

EMPLOYER GUIDE

# HIRING INTERNATIONAL STUDENTS ON THE GOLD COAST



*Unlock Global Talent*

ENHANCE LOCAL GROWTH

EXPERIENCE  
**GOLD COAST.**



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ENHANCING THE EMPLOYABILITY OF INTERNATIONAL STUDENTS IS ESSENTIAL TO MAINTAINING THE GOLD COAST'S REPUTATION AS A LEADING GLOBAL HUB FOR INTERNATIONAL EDUCATION. WE WANT THE GOLD COAST TO BE A PLACE WHERE INTERNATIONAL STUDENTS GAIN REAL WORK EXPERIENCE AND ACCESS CAREER OPPORTUNITIES THAT HELP OUR LOCAL INDUSTRIES THRIVE.

”

MATT BOYD  
EXECUTIVE DIRECTOR EDUCATION  
EXPERIENCE GOLD COAST

## WHY CONSIDER INTERNATIONAL STUDENTS?

The Gold Coast is a global education hub, attracting high-calibre international students from over **130 countries**. These students bring **fresh perspectives, multilingual skills, and a strong commitment** to their personal and professional development. Hiring international students can provide your organisation with a **competitive edge** in today's diverse and dynamic workforce.

## KEY BENEFITS FOR GOLD COAST EMPLOYERS:



### SKILLED AND JOB-READY

International students often study in high-demand areas such as IT, engineering, health, science, and business. They are equipped with practical skills, academic knowledge, and an eagerness to contribute.



### PREVIOUS EXPERIENCE AND QUALIFICATIONS

Many international students already hold qualifications and work experience from their home countries. Consider asking how their previous experience and education could align with and add value to what you're looking for.



### CULTURAL INTELLIGENCE

Hiring from diverse backgrounds can help businesses better connect with multicultural customers, suppliers and clients – locally and globally.



### FRESH PERSPECTIVES

International students offer innovative thinking, adaptability, and strong work ethic – essential qualities for navigating modern business challenges.



### REGIONAL COMMITMENT

Many international students want to build their careers in the Gold Coast region, often choosing to stay long-term through graduate and skilled migration pathways.

# HIRING INTERNATIONAL STUDENTS IS EASIER THAN YOU THINK!

International students in Australia have work rights—before and after graduation. Employers are not responsible for managing their visa, and most students can be employed with minimal administrative effort.

## WHILE STUDYING (STUDENT VISA - SUBCLASS 500):

- Students can work up to 48 hours per fortnight during study periods and unlimited hours during semester breaks.
- Postgraduate research students (e.g. PhD or Masters by Research) can work full-time throughout the year.
- Employers should confirm that a student has commenced their course (a Confirmation of Enrolment or a letter from the institution is sufficient).
- Dependants of students studying a Masters or PhD can work unrestricted hours.

## AFTER GRADUATION (TEMPORARY GRADUATE VISA - SUBCLASS 485):

- Full-time work rights from 18 months to 4 years, depending on the level of qualification and region studied.
- No employer sponsorship is needed.
- Can be hired like any other local graduate.
- Graduates from Gold Coast institutions are eligible for extended stay under regional migration incentives.

## LONG-TERM OPTIONS:

If you wish to retain a high-performing graduate, various skilled migration pathways are available:

- Employer Sponsorship (such as TSS 482, ENS 186, SESR 494)
- Independent Skilled Visas (such as 189, 190, 491)
- Many graduates are eligible for permanent residence, especially when working in regional areas like the Gold Coast.

# THREE SIMPLE STEPS TO HIRE AN INTERNATIONAL STUDENT

1



## VERIFY WORK RIGHTS

Ask the student to provide a copy of their **Visa Grant Notice** or a **VEVO (Visa Entitlement Verification Online) check result**, which confirms their visa type, work rights, and any conditions. If needed, you can request their passport details to conduct a VEVO check yourself (with their consent), although most students can provide this information directly, go to [VEVO: immi.homeaffairs.gov.au](https://immi.homeaffairs.gov.au)

2



## RECRUIT AS USUAL

International students apply for jobs like domestic candidates. No extra processes are required during or after hiring unless you choose to sponsor them long-term.

3



## NEED HELP?

If you're not sure and need some guidance, contact our team,

👉 [partnerships@experiencegoldcoast.com](mailto:partnerships@experiencegoldcoast.com)



“  
WE’RE EXTREMELY HAPPY WITH THE SUCCESS  
OF OUR INTERNATIONAL RECRUITMENT  
PROGRAM. OUR BUSINESS IS BENEFITING FROM  
HIGHLY SKILLED STAFF WHO ARE DEDICATED  
TO THEIR ROLES. AND BEYOND THIS OUR  
WORKPLACE IS ENRICHED BY WELCOMING  
PEOPLE FROM DIVERSE BACKGROUNDS.

”  
LAURA JONES  
CHIEF PEOPLE OFFICER  
DNATA

## ATTRACTING STUDENT TALENT-AT NO COST!

Did you know you can advertise student opportunities for free on our dedicated jobs board, Gold Coast Student Jobs? Employers can post a wide range of casual and part-time roles, as well as entry-level opportunities such as traineeships, apprenticeships, work experience, internships, and graduate positions.

You can also create a free employer profile to share information about your organisation, upload your logo and images, and help students learn more about who you are and what you offer.



Simply scan the QR Code or visit  
[goldcoaststudentjobs.com.au](https://goldcoaststudentjobs.com.au)

## SUPPORTING REGIONAL WORKFORCE GROWTH

Employing international students strengthens the local economy, addresses skills shortages, and supports the Gold Coast’s position as a regional business and education powerhouse. These graduates are invested in the region’s future and bring global networks, professional ambition, and long-term potential.



“  
WE FIND HIRING  
INTERNATIONAL STUDENTS  
ADDS, BOTH TECHNICAL  
AND CULTURAL, VALUE TO  
OUR ORGANISATION

”  
DARRON NUTT  
MANAGING DIRECTOR  
GANDEN ENGINEERING

# WANT TO LEARN MORE?

For further information and personalised guidance:

👉 **HOME AFFAIRS VISA RESOURCES:**  
[\*immi.homeaffairs.gov.au\*](http://immi.homeaffairs.gov.au)

👉 **GOLD COAST STUDENT JOBS:**  
[\*goldcoaststudentjobs.com.au\*](http://goldcoaststudentjobs.com.au)

👉 **REGISTERED MIGRATION AGENTS:**  
[\*mara.gov.au\*](http://mara.gov.au)

👉 **INTERNATIONAL STUDENT ADVICE AND SUPPORT:**  
[\*partnerships@experiencegoldcoast.com\*](mailto:partnerships@experiencegoldcoast.com)

Tap into a global talent pool - right here on the Gold Coast.

Hiring international students is a smart, simple step toward a more diverse, skilled and resilient workforce.

Unlock Global Talent 



ENHANCE  
LOCAL  
GROWTH

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**GOLDCOAST.**<sup>™</sup>