the viability of this large undertaking.



### Expert Insights Nick Jayaraj, Managing Director of Regan Power

Regan Power, an award winning renewable energy company, forecasts that wind and solar will emerge as Australia's next major sources of power in the upcoming years. They noted that "Australia's primary electricity grid is anticipated to exceed 50 per cent renewables by 2025 and will rise to 69 per cent by 2030." Their technology-driven approach will support Australia's transition to net zero emissions by 2050.

"This plan focuses on bringing down technology prices and speeding their implementation at scale throughout the economy," says Jayaraj. "The plan is built on current policies and will be governed by five principles that will guarantee Australia's transformation to a net zero economy and will not put sectors, regions or jobs at risk."

Regan Power sees that labour shortages, particularly in highly specialised skill sets, could have a negative impact on projects, deepening the need for bringing global industry leading talent to Australia.



# Australia's Need for High Level Talent



## 4. Industry Snapshot - Financial Services and FinTech

Australia's Financial Services industry has seen healthy growth over the last two decades, averaging about a 9 per cent increase per year. Australia boasts a dynamic fintech industry with over 800 companies.<sup>xiv</sup> With its ideal proximity to Asia and an openness to explore international markets, Australia is in a great position for companies looking to expand their headquarters overseas.

Looking into the future of financial services, the share of global GDP in the Asia region will grow to over 50 per cent by the year 2050.<sup>xv</sup> With this, industry leadership will likely move from North America and Europe to Asia. China and India will drive this change.



### Expert Insights Ben Ford, FinTech industry leader with Frollo

Considering the relatively sudden growth of technology companies, Ben Ford, a leading FinTech authority, predicts inevitable skill gaps in the future. "The subsequent flood of new entrants means that there is now a large divide between the number of staff required versus the number available." Ford is the Head of Growth with Frollo, an organisation that runs a moment management app and is paving the way for Open Banking in Australia.

He notes that this growth has already caused a skills shortage, specifically in technology-focused roles in the financial industry. "Current conditions have resulted in an 'employees' market' where candidates often have multiple job offers to choose from. Any software engineering talent is likely to be in extremely high demand. The same applies to Data Science, Artificial Intelligence and Machine Learning skill sets."

Overseas recruitment will be needed to support the innovation boom, as FinTech demands more specialised skills.

## 5. Industry Snapshot - Advanced Manufacturing and Circular Economy

The Australian Advanced Manufacturing Council predicts that "over the next 20 years, Australia's manufacturing industry will transform into a highly integrated, collaborative and export-focused ecosystem that provides high-value customised solutions within global value chains." Support for advanced manufacturing has helped the industry reach a \$114 billion annual output.<sup>xvi</sup> These investments will help businesses scale, collaborate and commercialise in National Manufacturing priority areas.

The circular economy works hand in hand with Advanced Manufacturing as a sophisticated model for resource management that enables materials to circulate the system, rather than being sent to landfill after a single use. As the global population grows and the impacts of climate change place additional pressure on natural resources, the circular economy will ensure society uses materials more efficiently.

While investments to date are a great start, Australia will need to face future challenges including poor commercialisation and a shortage of globally competitive business leaders.



### Expert Insights Travis Chambers, Executive from Advance Industrial

"Innovative design, development and implementation of new and advanced manufacturing methods have catalysed an increased demand for new types of skills," notes Travis Chambers. Here, Chambers references a report from Jim Stanford published by the Australian Institute, which forecasts that increases in manufacturing within ten years would result in 400,000 direct jobs. With currently low unemployment figures alongside skill shortages, Chambers suggests that overseas talent would "provide a fast-tracked solution to achieving this national goal."

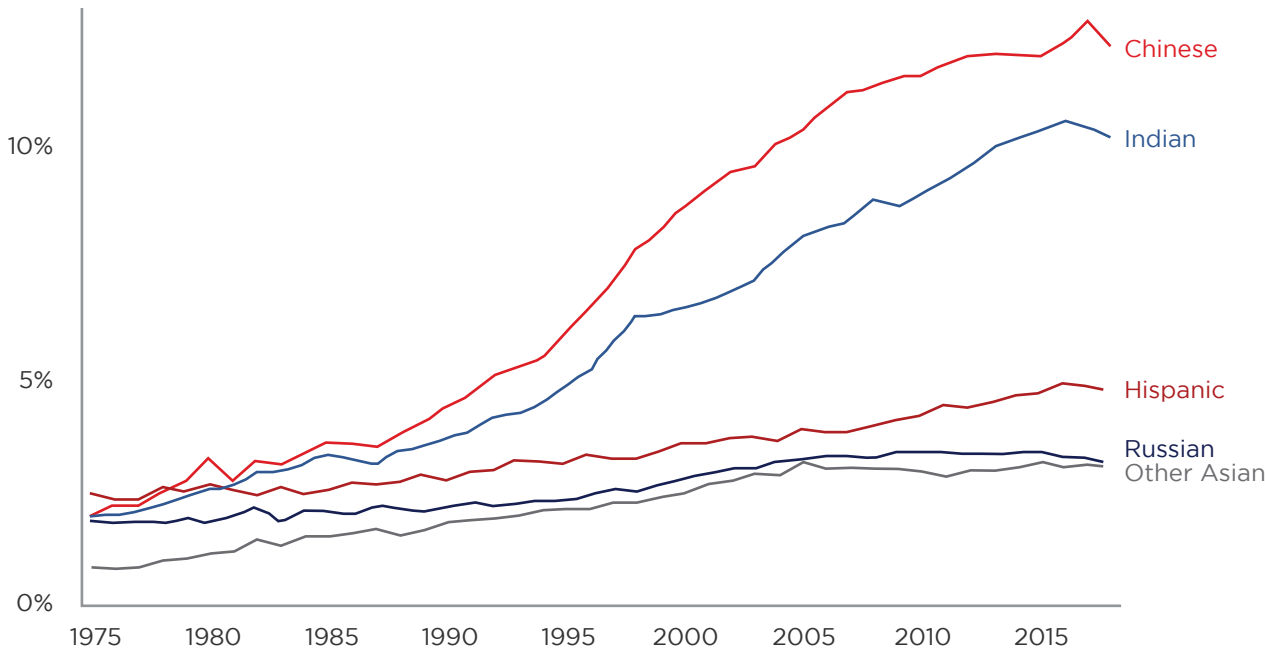
"Overseas recruitment has played a vital role in supporting critical Australian industries such as healthcare for years. This support has supplemented continued investment onshore, benefiting our healthcare program at large." The Advance Industrial executive says that "introducing overseas talent to our manufacturing potential in Australia could have a bolstering effect on production opportunities across critical manufacturing sectors."



# Competition For Global Talent



Ethnic Share of US Domestic Patents



Source: Harvard Business School, 2020<sup>xviii</sup>



**Global talent is in high demand. With hopes of gaining a competitive advantage in the market for global talent, major immigrant countries have created special immigration policies for highly skilled individuals.**

The United States has historically captured 40-50 per cent of this inflow to OECD nations, followed by the United Kingdom, Canada and Australia. The United States tends to be the destination of choice for those at the highest levels of the talent ladder. More than 50 per cent of migrating inventors or Nobel Prize winners moved to America for their work.<sup>xvii</sup>

This section will take a look at what other top countries are currently doing in order to get ahead of the game.

## United States

In the United States, immigrants with “extraordinary talent” may apply for the O-1 temporary visa. An individual seeking an O-1 must demonstrate “sustained national or international acclaim” through highly selective or prestigious awards, degrees, or affiliations. This is an uncapped visa category, (although dependants of the visa holder cannot work). In the 2019 fiscal year, 17,751 visas were awarded—the highest level within the past five years.<sup>xix</sup>

Exceptional talent can also apply for an EB-1 green card, which grants permanent residency but is subject to an annual 40,040 cap (including dependants). An additional 40,040 places are allocated for professionals with advanced degrees or exceptional ability. In 2019 visa issuances came close to reaching the cap in both categories.<sup>xx</sup>

Visa issuances fell during the pandemic as a result of border closures. In 2021, of the 3,486 EB-1A visas (the EB-1 sub-category for science, arts, education, business or athletics) approved, applicants from China occupied the highest proportion, at 29 per cent.

## Canada

Canada does not offer specific visas for exceptional talent, as it has work visa programs that can quickly and easily bring in exceptionally skilled individuals. In 2020, Canada made a million immigrant quota plan in order to promote their economic growth and support the country’s recovery amid the pandemic. According to data from Immigration, Refugees and Citizenship Canada (IRCC), the country exceeded its 2021 immigration goal of 401,100 individuals, and marked 405,303 new permanent residents. Many of these immigrants arrived in Canada under their economic class program. Looking to the future, IRCC has made a new quota goal of 432,000 residents in the 2022-2024 time frame.

## United Kingdom

The United Kingdom recently introduced the Global Talent visa for recognised and emerging leaders and top research scientists. Recognised leaders are those who have achieved national or international acclaim, while emerging leaders are those who demonstrate future potential.

The Global Talent visa also includes a separate, fast-tracked pathway for research scientists. This pathway is uncapped. Applicants need an endorsement, but not a job offer to apply. Pre-COVID there had been a 50 percent increase in the number of visas granted under the predecessor visa category – Tier 1 (Exceptional Talent), with 1,176 visas granted. Nearly half were granted to digital technology applicants. This trend indicates that under the prior system, the UK was experiencing an influx of technical talent. The new features of the Global Talent visa can be expected to bolster this growth.<sup>xxi</sup>



# China's Talent Pool



China is the world's biggest source of foreign-born talent. China has approximately 900,000 students abroad, three times more than second-place India.<sup>xxii</sup> The country boasts an expansive talent pool of individuals with higher education degrees in key industry sectors. In 2020, China reported 31,708 graduates with Master's Degrees in Economics with another 2,193 individuals graduating with Doctor's Degrees in the industry. In the same year, China had 226,198 Engineering graduates with Master's Degrees and 24,084 Doctor's Degree earners. In medicine, another target industry sector, China saw 69,771 Master's Degree graduates and 10,634 Doctor's Degrees in Medicine.

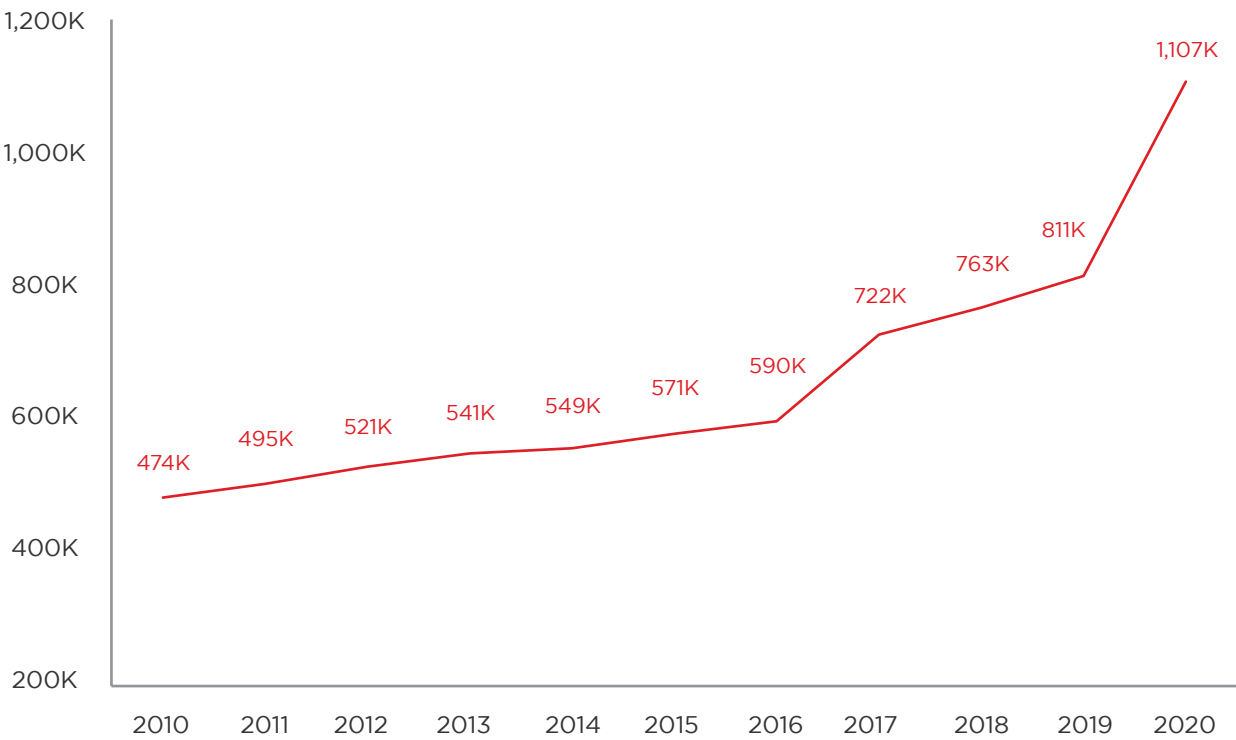
China is forecast to see continuous growth of talent in these industries. It is estimated that graduates between ages 25 and 34 could rise 300% by 2030.

With its growing, and increasingly sophisticated economy, China is emerging as a global leader in a range of technologies. As a result, China has a strong pool of individuals who match their technical skills with advanced expertise and deep experience in managing businesses at the cutting edge of technological advancement.

As indicators of its technological and industrial strength:

- **Since 2013, China's total R&D expenditure has been second only to the United States (overtaking that of Japan)**<sup>xxiii</sup>
- **It is the world's leader in publications in international scientific journals, accounting for 18.6 per cent of articles in the Scopus database in 2016 (Nature, 2018)**<sup>xxiv</sup>
- **China now accounts for 36 per cent of world publications and 37 per cent of citations**<sup>xxv</sup>
- **China's university sector is advancing rapidly, with seven universities now in the world's top 100**<sup>xxvi</sup>
- **According to The Global Innovation Index, China ranks as the #3 top innovation economy by region for South East Asia, East Asia, and Oceania; and #12 globally**<sup>xxvii</sup>

Growth in Chinese Post-Graduate Degree Commencements



Source: www.eol.cn in Macquarie University presentation to ACBC June 2021

China's progress has been particularly impressive in digital technology-enabled products, processes, business models, and hyperscale e-infrastructure. Underpinning its progress has been the world's largest internet user base. China has built capability not only in telecommunication, consumer electronics, and PCs but also in some complex technology products like supercomputer systems.

At the application level, China is approaching other Western countries in terms of algorithm development, especially in voice recognition and targeted advertising. Aided by huge volumes of user data and newly designed product lines, some of China's internet giants (Baidu, Alibaba, and Tencent) are aggressively exploring cutting-edge technologies such as image and voice recognition.

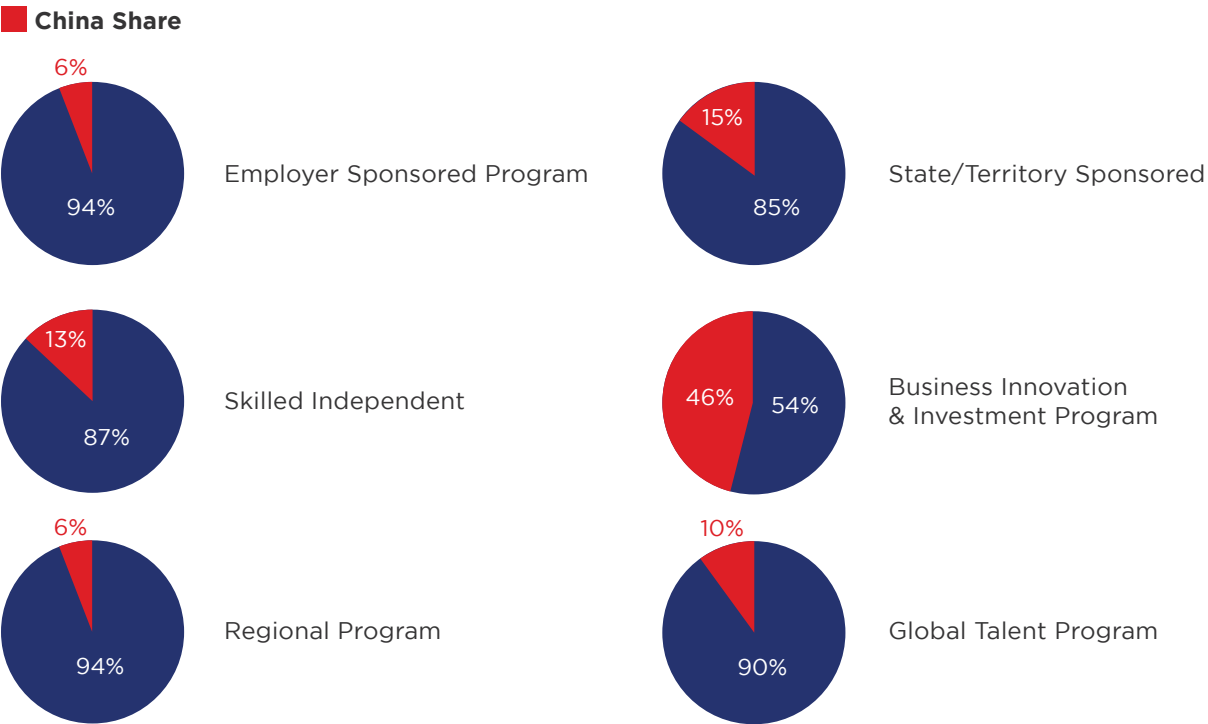
Deployment and investment in renewable energy is a further area where China leads. China is already leading in renewable energy production figures. It is currently the world's largest producer of wind and solar energy, and the largest domestic and outbound investor in renewable energy.<sup>xxviii</sup>

Chinese talent brings cultural skills and understanding of marketing channels into China and the broader Asian region. This is particularly important for Australia, a country with 83 per cent of its exports destined for Asian markets. Added to this, with a record of success in their own market, Chinese talent brings entrepreneurial drive to succeed in their new country.



# Case Studies

## Chinese Participation in Migration Programs



## Challenges of Attracting Chinese Talent to Australia

Unfortunately, it is not uncommon for Australia to lose exceptional talent to other markets with overseas skilled migration programs. For more than 20 years, Sandra Li, the CEO of AOYE Group, has brought talented Chinese to Australia. Across years of expertise in immigration, she notes that there are two aspects that contribute to Australia's loss of talent to overseas skilled migration programs.

First is the complexity of guidelines for candidates. Ms. Li believes that the process for a candidate to be awarded a skilled visa in Australia can make it difficult for applicants to navigate steps. In some instances, the barriers for granted visas are too high in comparison to other competitor programs and discourage candidates for Australia.

The second aspect that contributes to a loss of talent recruitment is a lack of consistency. Ms. Li has noticed that there isn't uniformity on the finish date or sunset of visa programs in Australia. Visa programs can be shut down when there is a change of government or even overnight by a sitting government with intent to change directions of operations. On the other hand, candidates in

market like Canada don't experience the same barriers, as Canada transparently states that their visa program will remain open to applicants for five years.

China is a major source country for our skilled migration program, and is of particular importance to Australia's Business Innovation and Investment Program, accounting for a share of over 46 per cent of total program intake and the overwhelming majority of investment under the Significant Investment Visa program (\$10.56 billion representing 90 per cent of all investment, when HKSAR is included).<sup>xxix</sup> By contrast, China holds a minimal intake share of only 10 per cent in the Global Talent Program.

Under the program, the Australian Federal Government has appointed Global Talent Officers to proactively promote the program in-market. However, in determining geographical postings for these Officers, the Australian Government has opted for London, San Francisco, Singapore, Taipei and Washington DC, with none appointed to a Tier One City in mainland China.

## Mr. Lian Financial Services Case Study

Lian is the Managing Director of a high performing investment company. He is an exceptional Venture Capitalist, specialising in businesses focused on overseas expansion and consumer goods. He was awarded as a Forbes top 20 Venture Capitalist in China for 2021 with experience in investments ranging from one million to seven hundred million USD.

Lian's extensive experience in consumer products and services led him to conduct in-depth research into the integration of emerging technologies with traditional industries. With an Economics/Law degree and Master of Business Administration, Lian invests in technologies across numerous sectors including media and telecommunications, advanced manufacturing, clean technology and energy, healthcare and consumption and entertainment.

His skills include:

- **Raising money**
- **Building a solid network of global investors**
- **Determining a company's ability to succeed**

Lian recognises that Australia is ranked number six in the world for the best tech start-up innovators. He identifies the strengths across a number of industry verticals that align with his investment strategies, advanced manufacturing, clean energy, healthcare and consumer products.

Under the Global Talent Program, he has been awarded the right to come to Australia, where he is aiming to support the growth of local scale-ups.

## Dr. Tracy Health Industries Case Study

Dr. Tracy is an exceptional medical scientist, researcher and publisher. She has worked at the Oregon Health and Science University as well as the Sun Yat-Sen University People's Hospital in her hometown, Zhongshan.

She has a PhD in clinical medicine and her work in gynaecological and kidney disease has helped advance the view of cures in the international medical community. Her extensive ovarian cancer research will help her accelerate advances in Australia. Dr. Tracy also focuses on advancing research in hypertension, which is a large health

issue seen in Australia. She will bring her wealth of knowledge and medical research expertise to Australia, where she will work with local institutes to develop hypertension research at the clinical stage.

## Mr. Mike Digital Technologies Case Study

Mike is a co-founder, CEO and an industry leader in digital health and medical technologies. His company is a top-ranked manufacturer in China, known for its high quality and innovative design in manufacturing medically approved products, electronic healthcare scales and smart wearable technologies. The company was also voted the top 10 APAC Telehealth Solutions Provider in 2020. Additionally, the organisation's own branded wearable product took the second place spot in China and 5th in the world. The product surpassed Apple with a market share of 10.1%.

Mike offers more than 20 years of experience and professional knowledge in electronics, digital health and medical technologies. In Australia, he will develop an R&D facility to serve healthcare and the medical industry with innovative products. He hopes to quickly align with hospitals and medical institutions to advance IoT programs and build healthier communities.





# Future Directions



**Talent shortages will constrain Australia's ability to achieve the growth and transformation that will be needed to respond to challenges and maintain competitiveness in key sectors.**

Talent attraction, alongside measures such as education and training and incentives for innovation, offer an answer to this constraint. As competition for global talent is fierce, Australia must maintain an active approach to attracting talent, leveraging its considerable natural advantages as a nation.

The contribution to Australia's future prosperity by exceptional Chinese talent is deserving of greater recognition by government and the business community. Australia should step up efforts to promote the Global Talent Program in China and ensure Australia remains a destination of choice for investors and innovative migrants.

Australia should make it as clear as possible for applicants to understand how to navigate the steps required to apply for a visa. The decision to migrate is a major life decision for applicants. Australia should provide a level of certainty about the continuity of these programs. A sunset clause with a set timeframe of, say five years, would give applicants certainty that conditions will not change while they are in the process of migrating.

Australia needs to maintain and strengthen the Global Talent Program to attract best in class candidates. China's intake share of only 10 per cent of this program is inconsistent with the size and quality of China's talent pool. Creating a regional office for the Global Talent Program in a tier-one mainland China city would strengthen the number of quality Chinese candidates recruited under the Global Talent Program.

Australia can be justifiably proud of our Migration Program. Significant negative publicity around migration in recent years has led to poor public perceptions of the program. A broad-reaching communications campaign reaffirming the benefits of migration would help more people to understand and support the program.

Sharing the stories of successful migrants is one way to improve social cohesion outcomes. There are countless stories of the positive impacts that migrants have made on their new communities.

Attracting Chinese talent will help build the people-to-people links and support economic integration that will shore up security and prosperity in the region. It will greatly boost our commercial opportunities not only China, but into Southeast Asia and elsewhere in the Asian region.







## The AOYE Group

At the AOYE group, our mission is to work closely with our unique clients and the Federal Government on Australia's Global Talent Initiative. We seek to help Australia innovate and grow across its key industry sectors, by sourcing industry-leading talent from across the globe.

AOYE is the gateway to China and the greater North East Asia region, giving Australia access to a large talent pool in advanced technologies, health, finance and consumer services. With a network stretching across borders, the AOYE leadership team is committed to helping position our clients to innovate, evolve and grow.



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