# Introduction

# Overview of Australia IT Industry

* Current: Australia's IT industry is generally growing, but it is still lagging behind
  + Australia needs 445,000 more technology skilled workers to reach the 1.3m workers projected as needed by 2030 to keep pace with international economies. That’s a net increase of 60,000 tech workers each year(ACS, 2023).
  + fast growth over the period ahead is not enough to close the gap between Japan or the USA by the end of the period(ACS, 2023).
  + The lack of technology workers with the right skills is a missed opportunity for Australian businesses and the economy. This tech labour shortage will cost the Australian economy $16 billion by 2030 (in today’s dollars) in foregone economic activity (ACS, 2023).
  + Skilled migrants account for about 45% of the technology workforce. Society found that 39% of migrants took longer than 12 months to find their first job in tech. 1 in 5 (18%) migrant technology workers believe their skills and experiences are not fully utilised in their current jobs (ACS, 2023).
* Future: The exponential growth of AI and its implications for job roles and required skills. (Walsh, 2019)
  + Aus need more AI integration which create oppotunies for international student(ACS, 2023).
  + investment increase because ai(Walsh, 2019).
  + For AI: ChatGPT has seen increasing need for researchers and knowledge workers to ask the right ‘prompt’ questions to leverage Gen AI's capabilities. They must also present the thinking necessary to then analysing the outputs(ACS, 2023).

# Australian Workplace Culture - Effective Communication

number of language and cultural problems, which are the two major issues facing this particular cohort(Pham, 2018)

Communication boundary

English Problem:

English fluency problem

* international students’ poor language is heavily influenced by their lack of efforts in socialising and making friends with local students, leading to their lack of understanding of language protocols and cultural norms and expectations. they often tend to group together

Accent problem

* Most Global Credit Software employees claimed that they experienced difficulties in communication because of differences in accents between themselves and their colleagues in Australia

Different ways of communication:

* Singaporeans were perceived by Australians to have a more implicit form of communication style. Non-verbal behaviours were used to maintain these implicit communication boundaries. When Australians tried to cross these communication boundaries, they had greater difficulty understanding the ‘‘hidden messages’’. Chinese would understand, what this facial gesture meant, what this hand gesture and tone meant, but for a foreigner, we had no idea, so we wouldn’t get the non-verbal cues (Loh, 2009).
* communication boundaries found that Singaporeans had a less direct mode of communication, preferring communication to be more implicit and non-verbal. In contrast, Australians tend to have a more explicit communication boundary. This is consistent with previous cross-cultural communication research(Loh, 2009).
* Participants also perceived Singaporeans to create ‘‘tighter’’ and less permeable workplace boundaries than Australians(Loh, 2009).
* our findings showed that Australians tend to be perceived as individualistic. In contrast, Singaporeans tend to be perceived as collectivistic. Participants also perceived Singaporeans to create ‘‘tighter’’ and less permeable workplace boundaries than Australians(Loh, 2009).
* Australians are seen as creating more permeable boundaries, which affects how others perceive them. For example, comments that Australians are "friendly and outspoken people, their door is always open to you and they are more relaxed" have influenced how others perceive them. Despite these positive comments, Singaporeans and Australians themselves see Australians as aggressive and tough. Australians are very arrogant and I don't like dealing with them(Loh, 2009).

culture different

International students have been reported as having limited understanding of local culture.

* international students lacked familiarity with the Australian culture, work practices, and expectations of different professions. expected conduct, behaviours, norms and values endemic to the professional setting - such as expectations of employers, established workplace processes, and the hierarchical structure
* they did not ask questions.
* they often struggle with being self-critical and reflecting on personal experience
* If students and employees are not verbally participatory, they are very likely to be seen as problematic.
* Asian students found it astonishing and culturally inappropriate when Australian students interrupted someone who was talking to make a point or asking very simple questions when they could just have kept quiet and found out from their classmates at a later time.

# Successful Integration into the Australian Workplace

# Conclusion

国际学生能否有效融入澳大利亚的IT行业，关键取决于他们能否适应职场文化并且有效交流。通过积极地与当地同行交流，接受澳大利亚的职场文化，国际学生可以克服文化和语言障碍，丰富该行业的多样性和竞争力。最终，国际学生可以将挑战转化为成长的机会，使他们在IT行业中迈出了关键的一步。

国际学生能否融入澳大利亚的IT行业，很大程度上取决于他们驾驭和适应当地职场文化的能力。理解和适应直接的沟通方式和非正式的社会规范不仅对促进有效的协作和团队合作至关重要，而且对行业内的个人职业发展也至关重要。通过积极地与当地同学交流，接受澳大利亚英语的细微差别，并利用导师和专业网络等支持系统，国际学生可以克服最初的文化和语言障碍。此外，通过贡献他们不同的观点和创新的方法，他们不仅丰富了他们所加入的团队，而且增强了澳大利亚IT行业的文化多样性和竞争力。最终，积极适应和融入澳大利亚职场文化使国际学生将文化挑战转化为成长和融合的机会，标志着他们在IT领域的专业旅程中迈出了关键的一步。

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