

**From:** [REDACTED]  
**To:** [Committee, Migration \(REPS\)](#)  
**Subject:** Regional skilled visa age history  
**Date:** Monday, 16 February 2026 12:45:52 PM  
**Attachments:** [Australia History of Skilled Migration.pdf](#)

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Committee for Skilled Migration,

I want to thank you for all of your hard work on skilled migration, and reviewing submissions brought to you. Upon discussing my submission and rationale, a friend had asked me where the age limit came from and the context. After a bit of research I found the review of the current age limit 45 interesting for regional skilled visas, and why Australia continues to limit those with critical shortages.

The average retirement age in the mid 1990's for men was 55, and for women an age of less than 45. The 1990's General Skilled Migration age limit of 45, with an average retirement age of 55, should now reflect that change. In 2012 visas were restricted to age 45 **in fear of over migration**, to reflect *a level of benefit to the Australian workforce, as New Zealand's age of 55 and lack of Canadian age limit.*

Australia is now facing critical shortages, there could be a benefit to increasing or omitting this age restriction, especially for those with a higher level of expertise in healthcare, education, construction, and IT. If these occupations are on the critical shortage list, why is Australia limiting their expertise? is in need for expertise in healthcare, construction, education, and IT, especially in regional areas.

Specifically, having those with expertise and higher degrees (Masters, PhD), and expertise in their field (AnzSCO 1 & 2) to help guide those in their field. Now that Australia is in critical shortage, I propose to increase this limit to 55. The point system doesn't have room to address this, excluding their expertise.

Given that the retirement age is currently around 65-70 on average, the benefit to Australia may be for a skilled professional to contribute 20 years past the age of 45. A Nurse Educator, for example, or others in their specific field, may help train others in their field of a critical shortage.

DAMAS and Employer sponsored 482 Visas do not include those with a higher level of expertise and leadership roles, as mentioned in my Joint Committee submission, so should be addressed for Regional Visas.

MANY Nurse Educator roles, for example, have been advertised, I have interviewed, given to those with residency and reposted SEVERAL times after as not the right fit, wasting Employer time and money for increased turnover rates.

My research is attached.

Thank you,

Ms. Kerry Rodgers, MSN, BSN, RN

[REDACTED]

## History of Australia Skilled Migration

1. According to Migration Regulations 1994, Subclass 105 Skilled- Australian-linked: *105.213: The applicant is of working age.*

([https://www.ecoi.net/en/file/local/1069515/1226\\_1296040337\\_4d3eee082-3.pdf](https://www.ecoi.net/en/file/local/1069515/1226_1296040337_4d3eee082-3.pdf))

Working age in 1994 is listed as 15-64 years old. *On 30th June 1994, the proportion of the population aged between 15 and 64 years (traditionally referred to as the 'working-age population') was 66.6%. This proportion increased to a high of 67.5% in 2009, before declining to 66.5% by 30 June 2014.*

([https://www.abs.gov.au/ausstats/abs@.nsf/featurearticlesbytitle/D35AD443C65C2B4CCA258089001224FB?OpenDocument#:~:text=WORKING%20AGE%20POPULATION%20\(AGED%2015%20D64%20YEARS\)&text=This%20proportion%20increased%20to%20a%20year%20ended%2030%20June%202014.&text=Comparing%20the%20working%20age%20population,population%20aged%2065%20and%20over.](https://www.abs.gov.au/ausstats/abs@.nsf/featurearticlesbytitle/D35AD443C65C2B4CCA258089001224FB?OpenDocument#:~:text=WORKING%20AGE%20POPULATION%20(AGED%2015%20D64%20YEARS)&text=This%20proportion%20increased%20to%20a%20year%20ended%2030%20June%202014.&text=Comparing%20the%20working%20age%20population,population%20aged%2065%20and%20over.))

2. Average Retirement Age in a study from 1992-1996, released in 1997:

Age of Retirement	Men (Pension age 65)	Women-Pension age 60
Less than 45	10.9%	<b>49%</b>
45- 54 years old	17.0%	20.6%
55 years to pension age	<b>57.8%</b>	9.7%
Pension Age	10.2%	4.6%
Greater than Pension age	3.1%	5.1%

(<https://www.superannuation.asn.au/wp-content/uploads/2023/09/9709-Retirement Behaviour Older Australians.pdf>)

3. Australia Skilled Migration Framework, 27-09-2012

9.6 The current age limit for GSM visas is set at 50 years of age. The age limit 'reflects the **level of benefit to the Australian work force** and economy expected of persons entering Australia under this stream of the migration program'.

9.9 Both New Zealand and Canada have similar skilled migration programs. In New Zealand, the age limit is set at 55 years of age and points are available under the points test for those in the 40–44, 45–49 and 50–55 age ranges. In Canada, there is no upper age limit, however, zero points are awarded for those who are aged 54 years and over at the time of application. In the Issues Paper, the ALRC noted that in addition to imposing a barrier to mature age skilled migrants seeking to work in Australia, the age limits may also in turn affect Australia's ability to compete with other countries for such skilled workers. It is important to note, however, that there are structural and contextual differences with respect to the migration policy of each of these countries. For example, Australia's GSM program designates significantly more skilled migration occupations than Canada. **The age criterion and other criteria for skilled migration may therefore reflect the need to impose some form of restriction in order to limit applicants for GSM visas.**

([https://www.alrc.gov.au/publication/grey-areas-age-barriers-to-work-in-commonwealth-laws-dp-78/9-migration/australias-skilled-migration-framework/#:~:text=For%20applications%20made%20prior%20to,\(General%20Skilled%20Migration%20visas\).](https://www.alrc.gov.au/publication/grey-areas-age-barriers-to-work-in-commonwealth-laws-dp-78/9-migration/australias-skilled-migration-framework/#:~:text=For%20applications%20made%20prior%20to,(General%20Skilled%20Migration%20visas).))

Regional Visas for Skilled Migration were originally set for “**legal working age**” with a retirement age average of 55. In 2012 visas were restricted to age 45 in fear over migration, to reflect a *level of benefit to the Australian workforce*, as New Zealand's age of 55 and lack of Canadian age limit. Australia is now facing critical shortages, there could be a benefit to increasing or omitting this age restriction, especially for those with a higher level of expertise in healthcare, education, construction, and IT. If these occupations are on the critical shortage list, why is Australia limiting their expertise? The average retirement age in the mid 1990's for men was 55, and for women an age of less than 45. The 1990's General Skilled Migration age limit of 45, with an average retirement age of 55, should now reflect that change. I propose, given Australia, now with a retirement age of 65 and in a critical shortage of specific fields, to reflect this to an age limit of 55.