



Australian Government
Department of Home Affairs



Department of Home Affairs submission two to the Inquiry into Australia's Skilled Migration Program

Joint Standing Committee on Migration

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1. Introduction

- 1.1.1 The Department of Home Affairs (the Department) welcomes the opportunity to provide the Joint Standing Committee on Migration with its submission in response to terms of reference 1(b) and 3 to 7 as part of the Committee's inquiry into Australia's Skilled Migration Program. A separate submission was provided on 1 March 2021 in response to terms of reference 1(a) and 2.

2. ToR 1b – The purpose of the Skilled Migration Program and whether it is meeting its intended objectives, including if more long-term structural changes are warranted

- 2.1.1 The Department outlined in its first submission the purpose of the Skilled Migration Program and the economic contribution of skilled migrants. Overall, evidence previously presented indicates that the program is meeting its intended objectives.
- 2.1.2 Australia's Skilled Migration Program is made up of both employer-sponsored (that is, migrants must be sponsored into a specific job) and human capital (that is, migrants are selected based on their skills and attributes, but do not have to have a job already arranged) components.
- 2.1.3 There are eight visa categories under the Skilled Migration Program: Employer Sponsored, Skilled Independent, Regional, State and Territory Nominated, Business Innovation and Investment Program, Global Talent Program, Distinguished Talent and Temporary Work. These equate to more than 25 visa subclasses and streams. **Attached 8.1** outlines the key visa requirements and associated costs.
- 2.1.4 Under the Skilled Migration Program, there is a temporary visa (Temporary Skill Shortage visa (subclass 482), TSS) which allows holders to stay in Australia for a defined period of time. There are also permanent visas that allow holders to stay in Australia indefinitely. A number of temporary visas are described as provisional visas, which allow holders to apply for permanent residence once they have met the associated requirements.
- 2.1.5 Program performance is considered through:
- Analysing data and reports produced within the Department and by other Australian Government agencies; State and Territory government agencies; and credible third party organisations.
 - Reviewing data from the Australian Bureau of Statistics and collected as part of the Continuous Survey of Australia's Migrants undertaken by the Department. Labour market outcomes of migrant cohorts are surveyed six and eighteen months after their settlement in Australia with the most recent published in 2020.
 - Seeking feedback through public consultations. For example the Department recently published separate public consultation papers in relation to Australia's 2021-22 Migration Program and the Business Innovation and Investment program (BIIP) inviting submissions which closed on 10 February 2021 and 17 February 2021, respectively.
 - Seeking feedback from key stakeholders through advisory groups, for example the Ministerial Advisory Council on Skilled Migration (MACSM) and the Skilled Migration Officials Group (SMOG).
 - MACSM is a tripartite body established to comprise industry, union and government representatives that provides advice to the Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs on Australia's temporary and permanent Skilled Migration Programs and associated matters.
 - SMOG is a forum for the Commonwealth and State/Territory governments to discuss proposals and new initiatives, share information, consider issues and further develop strategies arising in the implementation of policies regarding Skilled Migration.

- The Skilled Migration Program is also subject to external scrutiny. In the past two decades, there have been 10 Parliamentary inquiries and five independent reviews into skilled and temporary migration.

2.1.6 The Skilled Migration Program is designed to be responsive to changes in the labour market with structural changes made as needed:

- For example, from 1 July 2021, the BIIP will be simplified from nine to four visa streams (Business Innovation, Entrepreneur, Investor, and Significant Investor), with a clear pathway to permanent residence for each stream. These will allow Australia to provide valuable migration places to prospective migrants who will establish and grow businesses, and invest in Australia's innovation ecosystem, ensuring BIIP is well-placed to support Australia's post-COVID-19 economic recovery by maximising its economic contribution.
- In March 2019, Government announced changes to increase the number of migrants who choose to live, work and settle in regional Australia. These included allocating migration program places specifically to regional skilled migrants, offering incentives to international graduates to study at regional universities, and refining the definition of regional Australia to add to incentives for skilled migrants to settle in Australia's regions and help ease growing infrastructure and congestion pressures in Australia's major cities.
- On 16 November 2019 two new skilled regional provisional visas commenced for skilled migrants, and dependent family members, who want to live and work in regional Australia:
 - Skilled Employer Sponsored Regional (Provisional) visa for people sponsored by an employer in regional Australia.
 - Skilled Work Regional (Provisional) visa for people who are nominated by a State or Territory government or sponsored by an eligible family member to live and work in regional Australia.
- A key feature of the visas is a requirement for skilled regional migrants to live and work in a regional area for at least three years before being eligible for permanent residence.
- In March 2018, the TSS visa was introduced, replacing the Temporary Work (Skilled) (subclass 457) visa. The new visa settings addressed several integrity concerns raised by stakeholders in regards to its predecessor, and sought to ensure that Australians have priority for Australian jobs, while at the same time providing businesses with access to critical skills where they are not available in Australia.
 - The reforms were informed by earlier reviews including: the 2014 Independent Review into the Integrity of the Subclass 457 programme; the 2016 Productivity Commission Inquiry Report: Migrant Intake into Australia; the 2016 Review of the Temporary Skilled Migration Income Threshold; and the 2016 Senate Inquiry A National Disgrace: The Exploitation of Temporary Work Visa Holders.
 - These reviews were subject to extensive consultation processes, including with: individuals; academics; bodies and businesses who use the employer sponsored skilled visa programs; migration agents; representatives of foreign governments; the Ministerial Advisory Council on Skilled Migration; and government departments and agencies.
- Also in March 2018:
 - The Skilled Occupations List (SOL) and Consolidated Sponsored Occupation List (CSOL) were replaced by the Medium and Long-Term Strategic Skills List (MLTSSL) and the Short-Term Skilled Occupation List (STSOL) and

- The maximum age for the Employer Nomination Scheme and Regional Sponsored Migration Scheme visa applicants (Temporary Residence Transition and Labour Agreement streams) was lowered from 50 to 45 years (with some exemptions).

3. ToR 3 – Skills lists and the extent to which they are meeting the needs of industries and businesses and keeping pace with Australia's job landscape

- 3.1.1 Australia's skilled migrant intake is informed by three usual skilled occupation lists, which are underpinned by the Australian and New Zealand Statistical Classification of Occupations (ANZSCO) codes. These are:
- the Short-term Skilled Occupations List (STSOL), containing occupations to address short-term labour market needs;
 - the Medium and Long-term Strategic Skills List (MLTSSL), designed to fill high value occupations over the long-term; and
 - the Regional Occupation List (ROL), comprising additional occupations available to regional employers.
- 3.1.2 Information on the application of skilled occupation lists to different skilled visas and streams is provided in **Attachment 8.1**.
- 3.1.3 The occupation lists are updated regularly based on reviews by the Department of Education, Skills and Employment and more recently the National Skills Commission (NSC), which include labour market analysis and consultation with key stakeholders including industry, government and the public, to ensure skilled migration remains responsive to labour market needs.
- 3.1.4 The occupation lists were last updated on 11 March 2019. The proposed March 2020 update of the lists did not proceed due to the disruption in the labour market arising from the COVID-19 pandemic. The next update of the occupation lists is expected to occur once the labour market has entered an appropriate recovery phase and will be informed by advice from the NSC.
- 3.1.5 Additionally, on 2 September 2020, the Priority Migration Skilled Occupation List (PMSOL) was introduced, identifying occupations that are considered to be critical for the recovery of the Australian economy, based on expert labour market advice from the NSC. Employer sponsored visa and nomination applications involving PMSOL occupations receive priority processing and may be considered for exemption from travel restrictions while they are in place.
- The PMSOL is designed to be dynamic and is updated regularly to meet labour market needs.
- 3.1.6 While skilled occupation lists and ANZSCO codes have served Australia's skilled migration well for many years, the rise of disruptive technologies is accelerating the rate of change in emerging fields, creating new and niche roles rapidly that are typically difficult to incorporate using existing occupation lists and ANZSCO codes. This is why the Global Talent visa departs from these mechanisms and focuses primarily on candidates' overall calibre and skills to enable Australia to address the changing needs of the workforce quickly.
- 3.1.7 The Business Innovation and Investment Program (BIIP) and Distinguished Talent (DT) program also do not use these mechanisms as they focus on the attributes of prospective migrants. The BIIP targets individuals who have a demonstrated history of success or talent in innovation, investment and business and are able to make a significant contribution to the national innovation system and the Australian economy, and the DT program provides a migration pathway for individuals who have an internationally recognised record of exceptional and outstanding achievement in a profession, a sport, the arts, or academia and research.

4. ToR 4 – The administrative requirements for Australian businesses seeking to sponsor skilled migrants, including requirements to prioritise job opportunities for Australians and job creation

4.1 Australian workers have first priority for jobs

- 4.1.1 Australia's employer sponsored visa program was reformed between 2017 and 2018 to ensure it safeguards the jobs of Australian workers while continuing to support businesses to meet skills needs by recruiting migrants that complement the domestic labour market.
- 4.1.2 There are currently four employer-sponsored skilled visas available to applicants: two permanent visas (Employer Nomination Scheme (subclass 186) and Regional Sponsored Migration Scheme (subclass 187)), a provisional visa (Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)) and a temporary visa (Temporary Skill Shortage Visa (subclass 482), TSS).
- 4.1.3 For an employer to sponsor an overseas worker for a visa, typically they must apply to become a sponsor and nominate a worker for a particular position within their organisation. A visa application lodged by the employee can be considered following the approval of the associated nomination.
- 4.1.4 A number of requirements for employer sponsored visas have been specifically designed to ensure the program complements, not replaces, the employment of Australian workers. These are outlined below.

Labour market testing

- 4.1.5 The term 'Labour Market Testing' (LMT) relates to advertising to fill a position and the manner in which LMT must be conducted is set out in the *Migration Act 1958* and determined by the Minister through a legislative instrument. It seeks to provide Australians with first visibility for local jobs, and provides a tangible demonstration of an employer's efforts to fill vacancies with Australian workers.
- 4.1.6 LMT is mandatory for subclass 482 and subclass 494 visas with exemptions available only in specific circumstances where it would be inconsistent with Australia's international trade obligations under the World Trade Organisation General Agreement on Trade in Services, and under Free Trade Agreements to which Australia is a party; or where a visa is applied for under a Minister of Religion Labour Agreement.
- 4.1.7 To meet the LMT requirement, employers must provide evidence when submitting the nomination application to demonstrate that they have tested the local labour market within the four months prior to nominating a skilled overseas worker for a visa, over at least four weeks. Advertisements must be in English and specify skill and experience requirements. The position salary must also be specified in the advertisement for positions with salaries less than \$94,600. LMT must include a minimum of three advertisements using the methods of a national recruitment website, national print media/radio or business website of accredited sponsors.
- 4.1.8 From 1 October 2020, employers must include the Government's national platform *jobactive* in their recruitment efforts, to meet nomination requirements. Mandating the use of *jobactive* is designed to connect more Australian job seekers with local job opportunities, enhancing the Government's commitment that employers only employ overseas workers where local labour is not available.
- 4.1.9 Flexibility to the LMT manner and time period is provided for intra-corporate transferees; internationally recognised talent; key medical occupations; nominations for existing workers lodged solely because of a change in business structure or pay; and positions with annual earnings of \$250,000 or higher.
- 4.1.10 The recruitment practices of Australian employers must also satisfy Australian workplace, equal opportunity and non-discrimination laws. That is, job vacancies including those lodged on company websites and with labour hire firms should be available to Australian jobs seekers and should not target applications from persons holding particular visa types or from specific foreign countries.

- 4.1.11 A legislated Independent Review of the *Migration Amendment (Skilling Australians Fund) Act 2018* is scheduled for 2021. LMT settings will be considered as part of this process.

Salary requirement

- 4.1.12 Sponsored employees must be paid the annual market salary rate (AMSR) as per the relevant fair work instrument, state industrial instrument or transitional instrument. The AMSR cannot be lower than the Temporary Skilled Migration Income Threshold (TSMIT), currently \$53,900.
- 4.1.13 This helps to ensure that overseas workers are not paid less than what an Australian worker would be paid, doing the same work in the same location, and that the visa programs are not used to undercut the Australian labour market. It also ensures that skilled overseas workers have reasonable means of support while in Australia. The AMSR does not apply to positions with annual earnings of over \$250,000.
- 4.1.14 There are no concessions to the TSMIT. However, there may be scope to seek a concession to the TSMIT in an industry Labour Agreement where there is a strong business case. Overseas workers sponsored under a Labour Agreement must be paid at least the AMSR.

Skills and work experience requirements

- 4.1.15 All sponsored employees must have an occupation that is either on one of the applicable skilled occupation lists or specified in a labour agreement. In addition, they must meet the relevant work experience requirements, as well as provide evidence of relevant Australian registration, licences and certificates. **Attachment 8.1** outlines the relevant requirements for each of the employer sponsored visas.
- 4.1.16 Most skilled visa applicants are required to undertake a skills assessment as part of their visa application, noting exemptions may be available for some visas. **Attachment 8.1** provides further details. Skills assessments provide evidence that prospective skilled migrants have the required skills, qualifications and/or work experience to meet the occupational standards needed for employment in Australia.
- 4.1.17 Skills assessments are conducted by Australian Government approved assessing authorities. They are responsible for setting assessment standards, as they are best placed to determine the skills required to practise a particular profession in Australia. In addition to educational qualifications, assessment requirements may include, for example, English language proficiency and work experience.
- As examples, assessing authorities include Engineers Australia and the Australian Nursing and Midwifery Accreditation Council.
- 4.1.18 Where a skills assessment is required, the applicant must have a valid assessment outcome at the time of invitation to apply for a visa, or time of application (depending on the visa). Furthermore, skills assessments for different visas may have different requirements. These may in some instances require an applicant to obtain a further skills assessment.
- 4.1.19 Together, these requirements ensure that prospective skilled migrants can only be sponsored for a visa if they demonstrate that they have the required skills to fill an identified skilled position where no suitable Australian worker is available, and where the shortage of skills in their field of profession is recognised by Government.

Visa condition 8607 – must only work in nominated position

- 4.1.20 An additional measure to ensure temporary visa holders do not jeopardise employment opportunities for Australians is that TSS visa holders must only work in the position they were nominated for as a condition (condition 8607) of their visa. This means they are not allowed to work for another employer or in another position in Australia.

4.2 Job creation and skills transfer

- 4.2.1 Skilled migration supports job creation by bringing highly skilled workers to Australia, where no skilled Australian worker is available, who in turn help Australian businesses grow and employ more Australian workers. More specifically, several visa settings applicable to employer sponsored visas seek to ensure Australian workers can benefit from skilled migration as well, which are outlined below.
- 4.2.2 It is worth noting that some skilled migration categories are designed for migrants to be job multipliers rather than only filling a job vacancy. For example, the Business Innovation and Investment Program targets migrants who can invest capital, establish and grow businesses that will contribute to the national innovation system and the Australian economy
- As at 28 February 2021, Significant Investor visa holders have invested a total of \$13.1 billion into complying investments since the program commenced on 24 November 2012.
 - Since 1 July 2015, \$0.48 billion of these investments have been directed into Venture Capital and Private Equity in order to support early stage startups, and \$1.46 billion has been directed to support emerging companies.
 - Business Innovation visa holders have supported more than 15,000 full time equivalent (FTE) jobs in Australia.
- 4.2.3 In addition, the Global Talent Independent program commenced in July 2019 to attract talented migrants of the highest calibre, with entrepreneurial ideas and cutting-edge skills within target industry sectors, who can relocate to Australia and contribute to the economy by driving innovation and supporting the creation of local jobs. Refer to **Attachment 8.4** for case studies.

Skilling Australians Fund levy

- 4.2.4 All employers nominating an applicant for a visa are required to pay a Skilling Australians Fund (SAF) levy. **Attachment 8.1** outlines the applicable SAF levy amounts for each of the visas. The SAF levy is used to fund training initiatives for Australians to meet skills needs.
- 4.2.5 The Department of Home Affairs is responsible for the collection of the SAF and this is undertaken at the time of nomination lodgement.
- 4.2.6 The Department of Education, Skills and Employment is responsible for administering the SAF and managing a national partnership that provides SAF funding to the states and territories for state and territory projects agreed in bilateral schedules. The SAF levy prioritises apprenticeships and traineeships in occupations that are in high demand, rely on skilled migration or have future growth potential, including in rural and regional Australia.
- 4.2.7 Collection of the SAF levy including the cost, refund provisions and options for waivers will be considered as part of the independent review of the *Migration Amendment (Skilling Australians Fund) Act 2018* mentioned above.

English language requirements

- 4.2.8 English language requirements aim to ensure visa holders are able to positively contribute to and fully participate in the Australian workplace and the community.
- 4.2.9 For skilled visa holders, these requirements reflect the expectation that they are appropriately skilled, able to understand their workplace rights and health and safety issues, and equipped to transfer their skills to the Australian workforce. The English language requirements for each visa category are listed in **Attachment 8.1**.

4.3 Migrant worker exploitation

- 4.3.1 Migrant worker exploitation refers to exploiting non-citizen visa holders, characterised by underpaying wages for labour or services (wage theft), and other violations of Australian workplace laws, including threatening and unethical behaviour.

- 4.3.2 The Attorney-General's Department and the Fair Work Ombudsman's office lead the Government's overall response to this issue, including in relation to the exploitation of Australian citizens.
- 4.3.3 The Department and the Australian Border Force (ABF) play a specific role in combatting migrant worker exploitation and supporting the integrity of our immigration programs by ensuring non-citizens hold visas allowing them to work, where appropriate, that they are complying with their visa conditions, and (where necessary) that workers are sponsored by approved business sponsors who meet their sponsorship obligations.
- The ABF conducts employer awareness activities, focusing on ensuring employers know their legal obligations and that workers hold valid visas with appropriate work rights.
 - Commencing in December 2018, the ABF continues to conduct a national operation (Operation BATTENRUN), targeting unscrupulous labour hire intermediaries and those exploiting foreign workers through issuing warnings and infringement notices, and where appropriate visa cancellations, detention and removal from Australia.
- 4.3.4 The Department works with the Fair Work Ombudsman to ensure that visa holders with work rights who have reported exploitation will generally not have their visa cancelled. This serves to encourage such reporting.
- 4.3.5 The Department and ABF make information about worker rights and entitlements available through a range of channels to visa holders. These include information provided to visa holders about their work conditions and entitlements in their visa grant notices and via 'push' messaging sent to Working Holiday Maker visa holders and text messages at different points of their visa pathway. Information on workplace rights is also available on the Department's and the Fair Work Ombudsman's websites.

Undocumented workers

- 4.3.6 The suggestion of an amnesty for undocumented workers has been raised by some stakeholders. The Government does not support the regularisation of status, *en masse*, of unlawful migrant workers. Doing so would contradict efforts that encourage compliance with Australian laws, counter prevention and deterrence efforts against those who would breach Australian laws, and undermine the integrity of Australia's visa programs.
- 4.3.7 The Government is committed to ensuring that visa conditions are created for employers, labour hire intermediaries and sponsors to comply with Australian laws, resulting in a fair and safe experience for migrant workers.
- 4.3.8 The Government provides a range of services to support the resolution of the immigration status of non-citizens in Australia, including through the Department's Status Resolution Service if a person cannot resolve their visa status. The Status Resolution Service supports the effective administration of Australia's visa and citizenship programs, which includes dual, but equally important and complementary objective:
- to facilitate the entry and stay of those who legitimately seek to visit, study, work (in roles that cannot be filled locally or that would build the national capability and increase competitiveness) or migrate; and
 - to prevent entry or stay by those who disguise their true identity or intentions, or otherwise pose a risk to the security or safety of the Australian community, or to the national interest.
- 4.3.1 Status Resolution Support Services program provides short-term, tailored support to individuals who are unable to support themselves while they engage with the Department to resolve their immigration status on a case-by case basis.

5. ToR 5 – The costs of sponsorship to businesses seeking to sponsor skilled migrants

- 5.1.1 The costs for sponsorship, nomination and visa applications for employer sponsored visas are outlined in **Attachment 8.1**.
- 5.1.2 The sponsorship framework, which is set out in the *Migration Act 1958*, is designed to protect foreign workers from exploitation and ensure labour market need is met through domestic labour first. Under this, sponsors of overseas workers must meet a number of obligations to ensure that visa holders are treated appropriately, including the responsibility to cover reasonable and necessary travel costs to let their sponsored employees and their sponsored family members leave Australia (once only). They might also be required to repay the costs for the Government to remove their sponsored employees and their sponsored family members from Australia should they become unlawful non-citizens.
- 5.1.3 More details about the obligations for standard business sponsors in relation to the Temporary Work (Skilled) (subclass 457), Temporary Skill Shortage Visa (subclass 482) and Skilled Employer Sponsored Regional (Provisional) (subclass 494)) visas are available in **Attachment 8.6**.
- 5.1.4 Employers must pay the cost of becoming a sponsor, nomination application charges and must not, or attempt to, transfer or charge these costs to another person such as a sponsored visa holder or their sponsored family members. Similarly, they must pay all costs associated with the recruitment process themselves.

6. ToR 6 – The complexity of Australia's Skilled Migration Program including the number of visa classes under the program and their requirements, safeguards and pathways

- 6.1.1 As mentioned previously, there are eight visa categories under the Skilled Migration Program, which include more than twenty-five visa subclasses and streams, including temporary, provisional and permanent visas. **Attachment 8.1** provides the key requirements and costs of current skilled visas.
- 6.1.2 The Department provided in its first submission, information about different visa programs under Australia's Skilled Migration Program.
- 6.1.3 The Department provides information about different visa options and their associated requirements and costs on its website to assist prospective migrants in making an informed decision.
- 6.1.4 The global (average) visa processing times are also published on the Department's website, noting that the processing time for an individual visa application depends on:
 - whether a complete application is lodged, including all necessary supporting documents
 - how promptly requests for additional information are responded to
 - the timing of the provision of information from third parties, particularly in relation to health, character and national security requirements, and
 - for permanent visa applications, how many places are available in the migration program.
- 6.1.5 Under section 499 of the *Migration Act 1958*, the Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs can give Direction to the Department to process visa applications in specific orders of consideration. Currently, Directions number 87, 88 and 89 are in effect for skilled visas, which are provided in **Attachment 8.5**.

7. ToR 7 – Any other related matters

Impacts of COVID-19 on the Skilled Migration Program

- 7.1.1 The COVID-19 pandemic has had an unprecedented and significant impact on the administration and delivery of the 2019-20 Migration Program. Travel restrictions have limited the arrival of both temporary and permanent migrants to Australia, and visa processing has been significantly impacted by the limited capacity for clients to undertake health checks and English language tests.
- 7.1.2 Since 1 February 2020, the Australian Government has progressively implemented travel restrictions designed to curb the introduction and spread of COVID-19 in Australia, based on the advice of the Australian Health Protection Principal Committee (AHPPC).
- From 20 March 2020, all foreign nationals are prohibited from travelling into Australia, unless they fall within certain exempt categories.
 - From 25 March 2020, Australian citizens and permanent residents are prohibited from leaving Australia, unless they fall within certain exempt categories.
- 7.1.3 The number of visa applications received by the Department decreased by 23 per cent in the current program year to 28 February 2021 (87,692 applications), when compared to the previous program year to 29 February 2020 (114,189 applications)¹.
- 7.1.4 The 2020-21 Budget indicated Net Overseas Migration (NOM) will move from a net inflow of (+) 154,000 in 2019-20 to a net outflow of (-) 72,000 in 2020-21. This will be the first time that NOM has been a net outflow since 1946.
- NOM is forecast to reach -22,000 in 2021-22, and +96,000 in 2022-23.
 - Prior to COVID-19, the NOM for 2018-19 was 239,700.
- 7.1.5 In light of COVID-19 related impacts, temporary visa concessions have been introduced since April 2020 to help certain temporary and provisional skilled visa holders and former holders maintain a visa pathway to permanent residence, so that they can continue to contribute to Australia's COVID-19 response and recovery from it. COVID-19 temporary concessions for skilled visas are included in **Attachment 8.2**.
- 7.1.6 The 2020-21 Migration Program has been designed to respond and adapt to evolving economic, border and public health challenges in an uncertain environment. More specifically, the Skilled Migration Program focuses on visa categories that help Australia be future-ready and help our economy recover from COVID-19.
- These priority visa categories are the Business Innovation and Investment Program (BIIP), the Global Talent Independent Program and the Employer Sponsored Program.
- 7.1.7 In addition, skilled visa applicants in Australia are being prioritised over applicants outside Australia to assist in retaining migrants already here to prevent a further reduction net overseas migration.
- 7.1.8 Planning is underway to target the size and composition of the 2021-22 Migration Program, that will build on the 2020-21 Migration Program's principles to support Australia's continued growth and contribute to Australia's long-term economic and social outcomes, as the nation's migration needs continue to evolve.

¹ These application numbers refer to applications for visas that count towards the annual Migration Program planning levels.

8. Attachments

- 8.1 List of skilled migration visa categories, requirements and costs
- 8.2 Key milestones in skilled migration
- 8.3 Further answers to Questions on Notice from the Public Hearing on 17 February 2021
- 8.4 Global Talent Independent program skilled migrants – case studies
- 8.5 Ministerial Directions numbers 87, 88 and 89 – order of consideration for skilled visa applications and nominations
- 8.6 Obligations for standard business sponsors – in relation to subclasses 457, 482 and 494 visas