

Manuscript ID	Manuscript Title	Abstract	Author Names
ANZAM-2017-045	Skills Wastage: A Study of Migrant Engineers in Australia	<p>Every year thousands of engineers migrate to Australia however, a majority of them only secure jobs unrelated to their professions/qualifications (Mahmud et al. 2014). For these migrant engineers earning a living in an alternative position results in their downward mobility professionally and eventual skill atrophy (Cameron et al., 2013). This proposed research study will adopt a sequential exploratory mixed methods approach to examine the phenomenon of skill wastage amongst migrant engineers which will draw upon elements of Social Identity Theory (SIT) and Intelligent Career Theory (ICT). Findings from this research could inform dialogue on effective HR policies which may be adopted by the Engineering organizations to better access and utilize migrant engineers as well as inform future migration policies.</p>	<p>Asgar, Sana; Cameron, Roslyn; Farivar, Farveh</p>