

Timor-Leste and the PALM scheme



From the Director of the LSU

"Timor-Leste hasn't lost the village sense of hospitality that treats every visitor with a level of respect reserved for family. When you bring a Timorese worker into your business, you aren't just filling a vacancy – you're bringing this culture into your company."

There is a unique bond between Timor-Leste and Australia that translates directly to the workforce. Timorese approach their work with the same resilience they showed in their struggle for independence, demonstrating agility, resourcefulness and a tireless work ethic.

I invite employers to tap into the resilience and the village heart of Timor-Leste. You won't just be getting employees, you'll be getting partners for your success."

João Correia Pereira
Director
National Directorate of
Overseas Employment



Scan to see
our workers
in action:
success
story

Located just 700 km north-west of Darwin, Timor-Leste is one of 10 partner countries participating in the Pacific Australia Labour Mobility (PALM) scheme.

Timorese workers take up employment opportunities in several key Australian industries, including agriculture, horticulture, hospitality, meat processing and aged care.

Why recruit from Timor-Leste?

- Access a supported, work-ready pool of candidates
- Request training tailored to your specific roles
- Recruit across both short-term and longer-term streams
- Work directly with a dedicated Labour Sending Unit (LSU)



Talk to Timor-Leste about your workforce needs

Approved PALM scheme employers can partner with Timor-Leste to recruit workers.

Contact the LSU of Timor-Leste's National Directorate of Overseas Employment.

Seasonal and short-term recruitment:

swp.lsu.tl@gmail.com

Longer-term recruitment:
pls.lsu.tl@gmail.com

Not yet an approved employer?
Visit the PALM scheme website to learn how to apply.

palmscheme.gov.au



Hear from an employer

Anthony Staatz, Owner, Koala Farms

"Our experience of the PALM scheme has been a very positive one and it has revolutionised the way we do our business.

What we have experienced is that workers from Timor-Leste are very honest people. They are loyal and appreciative of the opportunity to come and work in Australia.

It has been stabilising for our business to know that every day everyone is going to be there because they want to work and they want to do their job."

Industry-ready training and skills

The PALM scheme in Timor-Leste enables selected candidates in the country's work-ready pool to receive targeted training and skills development prior to any offers of employment. This ensures candidates are well prepared for a work placement in Australia.

Training includes:

- Hospitality: food preparation, housekeeping and customer service
- Meat processing: sector-specific safety, hygiene and production skills
- Aged care: foundational understanding of care environments and personal support
- English language: structured programs from foundational to intensive levels, focused on practical workplace communication
- Cross-sector skills: driving, forklift and chainsaw operation
- Work-ready skills: digital literacy, interview preparation and job readiness.

Training programs are designed to meet Australian industry standards and employer expectations.

To date, more than 2,000 candidates in Timor-Leste have completed technical and work-readiness skills training.

Bespoke, skills-on-demand training

Timor-Leste also offers flexible, demand-driven training to support individual employer needs.

Upon submitting a recruitment plan, employers can request candidate training tailored to specific roles, worksites or skill requirements. This training is funded through the PALM scheme.

Options for employer-delivered training

Employers can choose to participate directly in delivering training for their potential workforce. This provides valuable insight into candidates' skills and aptitude.

Comprehensive support is available to help employers and registered trainers co-deliver this training.

**Scan to learn more about
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Australian Government

