



Australian Government
Department of Home Affairs



Department of Home Affairs submission one to the inquiry into Australia's skilled migration program

Joint Standing Committee on Migration

1 March 2021

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1. Introduction

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(a) and 2 as part of the Committee's inquiry into Australia's skilled migration program. A separate submission will be provided in response to the remainder of the terms of reference by 31 March 2021.

1.1 Overview of Australia's skilled migration program

- 1.1.1 Migration is central to Australia's national story. From a population of about 7 million people after World War II, Australia has grown to a nation of more than 25 million people in 2021. The Migration Program has facilitated the selection and entry of migrants who have played a core role in nation building. It comprises temporary visas, the permanent Migration Program (including Skilled, Family and Child places) and the Humanitarian program.
- 1.1.2 Since the early 1970s, visa programs have been based on a universal, non-discriminatory visa system, which focuses on the contribution a person can make to Australia, rather than their ethnicity, gender or religious beliefs.
- 1.1.3 The evolving nature of Australia's skilled migration policy seeks to address population and industry challenges, such as:
- an ageing population and stagnant fertility rates resulting in a decline in labour force participation;
 - increased global competition for highly skilled and talented migrants;
 - pressures in meeting skills shortages (both low skilled and high skilled), particularly in remote and regional areas;
 - the rise in transnationalism and global labour mobility;
 - the changing nature of work, also referred to as the fourth industrial revolution;
 - digital disruption and the sectoral growth in automation and artificial intelligence; and
 - changes in the economic cycle including evolving industry needs.
- 1.1.4 Skilled migration brings to Australia a group of people with higher than average productivity, and specialist skills in demand in our economy. Skilled migrants generate benefits for Australia's economy, enhancing productivity and innovation, by bringing to Australia new knowledge and skills, helping businesses take up new technologies and providing Australia with further connections to global markets.
- 1.1.5 The design of the program also provides regional Australia with the opportunity to attract skilled migrants filling positions in need.
- 1.1.6 A key priority for the Australian Government is to safeguard the jobs of Australian workers in the design of skilled migration policy. Policy settings aim to ensure skilled migration to Australia complements, not replaces, domestic employment and training initiatives to meet skills needs.
- 1.1.7 Australia's skilled migration program focuses on four key segments¹:
- General skilled migration, for skilled workers who do not have an employer sponsoring them;
 - Employer nomination, for those who have an employer willing to sponsor them;
 - Business skills migration, which encourages successful business people to settle in Australia and develop new business opportunities; and
 - Global and Distinguished Talent, for individuals who are internationally recognised as outstanding in their field.

¹ Spinks, H. (2010), Australia's Migration Program, https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/BN/1011/AustMigration

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- 1.1.8 More specifically, there are eight visa categories under the program: Employer Sponsored, Skilled Independent, Regional, State and Territory Nominated, Business Innovation and Investment Program, Global Talent Program, Distinguished Talent and Temporary Work.
- 1.1.9 Regional visas include both employer sponsored visas (Regional Sponsored Migration Scheme (subclass 187) and Skilled Employer Sponsored Regional (Provisional) (subclass 494)) and a points-tested visa (Skilled Work Regional (Provisional) visa (subclass 491)), which focuses on human capital attributes of prospective skilled migrants.
- 1.1.10 While employer-sponsored visas are designed for skilled migrants to fill specific vacancies where no suitable Australian workers are available, non-employer-sponsored skilled visas select prospective migrants based on their human capital attributes and ability to contribute to the Australian economy and labour market in the long term. Many of them, such as entrepreneur, investor and business migrants, are expected to be 'job multipliers' by creating quality jobs for Australians.

1.2 Economic contribution of skilled migrants

- 1.2.1 Australia's skilled migration program provides significant and lasting economic benefits to Australia. Modelling by the Productivity Commission² found that increasing the share of migrants entering in higher skilled occupations increased Australia's real GDP per person.
- 1.2.2 The recent Population Statement³ from Treasury's Centre for Population notes that the emphasis on skilled migration leads to the selection of migrants who are younger than the Australian average, and of an age more likely to have children. As the Intergenerational Report⁴ has shown, this helps to reduce the fiscal effects of the otherwise increasing average age of Australia's population.
- 1.2.3 Fiscal modelling, such as that in the Productivity Commission⁵ study, has consistently found that skilled migrants have the most positive contribution to Australia's fiscal position. As skilled migrants are generally younger and higher paid than average, they therefore pay more in taxes and draw less on Government payments and services.
- 1.2.4 Continuous Survey of Australia's Migrants survey results show strong results across key indicators for migrants both 6 and 18 months after arrival. The Cohort 5 Report – Change in outcomes 2018⁶ shows that in terms of employment rates, 88.9% of all skilled stream migrants were employed compared to 61.9% of the Australian population at six months of settlement. Participation rates for skilled migrants were 95.6% compared to 65.5% for the Australian population. The employment outcomes for skilled migrants further improved at 18 months of settlement, with an employment rate of 94.3% (62.3% for the Australian Population) and a participation rate of 96.7% (65.6% for the Australian Population).
- 1.2.5 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.

² Productivity Commission (2016), Migrant Intake into Australia, Inquiry Report No. 77, Canberra – The economy wide impacts of migration – general equilibrium modelling, Technical Supplement B, <https://www.pc.gov.au/inquiries/completed/migrant-intake/report/migrant-intake-supplementb.pdf>

³ Centre for Population (2020), Population Statement – December 2020, https://population.gov.au/docs/population_statement_2020.pdf

⁴ The Treasury (2015), 2015 Intergenerational Report – Australia in 2055, https://treasury.gov.au/sites/default/files/2019-03/2015_IGR.pdf

⁵ Productivity Commission (2016), Migrant Intake into Australia, Inquiry Report No. 77, <https://www.pc.gov.au/inquiries/completed/migrant-intake/report/migrant-intake-report.pdf>

⁶ Department of Home Affairs (2020), Cohort 5 Report – Continuous Survey of Australia's Migrants – Change in outcomes 2018, <https://www.homeaffairs.gov.au/research-and-stats/files/csam-cohort5-change-outcomes-2018.pdf>

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2. ToR 1a – if any immediate adjustments are necessary in the context of the future of work and pandemic recovery

2.1 The design of the skilled migration program

- 2.1.1 The COVID-19 pandemic has had a significant impact on the delivery of the 2019-20 Migration Program. Travel bans 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.
- 2.1.2 Since the COVID19 pandemic, the key focus of the Australian Government has been on combatting the virus, protecting the health of Australians and supporting businesses and jobs. The 2020-21 Migration Program has been designed to respond and adapt to evolving economic, border and public health challenges in an uncertain environment.
- 2.1.3 The Skilled stream of the 2020-21 Migration Program focuses on visa categories that help Australia be future-ready and help our economy recover from COVID-19, with priority given to visa cohorts with medical and other critical skills to support the pandemic response and to drive economic growth and investment to support recovery. The three priority categories are:
- Business Innovation and Investment Program (13,500 places);
 - Global Talent Program (15,000 places); and
 - Employer Sponsored Program (22,000 places).
- 2.1.4 Places for Business Innovation and Investment Program visas were doubled in 2020-21, reflecting the importance of this program in driving investment into the Australian economy and creating jobs for Australians.
- 2.1.5 Places for the Global Talent Program were tripled in 2020-21, acknowledging that it attracts migrants with high-calibre skills in ten key industries: Resources; Agri-food and AgTech; Energy; Health industries; Defence, advanced manufacturing and space; Circular economy; Digitech; Infrastructure and tourism; Financial Services and FinTech; and Education.
- 2.1.6 The Employer Sponsored program drives high workforce participation and provides businesses with access to critical skills where no skilled Australian worker is available.
- 2.1.7 Migration, both permanent and temporary, will be a key component of Australia's economic recovery from COVID-19. Carefully selecting skilled migrants will boost the economy by filling skills gaps and generating investment that will support economic growth.
- 2.1.8 Given global uncertainty around the trajectory of the COVID-19 virus, it is difficult to forecast migration trends across the next few years. Nevertheless, there is feedback that Australia's response to COVID-19 is viewed as a positive by potential migrants.
- 2.1.9 This presents an opportunity for elements of Australia's skilled migration program to be forward leaning - to proactively attract entrepreneurs and startups as well as exceptionally talented individuals and high yield companies that will make a significant contribution to our economy and to create quality Australian jobs.
- 2.1.10 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.

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2.2 COVID-19 temporary visa concessions and arrangements

- 2.2.1 Temporary visa concessions have been introduced since April 2020 to support certain temporary and provisional visa holders and former holders impacted by COVID-19. They include skilled visa holders who are on a pathway to permanent residence and may have been disadvantaged by the consequences of the COVID-19 pandemic. A summary of COVID-19 temporary visa concessions for skilled visas are at **Attachment 4.1**.
- 2.2.2 The ability to maintain a visa pathway for skilled visa holders means they can continue to contribute to Australia's COVID-19 response and recovery from it.
- 2.2.3 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 in migration and population rates.
- 2.2.4 On 2 September 2020, the Priority Migration Skilled Occupation List (PMSOL) was announced, identifying occupations that are considered to be critical for the recovery of the Australian economy, based on expert labour market advice from the National Skills Commission (NSC). Employer sponsored visa applications involving PMSOL occupations receive priority processing and may be considered for exemption from travel restrictions.
- 2.2.5 There are currently 18 occupations on the PMSOL. Its composition reflects the advice from the National Skills Commission (NSC) and other Commonwealth departments. The PMSOL will be temporary and prioritisation of these occupations will change as Australia recovers from the pandemic. The NSC continues to monitor the impacts of COVID-19 upon the Australian labour market and skills needs as they evolve and new sources of data emerge.

3. ToR 2 – Australia's international competitiveness in attracting entrepreneurs, venture capital, startups and the best and brightest skilled migrants with cutting edge skills

3.1 Australia's international standing

- 3.1.1 A range of factors shape Australia's attractiveness compared to competitor countries, and a number of indicators measure Australia's success in this context. For example the OECD Indicators of Talent Attractiveness (2019)⁷ has ranked Australia first in an international comparison of countries strengths and weaknesses in their capacity to attract and retain workers with master or doctoral degrees. Australia was ranked seventh for entrepreneurs and sixth for university students.
- 3.1.2 Australia is currently ranked 10th in the 2020 Global Talent Competitiveness Index⁸, behind countries including Switzerland (first), the United States (second), Singapore (third) and the Netherlands (sixth). Australia has been on the rise however, moving up 2 places from its previous ranking of 12th in the same index in 2019.
- 3.1.3 According to the World Bank⁹, Australia is ranked 14th position in 2020 for ease of doing business, an increase of 4 from 2019. Australia ranks:
- Fifth in the world for ease of doing business in countries with a population of more than 20 million. This is behind Korea (first), the US (second), the UK (third) and Malaysia (fourth).

⁷ Organisation for Economic Co-operation and Development (2019), How do OECD countries compare in their attractiveness for talented migrants?, <https://www.oecd.org/els/mig/migration-policy-debates-19.pdf>

⁸ INSEAD, the Adecco Group and Google Inc. (2020), Global Talent Competitiveness Index Report 2020, <https://www.insead.edu/sites/default/files/assets/dept/globalindices/docs/GTCI-2020-report.pdf>

⁹ The World Bank (2020), Ease of Doing Business rankings, <https://www.doingbusiness.org/en/rankings>

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- Fourth for ease of gaining credit.
- Seventh for ease of starting a business.

3.1.4 Australia was ranked the 12th happiest country in the world, according to a World Happiness Report¹⁰ released in March 2020.

3.2 International competition for global talent

3.2.1 The nature of work is changing rapidly due to the increasing globalisation and digitalisation of the world we inhabit. The emergence of digital disruption technologies, artificial intelligence, and growth in biotechnology fields are challenging past assumptions about the way humans live and work. Human capital is becoming increasingly important resulting in significant international competition for global talent, especially in growth industries.

3.2.2 The speed at which the structure of the labour market is changing means a passive approach to sourcing global talent is insufficient to meet the skills gaps identified by industry. A proactive and flexible approach which is future focussed, consultative, and flexible is required to enable Australia to attract the best and brightest to grow a strong and prosperous economy.

3.2.3 Different countries are taking different approaches and targeting different talent groups in their recruitment efforts. Some examples are:

- **Singapore** has three distinct programs targeting serial entrepreneurs, foreign professionals and high earning professionals, all with different visa pathways that can lead to permanency. Singapore's Ministry of Manpower is responsible for these programs, rather than an Immigration authority.
- **Finland** provides a strong support and settlement network for their best and brightest skilled migrants, although there are no financial incentives to their talent program. Of note is the access to education, including international schools and English-speaking childcare. This indicates that Finland's talent program is aimed at the older cohort of global talent with families and children.
- The **Netherlands** similarly provides shopfront-type Government services to their knowledge migrants as a way to assist with settlement. The Netherlands also actively promotes engaging in research and development activities through attractive incentives and lower tax rates.
- **New Zealand's** Edmund Hillary Fellowship provides entrepreneurs and investors with a multitude of settlement services, including access to public health care and education, as well as cultural exchange and mentorship opportunities. There is also a pathway to permanency – this program has been designed to entrench the Fellow into public life in New Zealand and provide a permanent migration solution if the person is a good fit.
- **Canada's** Global Talent Stream is very structured – the highly skilled worker must be sponsored by an employer, referred by a recognised partner, as well as be on the occupation list. The pathway is only temporary, but priority processing is provided for.
- The **United States** targets investors through its EB-5 Immigrant Investor Program. This program is designed to stimulate the economy through job creation and capital investment by foreign investors and requires applicants to invest in a new commercial enterprise.

3.3 Australia's approach

3.3.1 Australia needs to be at the forefront in attracting the best and the brightest to help grow a stronger economy and a more prosperous Australia. In recognition of this, in 2018 the Australian Government announced three new programs to strengthen Australia's capability to attract and facilitate the movement of migrants with high human capital to Australia. These were the Global Talent Employer

¹⁰ Helliwell, J., Layard, R., Sachs, J., & De Neve, J. (eds.) (2020), World Happiness Report 2020, <https://happiness-report.s3.amazonaws.com/2020/WHR20.pdf>

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Sponsored (GTES) program pilot, Supporting Innovation in South Australia (SISA) pilot and the Global Talent Independent (GTI) program.

- The GTES program provides established and start-up businesses with a streamlined process to sponsor overseas workers with niche or cutting edge skills, where vacancies cannot be filled by Australians or through other visa programs.
- The SISA pilot is a collaborative effort between the South Australian Government, Commonwealth Government and members of the South Australian Innovation Ecosystem that is designed to attract foreign entrepreneurs who will develop innovative ideas and launch start-ups in South Australia.
- The GTI program is designed to identify and attract high calibre migrants with cutting edge skills in one of ten target sectors.

3.3.2 These programs complement other existing programs that provide an alternate avenue for sourcing global talent including the Distinguished Talent program and the Business Innovation and Investment Program. More information about these programs is provided in the section below.

3.4 Attracting entrepreneurs and startups

3.4.1 Global talent includes not only highly educated people, but entrepreneurs as well. The ability of entrepreneurs to bring together 'the creativity, innovation, flexibility, adaptability, risk taking, and energy needed to successfully navigate a world in constant flux'¹¹ assists to keep the Australian economy relevant and competitive in the face of emerging fields and disruptive technologies.

3.4.2 Australia has a range of visa programs that support entrepreneurs at each stage of the process, supporting Australia to create attractive conditions and a mechanism for sourcing the required human capital for innovation and entrepreneurialism.

Start-up and early stage

3.4.3 The Supporting Innovation in South Australia pilot program commenced in November 2018 and runs through to November 2021, using a temporary visa product. It aims to attract foreign entrepreneurs who can develop innovative ideas and launch startups in South Australia. Startups are important for the future prosperity of the Australian economy as they generate new jobs, drive innovation and bring opportunities to diversify our economy.

3.4.4 After the pilot was reviewed, South Australia and other jurisdictions are supportive of an ongoing visa program for overseas early stage entrepreneurs. The settings for the Entrepreneur Stream of the Business Innovation and Investment Program (BIIP) have been refined to cater for this cohort on an ongoing basis and will replace SISA. The changes will come into effect from 1 July 2021.

3.4.5 The new Entrepreneur visa will remove the current \$200,000 funding requirement, and applicants will need to instead be endorsed by a state or territory government. Furthermore, it will provide a pathway to permanent residence. It is expected that these settings will provide further incentives for international entrepreneurs to come to Australia.

Scale-up

3.4.6 In response to calls from business to deliver more flexible, future focussed visa arrangements that help attract global talent to Australia, the Government launched the Global Talent Employer Sponsored (GTES) program in July 2018. It was co-designed and implemented with an Industry Advisory Group and state and territory governments to benefit Australia and Australian workers.

¹¹ Dehaze, A. (2019), Foreword to the Global Talent Competitiveness Index Report 2019, <https://gtcistudy.com/wp-content/uploads/2019/01/GTCI-2019-Report.pdf>

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- 3.4.7 It aims to bring globally mobile, highly skilled and specialised individuals to Australia who can bring new ideas, new jobs, new skills and new technology into Australia, contribute to Australia's developing startup ecosystem, and act as 'job multipliers' in Australian businesses, helping them to hire more local staff and fill critical areas of need.
- 3.4.8 Businesses must demonstrate that access to the GTES program will support job opportunities and skills transfer for Australians. There are two streams in the program – established business and startups.
- 3.4.9 Businesses participating in the start-up stream of the GTES program must operate in a technology based or STEM-related (science, technology, engineering and mathematics) field, and be endorsed by the Startup Advisory Panel, composed from a cross-section of the Australian startup ecosystem and emerging tech sector industries.
- 3.4.10 These startups have the opportunity to secure talent to support scale up and expansion of their business model through streamlined labour agreements where suitable Australian workers cannot be found.

Major players and experienced entrepreneurs

- 3.4.11 Individuals who have a demonstrated record of success at establishing successful businesses and commercialising ideas are likely to fall into the scope of the Global Talent Independent program, the Business Innovation and Investment Program, or the targeting activities of the Global Business and Talent Attraction Taskforce.

3.5 Attracting the best and brightest skilled migrants

Global Talent Independent program

- 3.5.1 The Global Talent Independent (GTI) 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.
- 3.5.2 Key features of the GTI program include:
- A fast tracked process to permanent residence in Australia for highly skilled migrants at the top of their fields in one of ten selected target industries: Resources; Agri-food and AgTech; Energy; Health industries; Defence, advanced manufacturing and space; Circular economy; Digitech; Infrastructure and tourism; Financial services and Fintech; Education.
 - Flexible settings to meet critical niche needs of the Australian economy. There is no requirement to align to the Australian and New Zealand Statistical Classification of Occupations (ANZSCO)¹² codes or Skilled Occupation Lists. Applicants are instead required to demonstrate that they have a record of exceptional and outstanding achievement in their field, and that they earn, or have the potential to earn, a salary at or above the Fair Work High Income Threshold¹³.
 - Many of Australia's skilled visa programs, including Employer Sponsored, Skilled Independent, Regional, State and Territory Nominated and Temporary Work visa categories, are underpinned by the ANZSCO codes and three usual occupation lists: the Short-Term Skilled Occupation List (STSOL), the Medium and Long-Term Strategic Skills List (MLTSSL), and the Regional Occupation List (ROL). The National Skills Commission

¹² The ANZSCO defines skill level as a function of the range and complexity of the tasks performed in a particular occupation. It is measured by the level or amount of formal education and training, the amount of previous experience in a related occupation, and the amount of on-the-job training. Skill level 1 occupations have a level of skill commensurate with a bachelor degree or higher qualification; skill level 2 an associate degree, advance diploma or diploma; skill level 3 a Certificate IV, or Certificate III including at least two years of on-the-job training; and skill level 4 a Certificate II or III.

¹³ This figure is adjusted annually on 1 July and is currently \$153,600.

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(NSC) is responsible for providing labour market advice to Government on the skilled migration occupation lists.

- While these mechanisms 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 not typically covered by existing ANZSCO codes and occupation lists. The GTI focuses primarily on candidates' overall calibre and skills to enable Australia to address the changing needs of the workforce quickly.
- The establishment of the Global Talent Officer role as part of a global outreach and engagement strategy. These officers from the Department work with the world's top universities, professional associations and businesses to recruit the best and brightest to migrate to Australia.

Global Business and Attraction Taskforce

- 3.5.3 To further Australia's quest to attract global talent, on 4 September 2020 the Government announced the creation of the Global Business and Talent Attraction Taskforce (the Taskforce).
- 3.5.4 Supporting the Government's JobMaker blueprint for national prosperity and a post-COVID economic recovery, the Taskforce targets and attracts exceptionally talented individuals and international business entities with the potential to make large-scale positive impacts on the national economy and to create quality Australian jobs.
- 3.5.5 The Taskforce is led by the Prime Minister's Special Envoy for Global Business and Talent Attraction, Mr Peter Verwer AO, and is a coordinated national effort hosted by the Department of Home Affairs, partnering with the Australian Trade and Investment Commission, drawing on expertise from across Commonwealth and State and Territory governments, and leveraging the experience of the private sector.
- 3.5.6 The Taskforce complements and does not duplicate existing priorities and programs across Government, taking a national approach and utilising all available levers to attract talent and businesses to Australia and facilitate rapid integration into the Australian economy.
- 3.5.7 Working with states and territories to offer a suite of services to help eligible businesses and individuals relocate to Australia, the Taskforce offers an end-to-end service, including streamlined pathways to permanent residence, bespoke advice on how and where to relocate to Australia, and industry-specific contacts and networks.
- 3.5.8 To further enhance our international attractiveness to businesses and exceptional talent, a number of adjustments have been made to visa programs including:
 - The Distinguished Talent visa was simplified by consolidating two visa subclasses, with a single visa (subclass 858) available for visa applicants who are located inside or outside Australia.
 - Visa eligibility was simplified and more applicants are now eligible to apply for a subclass 858 visa in Australia.
 - Flexibility was introduced with changes to the health requirement, where in limited circumstances, visa applicants are able to apply for a health waiver.
 - To ensure consistency of public messaging about the intent of the Global Talent Independent program and the Taskforce, the Distinguished Talent visa was renamed the Global Talent visa on 27 February 2021.
 - The ability for the Taskforce to directly nominate suitable exceptionally talented candidates who will make a significant contribution to the Australian economy to apply for a Global Talent visa was introduced.
 - Introduction of a temporary work visa option to facilitate the rapid temporary deployment (up to 18 months) of critically skilled staff to Australia to establish a 'beach-head' for their business relocation.

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- 3.5.9 The Taskforce is targeting business and individuals from priority growth sectors such as advanced manufacturing, health and life sciences and financial services including Fintech. Examples of the top-of-field talent who will deliver an economic impact in Australia by leading innovation, acting as connectors between industries, or by bringing new skills and knowledge to Australia can be found at **Attachment 4.4**.
- 3.5.10 The litmus test for selecting businesses and individual targets is their ability to create quality jobs, boost Australia's supply chain resilience and turbocharge our economic recovery in key sectors that play to our strengths. Businesses that have the potential to make a significant investment in Australia and generate quality jobs are being prioritised by the Taskforce.
- Examples of the high value contributions a business would offer include; through access to new and exceptional intellectual property (IP)/technology, building resilience and critical ecosystems, filling skills or supply chain gaps, or relocating regional headquarters (or part thereof) to Australia.

Distinguished Talent program

- 3.5.11 Australia's Distinguished Talent program, introduced in 1994, is designed to attract exceptional talents in the fields of academia, sports, professions, and the arts. Visa applicants must be internationally recognised for their exceptional and outstanding achievements, and be nominated by an eligible individual or organisation who has a national reputation in relation to the same area.
- 3.5.12 The Department assesses whether applicants are prominent in their field and would be an asset to the wider Australian community. Applicants must demonstrate they will contribute to the betterment of the Australian community – economically, socially or culturally, or they have the ability to raise Australia's sporting, artistic or academic standards internationally.

Point-tested skilled visa programs

- 3.5.13 The skilled migration points test applies to the Skilled Independent visa (Subclass 189), the Skilled Nominated visa (Subclass 190), and the Skilled Work Regional (Provisional) visa (Subclass 491).
- 3.5.14 Points are awarded based on attributes, including age, English skills, length/location of skilled work experience, educational qualifications, study in Australia, foreign language skills, the skills of an applicant's partner and nomination and sponsorship.
- 3.5.15 Under Australia's current Expression of Interest (EOI) and invitation framework, prospective migrants who wish to be considered for one of the points-tested skilled visas must lodge an EOI in SkillSelect, and can only apply for a visa if invited to.
- For the Skilled Independent visa, invitations are issued to the highest scoring EOIs¹⁴ with a score at or above the passmark (currently set at 65 points), allowing Australia to prioritise and select skilled migrants who have the highest human capital and can best meet Australia's economic and social needs.
 - For state and territory nominated visas, each jurisdiction can choose which prospective migrants they wish to nominate, as long as they meet the minimum passmark of the points test. This allows each jurisdiction to nominate suitable prospective migrants who can best address their local and regional skills needs through their own nomination criteria.
- 3.5.16 From November 2019, five additional points (adding up to a total of 10 points) were made available in the points test for individuals who have completed Australian postgraduate research qualifications in

¹⁴ This is the normal arrangement. Since COVID-19 pandemic, invitation rounds have been focused on professionals with skills in sectors critical to the Government's COVID-19 response and economic recovery. These included health professionals, engineers and agriculture and transport specialists.

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science, technology, engineering or mathematics (STEM), or specified information and communication technology fields.

- 3.5.17 These points recognise that skilled migrants with STEM skills help Australian businesses meet skills gaps as a result of changes to the nature of work, and enhance Australia's future productivity, innovation and economic success.

3.6 Attracting venture capital

- 3.6.1 Australia's Business Innovation and Investment Program (BIIP) targets migrants 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.

- 3.6.2 The program currently consists of three visa subclasses and nine streams:

Visa	Stream
Business Innovation and Investment (Provisional) (Subclass 188) visa ¹⁵	Business Innovation
	Business Innovation extension
	Investor
	Significant Investor
	Significant Investor extension
	Premium Investor
	Entrepreneur
Business Talent (Permanent) (Subclass 132) visa	Significant Business History
	Venture Capital Entrepreneur

- 3.6.3 Under the program, applicants of the Business Innovation and Investment (Provisional) (Subclass 188) visa in the Significant Investor stream are required to invest \$5 million in Australia that meet the Complying Investment Framework (CIF) requirements for the duration of their provisional visa period, to be eligible to transition to a permanent visa (Subclass 888). The minimum provisional period is four years.

- 3.6.4 The CIF, which was introduced on 1 July 2015, requires each Significant Investor visa (SIV) holder to invest at least \$0.5 million in eligible Australian venture capital or growth private equity funds, which invest in start-up and small private companies.

- 3.6.5 This translates to the following amounts of new investments into venture capital funds by SIV holders under the BIIP since the current CIF was introduced:

Program year	Primary SIVs granted	New SIV investments into venture capital funds
2015-16	884	442 million
2016-17	624	312 million
2017-18	300	150 million
2018-19	318	159 million
2019-20	318	159 million
2020-21 to 31/1/2021	345	172.5 million
Total	2,789	1.3945 billion

- 3.6.6 In addition, they are also required to invest at least \$1.5 million in eligible managed funds or Listed Investment Companies (LICs) that invest in emerging companies, and up to \$3 million in managed funds

¹⁵ Holders of this visa can transition to the associated permanent visa (Subclass 888) if they meet the visa requirements.

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or LICs that invest in eligible assets, including Australian listed securities, eligible corporate bonds or notes, annuities and real property.

- 3.6.7 Australia's BIIP is attractive to business and investor migrants internationally, and the demand for BIIP exceeds the number of visa places available. As at 31 January 2021, there were 28,454¹⁶ onhand BIIP visa applications (primary and secondary), and the visa planning level for the BIIP in 2020-21 is 13,500 places.
- 3.6.8 The Commonwealth and State and Territory Governments participate annually in a collaborative process to determine the number of BIIP visa nominations for each jurisdiction. This number is for the entire BIIP, and each jurisdiction determines individually how many prospective migrants they wish to nominate under each stream of the program, based on their specific local and regional business and investment needs.
- 3.6.9 The Department does not allocate specific numbers of visa places to each stream within BIIP. However, in recognition of the significant economic contribution SIV applicants can make to Australia's economy, especially as we recover from COVID-19, processing of subclass 188 visa applications in the Significant Investor stream is currently prioritised over other BIIP visa applications.
- 3.6.10 This authority is provided to the Department via Ministerial Direction number 87, issued under section 499 of the Migration Act 1958 on 1 September 2020.
- 3.6.11 This arrangement allows Australia to receive SIV investments sooner, and is expected to encourage more interest in the SIV from prospective BIIP migrants and State and Territory Governments as nominators.

3.7 Visa integrity and quality

- 3.7.1 All non-citizens granted a visa must meet the character, health, identity, security and other eligibility requirements set out in the Migration Act. Consistent with community views and expectations, the Australian Government has a very low tolerance for criminal behaviour or the exploitation of Australia's migration system. For non-citizens, entering and staying in Australia is a privilege, not a right, and the Australian community expects that the Government can and should refuse entry to non-citizens or cancel their visas if they do not abide by the law.
- 3.7.2 Under the Migration Act, only the Minister or a delegate can grant, refuse or cancel a visa. Visa cancellation may be discretionary or mandatory, or occur by law. The Department is conscious of the magnitude of visa grant and cancellation decision-making and achieves fair and reasonable outcomes by using an evidence-based approach for all its decisions.
- 3.7.3 The Department continually reviews its visa risk settings, with regard to fraud and non-compliance trends and acts upon ways to better safeguard the Australian community working closely with partner agencies such as the Australian Federal Police, the Australian Criminal Intelligence Commission and the Australian Transaction Reports and Analysis Centre.
- 3.7.4 As a result of the increasing use of biometrics, leveraging intelligence and other new information sources domestically and internationally, and deploying new risk capabilities and tools, the Department has successfully detected and responded to many cases of visa and identity fraud, as well as serious criminality and security concerns. This includes refusals and cancellations for providing fraudulent documents, committing identity fraud, and providing incorrect and/or misleading information on visa applications. Visa applicants who are refused the grant of a visa for committing fraud are subject to a three or 10-year exclusion period, which prevents them from being granted an Australian visa.

¹⁶ Subclasses 188 and 132, excluding extension streams.

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Global Talent Independent program

- 3.7.5 The Global Talent visa is a two stage process involving an Expression of Interest (EOI) and visa application. The EOI is the Department's first opportunity to consider whether prospective migrants are of global talent and have an internationally recognised record of exceptional and outstanding achievement. Following this, prospective candidates are invited to make a visa application.
- 3.7.6 If invited, candidates require either:
- nomination by an Australian citizen, permanent resident, eligible New Zealand citizen or an Australian organisation with a national reputation in the same field as the applicant. Where appropriate, the nomination should come from the peak Australian body; or
 - endorsement by the Prime Minister's Special Envoy for Global Business and Talent Attraction (the Special Envoy) as likely to make a significant economic contribution to Australia¹⁷.
- 3.7.7 Since commencement, the Global Talent Independent program (the program) has attracted a highly educated cohort of applicants. 77 percent of program visa holders have been granted a visa in Australia after previously holding a temporary visa. While a proportion of visa grantees are at the early stages of their careers, the program has also attracted many highly talented migrants with a demonstrated track record of professional achievement.
- 3.7.8 It is too early in the program to make an informed assessment on the labour market impact of visa holders. The program attracts migrants who have the ability to contribute to the economy by creating businesses and jobs, upskilling Australians and facilitating knowledge transfer or by creating global linkages, rather than only through salary and taxation contributions.

4. Attachments

- 4.1 A summary of COVID-19 temporary visa concessions for skilled visas
- 4.2 List of skilled migration visa categories, requirements and costs
- 4.3 Statistical overview by visa, nationality, occupation and outcome
- 4.4 Examples of skilled migrants who relocate to Australia under Australia's skilled migration program
- 4.5 Answers to Questions on Notice from the Public Hearing on 17 February 2021

¹⁷ Endorsement by the Prime Minister's Special Envoy for Global Business and Talent Attraction (the Prime Minister's Special Envoy) is intended for use in exceptional circumstances including in situations where standard nomination requirements may be a barrier to prospective Global Talent migrants who do not have established networks in Australia. Indicators considered in determining whether an individual is likely to make a significant contribution to Australia include, but are not limited to: ability to generate jobs in areas of critical supply chain and talent gaps; ability to commercialise ideas at scale; ability as an innovator or serial entrepreneur; international recognition as a leader in culture, science, the arts, or commercial enterprise; potential to make a significant economic impact; ability to act as a connector between industries; and the bringing of exceptional new skills and knowledge to Australia.

A summary of COVID-19 temporary visa concessions for skilled visas

Implemented in	Measures
April 2020	<ul style="list-style-type: none"> • Temporary Skill Shortage (TSS, subclass 482) and Temporary Work (Skilled) (subclass 457) visa holders who have been stood down, but not laid off, are able to maintain their visa validity. • Businesses are able to reduce the hours of TSS and 457 visa holders without the person being in breach of their visa condition.
September 2020	<ul style="list-style-type: none"> • A Priority Migration Skilled Occupation List (PMSOL) was introduced with 17 occupations, based on advice from National Skills Commission (NSC) and other Commonwealth departments. It prioritises migration for people with critical skills through employer sponsored visa programs. • Concessions made available for eligible Skilled Regional (subclass 887) visa applicants, including: <ul style="list-style-type: none"> ○ Eligible visa applicants who lodge a visa application outside Australia are taken to have lived in a specified regional area for six months and worked full-time in a specified regional area for three months. ○ Eligible visa applicants in Australia are taken to have worked full-time in a specified regional area for three months. • Concessions made available for eligible Business Innovation and Investment (Provisional) visa (BIIP, subclass 188) holders, including: <ul style="list-style-type: none"> ○ Visa holders negatively impacted by travel restrictions are able to apply for a permanent BIIP visa (subclass 888), with time spent offshore as a result of COVID-19 counted towards their residence requirements. ○ Business Innovation stream visa holders are able to access a second extension stream. ○ Applications for a permanent BIIP visa are allowed to be made by former provisional BIIP visa holders whose visa ceased when travel was restricted due to the COVID-19 pandemic. ○ Under specific circumstances some Investor stream visa holders are allowed to access their investment without forfeiting their pathway to permanent residence.
October 2020	<ul style="list-style-type: none"> • Strengthened labour market testing for employer sponsored visa applications was introduced, by requiring businesses to advertise vacancies on jobactive before engaging overseas workers.

Implemented in	Measures
November 2020	<ul style="list-style-type: none"> • Eligible 887 visa applicants who are offshore can be granted a visa. • Concession made available for TSS and 457 visa holders who apply for the Temporary Residence Transition (TRT) stream of the Employer Nomination Scheme (subclass 186) and the Regional Sponsored Migration Scheme (subclass 187) visa pathways, including: <ul style="list-style-type: none"> ○ Exempting loss of earnings due to COVID-19 from the high income threshold for age exemptions for applicants over the age of 45. ○ Allowing periods where a worker has been temporarily stood down, been on unpaid leave or had their hours reduced to count towards the relevant employment history requirements. ○ Taking a practical approach to time of application English language requirements where testing centres are closed due to COVID-19. ○ The occupation of Social Worker was added to PMSOL based on advice from the NSC.
February 2021	<ul style="list-style-type: none"> • TSS and 457 visa holders who have not made their initial entry to Australia or have returned home due to COVID-19 are eligible for a Visa Application Charge (VAC) waiver should they lodge a new visa application.

Key visa requirements and costs of current skilled visas¹

Independent, State and Territory Nominated and Global Talent visas

	Skilled Independent visa (subclass 189)		Skilled Nominated visa (subclass 190)	Skilled Work Regional (Provisional) visa (subclass 491)	Global Talent visa (subclass 858), formally Distinguished Talent visa
	Points tested stream	New Zealand stream			
Sponsorship/ Nomination required	No		By a State or Territory government agency	By a State or Territory government agency or an eligible relative	By an eligible individual or organisation with a national reputation in relation to area of talent
Skill assessment required	Yes	No	Yes	Yes	No
Occupation on a Skilled Occupation List required	MLTSSL	No	MLTSSL or STSOL	MLTSSL, STSOL or ROL if nominated by a State or Territory government agency; or MLTSSL if sponsored by an eligible relative	No
Points test applied	Yes	No	Yes	Yes	No
Age	Under 45	No requirement	Under 45	Under 45	Between 18 and 55 or be of exceptional benefit to the Australian community
English language requirement	Competent	No requirement	Competent	Competent	Functional or second VAC
Salary requirement	No	TSMIT for each of the four completed financial years before application	No	No	No, but applicants under the Global Talent Independent program should earn or have the potential to earn a salary at or above the FWHIT
Visa validity	Permanent			5 years	Permanent
VAC - primary applicant	\$4,045				\$4,110

¹ This list illustrates key visa criteria and does not detail all requirements. All visa applicants must meet character, health, identity and security requirements as specified in the Migration Act 1958. It is not an exhaustive list of skilled visas.

Employer Sponsored visas

	Employer Nomination Scheme (subclass 186)			Regional Sponsored Migration Scheme visa (subclass 187)	Temporary Skill Shortage Visa (subclass 482)			Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)	
	Direct Entry stream	Temporary Residence Transition stream	Labour Agreement stream	Temporary Residence Transition stream	Short-term stream	Medium-term stream	Labour Agreement stream	Employer Sponsored stream	Labour Agreement stream
Sponsorship/ Nomination required	By an employer								
Skill assessment required	Yes unless exempted	May be required						Yes unless exempted	May be required
Occupation on a Skilled Occupation List required	MLTSSL	MLTSSL	As per the agreement	MLTSSL or ROL	STSOL	MLTSSL or ROL	As per the agreement	MLTSSL or ROL	As per the agreement
Labour Market Testing required	Yes unless exempted								
Age	Under 45 unless exempted				No requirement			Under 45 unless exempted	
English language requirement	Competent		As per the agreement	Competent unless exempted	The TSS specific English language proficiency requirement unless exempted		As per the agreement	Competent	As per the agreement
Salary requirement	Annual market salary rate, and not lower than TSMIT								
Visa validity	Permanent				Up to 2, 4 or 5 years	Up to 4 or 5 years		5 years	
Sponsorship/Nomination application fees	\$540	\$540 or \$0 if the position is in regional Australia		\$0	\$420 to be a sponsor and \$330 to nominate		\$330 to nominate	\$420 to be a sponsor	\$0
SAF levy	annual turnover <\$10M: \$3,000; annual turnover ≥\$10M: \$5,000				annual turnover <\$10M: \$1,200 per year; annual turnover ≥\$10M: \$1,800 per year			annual turnover <\$10M: \$3,000; annual turnover ≥\$10M: \$5,000	
VAC - primary applicant	\$4,045				\$1,265	\$2,645		\$4,045	

Business Innovation and Investment Program (BIIP) visas

	Business Innovation and Investment (Provisional) visa (subclass 188)					Business Talent (Permanent) visa (subclass 132)	
	Investor stream	Significant Investor stream	Premium Investor stream	Business Innovation Stream	Entrepreneur stream	Significant Business History stream	Venture Capital stream
Sponsorship/ Nomination required	By a State or Territory government agency	By a State or Territory government agency or Austrade	By Austrade	By a State or Territory government agency			
Points test applied	Yes	No		Yes	No		
Age	Under 55 unless waived	No requirement		Under 55 unless waived			No requirement
English language requirement	Functional or second VAC				Competent	Functional or second VAC	
Minimum investment	\$1.5 million	\$5 million	\$15 million	Not applicable			
Assets requirement	\$2.25 million	Not applicable		\$800,000	Not applicable	\$1.5 million	Not applicable
Business turnover	Not applicable			\$500,000 annually	Not applicable	\$3 million annually	Not applicable
Funding requirement	Not applicable				\$200,000	Not applicable	\$1 million
Visa validity	4 years and 3 months	4 years and 3 months which can be extended	4 years and 3 months	4 years and 3 months which can be extended	4 years and 3 months	Permanent	
VAC - primary applicant	\$5,375	\$7,880	\$9,455	\$5,375	\$4,045	\$7,855	\$7,855

Note:

English language requirements aim to protect the integrity of Australia’s visa programs, and ensure visa holders are able to positively contribute to and fully participate in the Australian workplace and the community. For temporary and permanent skilled visa holders, these requirements are set at levels that 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. More broadly, English language proficiency helps migrants to learn about Australia’s society and values through communication and engagement with others. It also facilitates labour market participation and civic engagement.

Glossary

Evidence of Competent English	The applicant: <ul style="list-style-type: none"> ● holds a valid passport issued by the United Kingdom, the United States of America, Canada, New Zealand or the Republic of Ireland, or ● has achieved at least 6 in each of the four IELTS components or equivalent score in another English language test accepted by the Department.
Evidence of Functional English	The applicant: <ul style="list-style-type: none"> ● holds a valid passport issued by the United Kingdom, the United States of America, Canada, New Zealand or the Republic of Ireland, or ● has been assessed as having functional English by a listed Australian Adult Migrant English Program service provider; or ● has completed study where all instruction was in English for the required duration (varies depending on the type of study), or ● has achieved an average score of at least 4.5 based on the four IELTS components or equivalent score in another English language test accepted by the Department.
FWHIT	Fair Work High Income Threshold, currently \$153,600.
MLTSSL	Medium and Long-term Strategic Skills List
ROL	Regional Occupation List
SAF levy	Skilling Australians Fund levy
STSOL	Short-term Skilled Occupation List
TSMIT	Temporary Skilled Migration Income Threshold, currently \$53,900
VAC	Visa Application Charge



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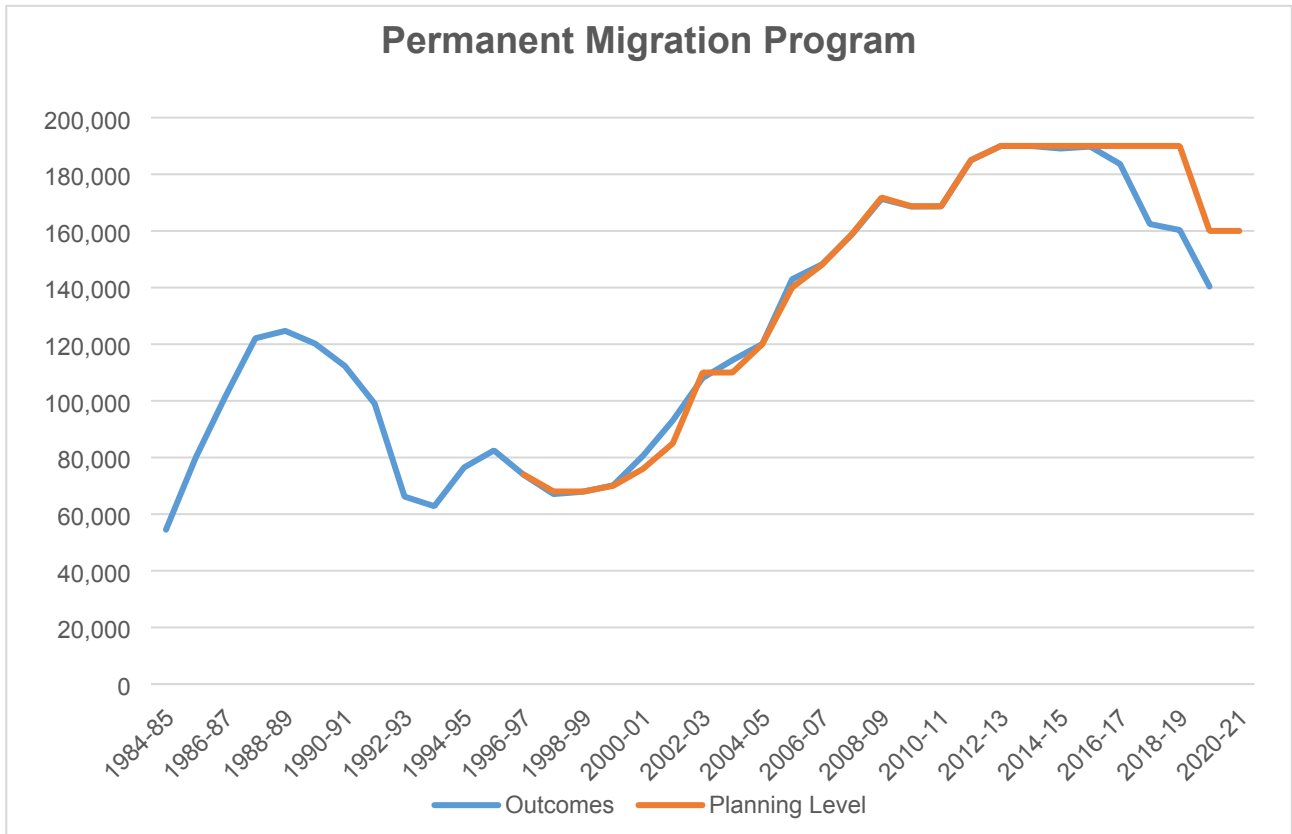
Skilled migration visa statistics

20 years of Permanent Migration

Year	Skill Stream	Family Stream	Special eligibility stream	Child category	Migration Program Outcomes
1984-85	10,100	44,200	200		54,500
1985-86	16,200	63,400	400		80,000
1986-87	28,500	72,600	600		101,700
1987-88	42,000	79,500	600		122,100
1988-89	51,200	72,700	800		124,700
1989-90	52,700	66,600	900		120,200
1990-91	49,800	61,300	1,200		112,300
1991-92	41,400	55,900	1,700		99,000
1992-93	21,300	43,500	1,400		66,200
1993-94	18,300	43,200	1,300		62,800
1994-95	30,400	44,500	1,600		76,500
1995-96	24,100	56,700	1,700		82,500
1996-97	27,550	44,580	1,730		73,860
1997-98	34,670	31,310	1,110		67,090
1998-99	35,000	32,040	890		67,930
1999-00	35,330	32,000	2,850		70,180
2000-01	44,730	33,470	2,420		80,620
2001-02	53,520	38,090	1,480		93,090
2002-03	66,050	40,790	1,230		108,070
2003-04	71,240	42,230	890		114,360
2004-05	77,880	41,740	450		120,070
2005-06	97,340	45,290	310		142,940
2006-07	97,920	50,080	200		148,200
2007-08	108,540	49,870	220		158,630
2008-09	114,777	56,366	175		171,318
2009-10	107,868	60,254	501		168,623
2010-11	113,725	54,543	417		168,685
2011-12	125,755	58,604	639		184,998
2012-13	128,973	60,185	842		190,000
2013-14	128,550	61,112	338		190,000
2014-15	127,774	61,085	238		189,097
2015-16	128,550	57,400	308	3,512	189,770
2016-17	123,567	56,220	421	3,400	183,608
2017-18	111,099	47,732	236	3,350	162,417
2018-19	109,713	47,247	115	3,248	160,323
2019-20	95,843	41,961	81	2,481	140,366

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* Includes skill, family and special eligibility streams

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List of current skilled visas – February 2020

Category	Visa	Who is it for:
Employer Sponsored	Employer Nomination Scheme (subclass 186)	Individuals who are nominated by employers.
Regional	Regional Sponsored Migration Scheme (subclass 187)	Individuals who are sponsored by regional employers.
	Skilled Work Regional (Provisional) visa (subclass 491)	Individuals who are either nominated by an Australian state or territory government agency or sponsored by an eligible relative to live, work and study in regional Australia.
	Skilled Employer Sponsored Regional (provisional) visa (subclass 494)	Individuals who are sponsored by regional employers.
	Skilled Regional visa (subclass 887)	Individuals who have lived and worked in regional Australia for at least 2 years on an eligible visa and who wish to apply for permanent residence.
Skilled Independent	Skilled Independent visa (subclass 189)	Individuals who are invited to apply for this visa based on their Expression of Interest (EOI) score (the Points tested stream), as well as eligible New Zealand citizens (the New Zealand stream).
State and Territory Nominated	Skilled Nominated visa (subclass 190)	Individuals who are nominated by an Australian state or territory government agency.
Business Innovation and Investment Program	Business Talent (Permanent) visa (subclass 132)*	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.
	Business Innovation and Investment (provisional) visa (subclass 188)	
	Business Innovation and Investment (permanent) visa (subclass 888)	Holders of a subclass 188 visa who wish to apply for permanent residence.
Global Talent Program	The program is not confined to a specific visa subclass, however, the primary visa pathway used for new applicants is the Global Talent visa.	Individuals highly skilled in one of the target sectors. Currently these are Resources; Agri-food and AgTech; Energy; Health industries; Defence, advanced manufacturing and space; Circular economy; Digitech; Infrastructure and tourism; Financial services and FinTech; and Education.
Distinguished Talent	Global Talent visa (subclass 858)	Individuals who have an internationally recognised record of exceptional and outstanding achievement in a profession, a sport, the arts, or academia and research.
Temporary Work	Temporary Work (Skilled) (subclass 457) and Temporary Skill Shortage visa (subclass 482)	Individuals with suitable skills and experience who have been nominated by an employer to work in an occupation that is listed on one of the skilled occupation lists.

* This visa will be closed to new applications from 1 July 2021.

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Employer Sponsored: Employer Nomination Scheme (subclass 186)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	38,889	29,520	33,264	29,439	9,450
Refused	1,709	5,149	3,173	1,895	121
Withdrawn	3,286	4,624	3,167	1,640	426
Grand Total	43,884	39,293	39,604	32,974	9,997

Primary visa granted by occupation (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
261313 Software Engineer	147	213	420	425	371
242111 University Lecturer	419	532	859	662	228
261312 Developer Programmer	144	151	224	250	209
221111 Accountant (General)	394	297	403	383	182
261111 ICT Business Analyst	211	231	329	276	130
233211 Civil Engineer	66	41	66	81	115
253111 General Practitioner	117	149	184	266	112
321211 Motor Mechanic (General)	352	225	311	251	100
225113 Marketing Specialist	732	593	869	387	94
233512 Mechanical Engineer	73	48	54	77	90
263111 Computer Network and Systems Engineer	71	82	110	142	85
224711 Management Consultant	301	386	404	210	80
223112 Recruitment Consultant	312	369	484	255	66
331212 Carpenter	241	125	200	183	58
254412 Registered Nurse (Aged Care)	83	30	60	109	50
254415 Registered Nurse (Critical Care and Emergency)	41	31	28	51	44
131112 Sales and Marketing Manager	428	298	285	211	44
133111 Construction Project Manager	57	45	58	54	44
233914 Engineering Technologist	18	19	30	58	35
254422 Registered Nurse (Mental Health)	32	31	41	46	32
Other	13,491	9,507	10,402	9,003	2,180
Grand Total	17,730	13,403	15,821	13,380	4,349

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
United Kingdom	3,604	2,973	3,703	2,378	823
India	3,012	1,575	1,998	1,890	650
Philippines	907	745	866	910	301
China, Peoples Republic of (excl SARs)	1,606	1,044	1,105	1,152	297
Ireland, Republic of	1,288	850	909	612	215
South Africa	308	343	384	403	195
Brazil	302	271	407	409	164
Italy	482	487	598	536	138
United States of America	430	485	604	373	108
France	418	426	532	355	107
Korea, South	535	374	262	346	87
Canada	261	252	325	223	74
Vietnam	204	173	250	241	71
Germany, Fed Republic of	260	261	327	195	68
Sri Lanka	144	88	119	160	66
Malaysia	209	178	201	186	57
Iran	90	76	92	114	53
Poland	86	88	127	117	52
Nepal	582	275	406	384	51
Colombia	148	98	114	98	51
Other	2,854	2,341	2,492	2,298	721
Grand Total	17,730	13,403	15,821	13,380	4,349

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Regional: Regional Sponsored Migration Scheme (subclass 187)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	10,396	6,276	9,057	8,335	615
Refused	1,318	3,979	5,271	3,750	39
Withdrawn	1,931	2,746	3,370	1,750	113
Grand Total	13,645	13,001	17,698	13,835	767

Primary visa granted by occupation (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
142111 Retail Manager (General)	230	42	61	221	27
253111 General Practitioner	34	18	24	19	10
321211 Motor Mechanic (General)	200	65	124	94	9
351111 Baker	30	14	32	47	7
121318 Pig Farmer	9	13	41	34	7
225113 Marketing Specialist	63	25	49	60	7
333111 Glazier	11	12	8	3	5
312512 Mechanical Engineering Technician	29	13	20	22	<5
512111 Office Manager	54	21	72	63	<5
322313 Welder (First Class) (Aus) / Welder (NZ)	101	53	27	24	<5
253999 Medical Practitioners nec	9	6	5	5	<5
311111 Agricultural Technician	24	22	50	28	<5
332211 Painting Trades Worker	28	11	5	11	<5
149212 Customer Service Manager	52	21	35	24	<5
221111 Accountant (General)	92	75	83	53	<5
391111 Hairdresser	47	7	53	59	<5
421111 Child Care Worker	168	115	342	66	<5
411411 Enrolled Nurse	19	18	12	<5	<5
512211 Health Practice Manager	7	13	10	7	<5
331212 Carpenter	64	37	25	25	<5
Other	3,545	2,201	3,335	2,771	117
Grand Total	4,816	2,802	4,413	3,639	236

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Philippines	594	439	419	384	53
India	1,027	464	1,007	899	41
United Kingdom	642	363	409	320	18
China, Peoples Republic of (excl SARs)	460	239	319	263	14
South Africa	104	86	104	178	13
Ireland, Republic of	258	109	101	67	7
Brazil	70	53	171	142	6
Vietnam	88	46	83	94	6
Hong Kong (SAR of the PRC)	42	32	56	30	5
Malaysia	98	59	81	35	5
Pakistan	84	31	65	73	4
Nigeria	2	8	15	8	4
Bangladesh	33	12	26	40	4
Nepal	104	43	164	141	4
Sri Lanka	73	52	78	68	4
Korea, South	149	96	246	161	4
United States of America	63	36	52	34	4
Mauritius	38	18	21	16	3
Japan	27	28	31	23	3
Canada	53	39	53	30	3
Other	807	549	912	633	31
Grand Total	4,816	2,802	4,413	3,639	236

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Regional: Skilled Work Regional (Provisional) (subclass 491)

Outcome	2019-20	2020-21 to 31/12/2020
Granted	2,175	4,054
Refused	17	83
Withdrawn	64	62
Grand Total	2,256	4,199

Primary visa granted by occupation (top 20)	2019-20	2020-21 to 31/12/2020
254499 Registered Nurses nec	96	310
254415 Registered Nurse (Critical Care and Emergency)	22	135
233512 Mechanical Engineer	30	110
254412 Registered Nurse (Aged Care)	28	90
411411 Enrolled Nurse	47	90
254418 Registered Nurse (Medical)	23	89
233211 Civil Engineer	47	72
233914 Engineering Technologist	32	71
263111 Computer Network and Systems Engineer	18	62
261312 Developer Programmer	27	53
261313 Software Engineer	31	51
233311 Electrical Engineer	29	47
262112 ICT Security Specialist	27	46
261111 ICT Business Analyst	11	45
254424 Registered Nurse (Surgical)	8	41
233411 Electronics Engineer	17	37
254423 Registered Nurse (Perioperative)	12	36
272511 Social Worker	20	25
251513 Retail Pharmacist	6	24
233111 Chemical Engineer	8	22
Other	705	573
Grand Total	1,244	2,029

Primary visa granted by citizenship country (top 20)	2019-20	2020-21 to 31/12/2020
India	448	844
Philippines	90	218
Nepal	139	162
China, Peoples Republic of (excl SARs)	128	153
Pakistan	60	70
United Kingdom	19	61
Iran	7	57
Vietnam	30	43
Sri Lanka	40	40
Malaysia	29	38
Kenya	14	34
Hong Kong (SAR of the PRC)	7	33
Nigeria	9	21
Brazil	17	20
Zimbabwe	8	19
South Africa	12	19
Bangladesh	22	19
Colombia	13	18
Korea, South	23	15
Egypt	5	12
Other	124	133
Grand Total	1,244	2,029

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**Regional: Skilled Employer Sponsored Regional (Provisional)
(subclass 494)**

Outcome	2019-20	2020-21 to 31/12/2020
Granted	97	503
Refused		1
Withdrawn	7	16
Grand Total	104	520

Primary visa granted by occupation (top 20)	2019-20	2020-21 to 31/12/2020
351411 Cook	<5	40
142111 Retail Manager (General)		12
511111 Contract Administrator		9
141111 Cafe or Restaurant Manager	<5	9
391111 Hairdresser		8
225113 Marketing Specialist		8
234411 Geologist	<5	8
351111 Baker		7
251513 Retail Pharmacist	<5	6
254499 Registered Nurses nec	<5	6
511112 Program or Project Administrator		6
421111 Child Care Worker	<5	5
521111 Personal Assistant		5
252312 Dentist	<5	5
232411 Graphic Designer		<5
411611 Massage Therapist		<5
351311 Chef		<5
254412 Registered Nurse (Aged Care)	<5	<5
323211 Fitter (General)		<5
351112 Pastrycook		<5
Other	27	88
Grand Total	44	244

Primary visa granted by citizenship country (top 20)	2019-20	2020-21 to 31/12/2020
India	5	33
Philippines	8	32
United Kingdom	5	30
Nepal		22
Brazil	<5	22
South Africa	7	13
Ireland, Republic of	<5	9
China, Peoples Republic of (excl SARs)		8
Italy	<5	7
Germany, Fed Republic of		6
Vietnam		6
Taiwan		<5
Canada		<5
Japan		<5
Korea, South		<5
Chile		<5
Malaysia	<5	<5
Sri Lanka		<5
France	<5	<5
United States of America	<5	<5
Other	10	26
Grand Total	44	244

OFFICIAL

Regional: Skilled Regional (Permanent) (subclass 887)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	5,779	5,068	2,901	6,076	6,081
Refused	127	66	75	72	176
Withdrawn	84	83	75	128	110
Grand Total	5,990	5,217	3,051	6,276	6,367

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
India	1,072	756	383	764	862
Nepal	104	180	180	337	224
Sri Lanka	158	157	94	145	171
Pakistan	93	122	61	168	152
China, Peoples Republic of (excl SARs)	106	130	56	161	126
Philippines	108	129	55	104	116
United Kingdom	117	92	42	103	114
Iran	69	63	26	61	83
South Africa	29	21	20	50	67
Bangladesh	80	69	45	97	61
Vietnam	28	65	27	53	39
Malaysia	48	35	20	35	39
Nigeria	11	9	10	15	30
Zimbabwe	12	5	9	19	23
Egypt	24	10	7	22	20
Korea, South	19	12	5	18	18
Kenya	6	8	4	10	16
Colombia	8	18	4	11	13
Indonesia	23	16	6	24	9
Singapore	11	5	3	12	9
Other	180	149	64	150	152
Grand Total	2,306	2,051	1,121	2,359	2,344

Primary applicant's ANZSCO occupation is not applicable to this subclass

OFFICIAL

Skilled Independent: Skilled – Independent (subclass 189)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	42,826	39,410	34,480	13,059	2,573
Refused	1,155	1,259	1,725	833	156
Withdrawn	529	592	435	271	93
Grand Total	44,510	41,261	36,640	14,163	2,822

Primary visa granted by occupation (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
254499 Registered Nurses nec	1,539	954	518	219	109
253999 Medical Practitioners nec	495	486	458	180	94
253111 General Practitioner	286	283	229	93	71
234611 Medical Laboratory Scientist	114	61	73	18	59
254412 Registered Nurse (Aged Care)	85	53	36	28	22
254418 Registered Nurse (Medical)	162	147	106	25	20
233512 Mechanical Engineer	991	672	705	223	19
254415 Registered Nurse (Critical Care and	204	189	142	49	19
233211 Civil Engineer	967	818	606	153	15
234212 Food Technologist				8	10
233914 Engineering Technologist	591	392	275	81	10
251211 Medical Diagnostic Radiographer	48	47	18	10	9
252411 Occupational Therapist	94	63	49	10	9
254421 Registered Nurse (Medical Practice)	19	12	17	7	7
261313 Software Engineer	2,544	2,169	2,165	580	7
253912 Emergency Medicine Specialist	13	12	22	4	7
252511 Physiotherapist	112	80	55	21	6
253917 Diagnostic and Interventional Radiologist	10	9	9	1	5
254424 Registered Nurse (Surgical)	84	58	33	10	5
233411 Electronics Engineer	861	524	200	70	5
Other	12,669	2,444	1,451	4,559	804
Grand Total	21,888	19,473	17,167	6,349	1,312

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
New Zealand	146	2,297	2,667	2,043	712
India	6,444	5,486	5,452	1,483	85
China, Peoples Republic of (excl SARs)	3,853	3,216	2,636	847	79
United Kingdom	1,487	1,074	892	189	71
Nepal	558	446	583	236	55
Philippines	1,411	985	777	218	49
Malaysia	702	524	325	121	34
Canada	207	167	172	63	33
Singapore	331	273	181	61	23
Vietnam	239	276	230	78	17
Hong Kong (SAR of the PRC)	226	207	75	17	14
Ireland, Republic of	362	235	163	45	13
Sri Lanka	348	265	259	101	12
Kenya	98	64	41	15	12
Pakistan	1,198	982	602	196	11
Bangladesh	291	197	164	54	7
Indonesia	166	110	119	27	7
Iran	575	421	375	112	7
Korea, South	226	134	95	42	6
United States of America	169	100	98	26	6
Other	2,851	2,014	1,261	375	59
Grand Total	21,888	19,473	17,167	6,349	1,312

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State and Territory Nominated: Skilled – Nominated (subclass 190)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	19,476	20,773	16,940	21,738	3,988
Refused	437	486	550	291	131
Withdrawn	230	228	234	206	57
Grand Total	20,143	21,487	17,724	22,235	4,176

Primary visa granted by occupation (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
254499 Registered Nurses nec	298	455	569	1,524	353
233914 Engineering Technologist	130	240	159	467	158
254412 Registered Nurse (Aged Care)	45	60	114	284	119
261313 Software Engineer	618	598	577	482	115
261312 Developer Programmer	383	421	407	354	101
261111 ICT Business Analyst	364	260	267	296	85
233211 Civil Engineer	200	259	216	301	80
253999 Medical Practitioners nec	18	22	49	85	70
233512 Mechanical Engineer	67	191	127	169	68
254415 Registered Nurse (Critical Care and Emergency)	49	98	151	179	58
253112 Resident Medical Officer	9	14	35	115	57
254418 Registered Nurse (Medical)	41	109	111	139	53
253111 General Practitioner	44	40	38	54	52
272511 Social Worker	36	57	61	166	51
254423 Registered Nurse (Perioperative)	14	35	53	113	44
233311 Electrical Engineer	48	70	90	111	38
251513 Retail Pharmacist	44	55	33	101	33
272613 Welfare Worker	25	20	17	47	32
262112 ICT Security Specialist	60	102	56	71	29
252511 Physiotherapist	18	18	51	129	29
Other	6,049	6,273	4,730	5,916	664
Grand Total	8,560	9,397	7,911	11,103	2,289

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
India	2,960	3,426	2,839	2,858	582
China, Peoples Republic of (excl SARs)	1,102	1,513	1,179	2,315	341
Nepal	221	208	295	854	247
Philippines	435	575	509	715	190
Malaysia	307	247	186	314	126
United Kingdom	398	400	455	540	100
Pakistan	510	437	331	333	64
Vietnam	178	197	187	346	55
Iran	237	289	194	316	52
Hong Kong (SAR of the PRC)	70	71	87	131	51
Sri Lanka	265	232	116	206	39
Kenya	38	33	34	71	36
Ireland, Republic of	114	85	76	89	35
Nigeria	67	76	68	130	31
Korea, South	67	94	92	222	24
Singapore	128	97	86	116	24
Bangladesh	219	169	120	163	24
Canada	43	35	56	75	22
Zimbabwe	50	37	42	59	21
Taiwan	21	39	34	83	18
Other	1,130	1,137	925	1,167	207
Grand Total	8,560	9,397	7,911	11,103	2,289

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**Business Innovation and Investment Program: Business Talent
(Permanent) (subclass 132)**

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	996	1,164	1,530	916	634
Refused	75	194	269	160	70
Withdrawn	115	207	270	233	139
Grand Total	1,186	1,565	2,069	1,309	843

Primary visa granted by sector

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
China, Peoples Republic of (excl SARs)	199	262	339	206	100
Vietnam	10	10	30	18	25
Hong Kong (SAR of the PRC)	1	1	4	3	17
Malaysia	38	30	21	15	11
South Africa	2	2	5	1	6
United Kingdom	2	2		1	4
Bangladesh	3	1	2	4	3
Italy			1		2
Sweden					1
Iran	3	1	3	1	1
Poland					1
Taiwan		2	3	1	1
Sri Lanka	3	2	1		1
India	1	3	1	1	1
Ireland, Republic of					1
Pakistan			1	1	1
Netherlands, Kingdom of The	1	1			1
Canada					1
Ukraine	1				
Kenya	1		1		
Other	10	5	18	4	0
Grand Total	275	322	430	256	178

Primary applicant's ANZSCO occupation is not applicable to this subclass.

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Business Innovation and Investment Program: Business Innovation and Investment (Provisional) (subclass 188)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	6,511	6,492	6,145	3,826	3,186
Refused	747	989	1,137	864	226
Withdrawn	1,337	1,402	1,449	1,349	824
Grand Total	8,595	8,883	8,731	6,039	4,236

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
China, Peoples Republic of (excl SARs)	1,372	1,332	1,319	725	550
Hong Kong (SAR of the PRC)	36	64	53	30	122
Iran	89	98	76	71	69
Vietnam	60	94	90	74	45
South Africa	17	13	20	16	24
Malaysia	80	54	35	24	24
India	11	22	19	22	13
Singapore	8	16	8	7	9
United Kingdom	16	13	15	12	8
Bangladesh	21	14	15	16	7
Sri Lanka	7	2	3	9	6
Taiwan	11	15	14	11	5
Afghanistan	5	1	6	1	5
Korea, South	7	6	7	5	5
Pakistan	10	16	11	8	4
Macau (SAR of the PRC)	2	8	6	4	4
Indonesia	7	7	6	8	4
Cambodia	2	1	3	4	3
France	1		2	2	3
United States of America	11	2	4	1	2
Other	48	43	33	32	17
Grand Total	1,821	1,821	1,745	1,082	929

Primary applicant's ANZSCO occupation is not applicable to this subclass.

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Business Innovation and Investment Program: Business Innovation and Investment (Permanent) (subclass 888)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	119	267	519	454	831
Refused	1	22	45	11	10
Withdrawn	7	<5	<5	8	12
Grand Total	127	293	568	473	853

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
China, Peoples Republic of (excl SARs)	105	231	441	390	686
Malaysia	5	<5	12	17	33
Vietnam	<5	<5	8	12	24
Iran		<5	5	8	17
United Kingdom	<5	<5	7	<5	9
Taiwan		<5	<5	<5	8
Bangladesh				<5	5
Singapore	<5	<5	<5	<5	<5
South Africa		<5	9	<5	<5
Japan		<5	6	<5	<5
New Zealand	<5	<5	<5	<5	<5
Korea, South		<5	<5	<5	<5
India		<5	<5	<5	<5
Hong Kong (SAR of the PRC)		<5	6	<5	<5
Indonesia			<5	<5	<5
Sri Lanka		<5	<5	<5	<5
Kenya				<5	<5
Cambodia				<5	<5
Russian Federation		<5	<5		<5
United States of America					<5
Other	<5	<5	9	5	10
Grand Total	119	267	519	454	831

Primary applicant's ANZSCO occupation is not applicable to this subclass.

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Global Talent - Independent program

The program is not confined to a specific visa subclass, however, the primary visa pathway used for new applicants is the Global Talent visa.

Outcome	2019-20	2020-21
Granted	4145	5722
Withdrawn	31	61
Refused	20	44
Grand Total	4196	5827

Primary visa granted by sector	2019-20 up to 31/12/2020
Quantum Information, Advanced Digital, Data Science and ICT	1113
MedTech	989
Energy and Mining Technology	781
AgTech	282
Space and Advanced Manufacturing	275
FinTech	238
Cyber Security	136
Grand Total	3814

Primary visa granted by visa subclass	2019-20	2020-21
124 Distinguished Talent	195	564
858 Global Talent (formally Distinguished Talent)	914	1302
186 Employer Nomination Scheme	364	264
190 Skilled - Nominated	143	101
187 Regional Sponsored Migration Scheme	<5	
189 Skilled - Independent	211	162
Grand Total	1831	2393

Primary visa granted by client location			
In Australia		Outside Australia	
2926	76.58%	895	23.42%

Primary visa granted by citizenship country (top 20)	2019-20	2020-21
Iran	313	340
India	169	295
China, Peoples Republic of (excl SARs)	155	232
United Kingdom	166	213
Bangladesh	239	189
Hong Kong (SAR of the PRC)	12	111
United States of America	78	107
Vietnam	38	65
South Africa	42	65
Pakistan	66	64
Sri Lanka	63	50
Germany, Fed Republic of	41	49
Canada	27	41
New Zealand	17	39
Nigeria	31	34
Ireland, Republic of	14	33
France	27	32
Malaysia	24	27
Spain	16	27
Egypt	16	27
Other	297	393
Grand Total	1851	2433

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Distinguished Talent: Distinguished Talent (subclass 124) and Global Talent (subclass 858, formally Distinguished Talent)

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Granted	208	206	208	203	142
Refused	21	109	64	25	39
Withdrawn	8	5		5	2
Grand Total	237	320	272	233	183

Primary visa granted by citizenship country (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
United Kingdom	14	14	14	22	11
United States of America	11	10	5	10	10
Brazil	<5	5	7	8	<5
France	<5	<5	<5	<5	<5
China, Peoples Republic of (excl SARs)	9	11	6	6	<5
Korea, South	<5	6	6	7	<5
Italy	<5		<5	<5	<5
South Africa	<5	<5	<5		<5
Serbia	<5			<5	<5
Japan	<5	<5	<5		<5
Iran			5		<5
Ireland, Republic of	<5	<5	<5	<5	<5
Malaysia		<5		<5	<5
Taiwan		<5			<5
Singapore		<5			<5
Venezuela		<5			<5
Fiji	<5		<5	<5	<5
Sri Lanka	6	<5	5		<5
Belgium					<5
Ukraine			<5		<5
Other	24	25	27	33	13
Grand Total	92	90	88	97	70

Primary applicant's ANZSCO occupation is not applicable to these subclasses.

OFFICIAL

**Temporary Work: Temporary Work (Skilled) (subclass 457) and
Temporary Skill Shortage (subclass 482)**

Outcome	2016-17	2017-18	2018-19	2019-20	2020-21 to
Granted	87580	64470	81975	55060	20893
Refused	4306	4368	5585	1679	31
Withdrawn	5849	5969	6025	1845	1217
Grand Total	97735	74807	93585	58584	22141

Primary visa granted by Sponsor Industry (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
Accommodation and Food Services	5,125	3,700	3,695	2,172	616
Administrative and Support Services	330	242	195	154	43
Agriculture, Forestry and Fishing	948	912	904	744	301
Arts and Recreation Services	615	387	214	131	33
Construction	3,400	2,133	3,203	1,778	841
Education and Training	2,495	1,935	1,695	887	249
Electricity, Gas, Water and Waste Services	449	490	627	378	186
Financial and Insurance Services	1,740	1,098	1,674	1,044	485
Health Care and Social Assistance	4,920	4,572	4,191	4,093	2,112
Information Media and Telecommunications	5,996	4,059	5,501	3,598	2,349
Manufacturing	2,009	1,441	2,004	1,543	539
Mining	1,031	399	872	961	338
Other Services	8,048	5,935	7,825	4,416	863
Professional, Scientific and Technical	6,145	5,033	5,931	4,925	1,601
Public Administration and Safety	167	73	68	30	13
Rental, Hiring and Real Estate Services	226	79	156	75	33
Retail Trade	1,639	1,112	1,222	820	306
Transport Postal and Warehousing	565	385	553	324	140
Wholesale Trade	627	452	680	340	163
Not Specified	5	9	11	<5	
Grand Total	46,480	34,446	41,221	28,414	11,211

Primary visa granted by Nominated Occupation (top 20)	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/20
253112 Resident Medical Officer	1,222	1,057	984	1,268	816
261313 Software Engineer	1,390	1,156	1,817	1,487	791
261312 Developer Programmer	2,118	1,644	2,068	846	476
261111 ICT Business Analyst	1,639	1,393	1,797	1,286	303
225113 Marketing Specialist	1,029	735	843	612	270
131112 Sales and Marketing Manager	796	466	698	432	218
224711 Management Consultant	1,163	823	1,043	836	212
263213 ICT Systems Test Engineer	430	458	535	320	203
253111 General Practitioner	1,138	1,168	618	410	197
351311 Chef	1,109	1,129	1,594	715	195
351411 Cook	2,172	1,348	989	682	194
111211 Corporate General Manager	501	487	722	392	177
263212 ICT Support Engineer	379	329	387	360	175
221111 Accountant (General)	986	684	795	450	166
312512 Mechanical Engineering Technician	453	395	366	383	160
225111 Advertising Specialist	281	198	324	233	140
133211 Engineering Manager	388	269	386	284	138
223112 Recruitment Consultant	833	565	375	531	138
233512 Mechanical Engineer	355	236	311	252	135
111111 Chief Executive or Managing Director	325	256	348	198	132
Other occupations	27,773	19,650	24,221	16,437	5,975
Grand Total	46,480	34,446	41,221	28,414	11,211

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Temporary work (subclasses 457 and 482) visa holders in Australia by sponsor industry (top 20)

Sponsor Industry	31/12/19	31/03/20	30/06/20	30/09/20	31/12/20	31/01/21
Accommodation and Food Services	8,797	8,577	7,542	6,369	5,717	5,626
Administrative and Support Services	279	331	300	267	241	241
Agriculture, Forestry and Fishing	2,199	2,540	2,408	2,280	2,188	2,185
Arts and Recreation Services	357	416	355	299	252	248
Construction	4,924	6,640	6,278	5,989	5,720	5,704
Education and Training	2,229	2,898	2,629	2,337	2,107	2,027
Electricity, Gas, Water and Waste Services	677	918	840	818	761	758
Financial and Insurance Services	2,030	2,643	2,445	2,359	2,249	2,242
Health Care and Social Assistance	8,002	8,885	8,043	7,504	7,463	7,433
Information Media and Telecommunications	10,958	12,923	11,824	10,512	9,360	9,057
Manufacturing	3,385	4,342	4,069	3,901	3,749	3,693
Mining	1,432	1,905	1,810	1,751	1,712	1,691
Other Services	5,937	7,008	6,406	5,796	5,414	5,329
Professional, Scientific and Technical	8,957	12,552	11,743	10,909	10,139	9,989
Public Administration and Safety	55	74	67	64	63	64
Rental, Hiring and Real Estate Services	209	257	234	215	199	197
Retail Trade	2,514	2,798	2,581	2,321	2,217	2,176
Transport Postal and Warehousing	872	1,021	956	864	830	822
Wholesale Trade	752	945	857	790	744	739
Not Specified	20	18	17	13	12	12
Grand Total	64,585	77,691	71,404	65,358	61,137	60,233

Temporary work (subclasses 457 and 482) visa holders in Australia by nominated occupation (top 20)

Nominated Occupation	31/12/2019	31/03/2020	30/06/2020	30/09/2020	31/12/2020	31/01/2021
351311 Chef	3,355	3,486	3,260	3,056	2,987	3,007
261313 Software Engineer	2,382	3,060	2,939	2,773	2,670	2,642
261111 ICT Business Analyst	2,175	2,862	2,710	2,486	2,202	2,140
261312 Developer Programmer	2,442	2,762	2,572	2,276	1,965	1,900
253112 Resident Medical Officer	1,719	1,830	1,648	1,549	1,731	1,788
321211 Motor Mechanic (General)	1,538	1,711	1,646	1,553	1,506	1,496
224711 Management Consultant	1,155	1,680	1,595	1,510	1,418	1,401
221111 Accountant (General)	1,220	1,656	1,570	1,511	1,415	1,377
Specified in LA	1,045	1,272	1,267	1,275	1,349	1,366
351411 Cook	2,852	2,536	2,090	1,591	1,305	1,246
111211 Corporate General Manager	854	1,214	1,146	1,111	1,062	1,078
225113 Marketing Specialist	1,183	1,557	1,369	1,167	1,064	1,042
253111 General Practitioner	1,369	1,402	1,237	1,115	1,058	1,037
331212 Carpenter	851	1,134	1,075	1,035	990	980
242111 University Lecturer	1,207	1,551	1,395	1,185	1,026	969
321212 Diesel Motor Mechanic	682	930	915	898	892	897
131112 Sales and Marketing Manager	960	1,181	1,052	956	877	859
141111 Cafe or Restaurant Manager	1,873	1,756	1,475	1,086	871	824
261311 Analyst Programmer	990	1,169	1,090	963	803	757
223112 Recruitment Consultant	780	1,009	907	805	717	710
Other	33,953	41,933	38,446	35,457	33,229	32,717
Grand Total	64,585	77,691	71,404	65,358	61,137	60,233

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Temporary work (subclasses 457 and 482) primary visa granted by citizenship country (top 20)

Citizenship Country	2016-17	2017-18	2018-19	2019-20	2020-21 to 31/12/2020
India	10,403	7,916	10,234	6,334	2,404
United Kingdom	8,256	5,852	6,891	4,990	2,098
Ireland, Republic of	1,897	1,472	2,057	1,631	821
Philippines	2,870	2,524	2,987	2,300	799
United States of America	2,587	1,767	1,894	1,249	486
China, Peoples Republic of (excl SARs)	2,773	1,699	1,804	1,059	363
France	1,385	977	1,157	718	310
Japan	956	650	817	567	300
South Africa	865	719	1,005	949	276
Canada	1,034	829	760	593	238
Korea, South	1,139	813	841	470	231
Italy	1,290	824	1,074	572	222
Malaysia	728	616	556	504	209
Brazil	694	563	785	559	206
Germany, Fed Republic of	835	598	696	470	172
Sri Lanka	342	340	394	369	144
Spain	520	362	452	297	124
Nepal	697	386	375	245	99
Netherlands, Kingdom of The	471	352	375	242	87
Indonesia	406	310	328	278	84
Other	6,332	4,877	5,739	4,018	1,538
Grand Total	46,480	34,446	41,221	28,414	11,211

Examples of skilled migrants who relocate to Australia under Australia's skilled migration program

Global Talent Independent program
<p>The visa holder is the founder and CEO of a Copenhagen based neurostimulation company that gives everyone access to safe and simple neurostimulation. Following the completion of a PhD, they have been an associate professor and an external lecturer at higher education institutions. They are also a regular conference and university public speaker. They are bringing their company and its vast expertise to Australia, helping boost Australia's creative industries and neurotechnology space.</p>
<p>The visa holder is a Burns Plastic and Reconstructive Surgeon, currently serving with the Australian Defence Force. They have more than 10 years of postgraduate training and experience as a consultant in the UK and more recently Australia. In July 2020, he relocated to Adelaide where he worked in a public hospital undertaking COVID-19-related clinical work and disaster services.</p>
Global Talent Employer Sponsored program
<p>Through the program, an Australian startup at the forefront of quantum computing has been successfully bringing quantum control engineers to Australia, an emerging and niche occupation in a major area of potential growth and industrial development in Australia.</p>
<p>A leading Australian rocket company pioneering next-generation hybrid propulsion technologies for small satellite launch vehicles is bringing through the program highly skilled professionals in aeronautical and propulsion engineering fields to Australia, who will be acting as job multipliers in the Australian labour market.</p>
Supporting Innovation in South Australia pilot
<p>After starting their space robotics company in Canada, the two visa holders were looking to engage with different markets internationally. Through this program they launched a startup in South Australia, which was building autonomous atmospheric satellites equipped with cameras that capture and transmit high-resolution aerial images in real time. Their startup was one of five startup companies chosen to participate in Australia's first space incubator program delivered by the University of South Australia's startup incubator – the Innovation and Collaboration Centre.</p>
<p>The visa holders are from France and Vietnam, and launched a startup through this program that makes eco-conscious organic, sustainable and biodegradable rye straws in South Australia, aiming to change consumers' plastic consumption habit and reduce the single-use of plastics. Partnering with Australian organic farmers, they use a waste product from their crops to replace single-use plastic items. They are exploring local solutions using Australian resources and manpower.</p>
Business Innovation and Investment Program
<p>The visa holder is began their career as a geologist in the Ukraine and Russia, and is the co-founder of an Australian business that helps increase the accuracy of mining exploration. They migrated to Australia through the Business Innovation and Investment (Provisional) visa in the Entrepreneur stream.</p>
<p>This visa holder migrated to Australia through the Business Innovation and Investment (Provisional) visa in the Business Innovation stream and started their first business venture in Australia by acquiring a 50% share in an Australian business. Later they decided that they wanted to focus on a larger opportunity, and co-established a private hospital. At the time the visa holder was invited to share their story, more than \$30 million had been invested in the hospital, which employed more than 50 full-time staff.</p>

Answers to Questions on Notice from the Public Hearing on 17 February 2021¹

1. How many employers have used the GTI as proposers?

Answer:

The table below shows the number of visas granted to primary applicants under the Global Talent Independent (GTI) program from when it was introduced to 1 January 2021. Only individuals granted an Employer Nomination Scheme (ENS, subclass 186) or Regional Sponsored Migration Scheme (RSMS, subclass 187) visa are required to be nominated by an employer.

While Distinguished Talent and Global Talent visa applicants must be nominated by an eligible individual or organisation with a national reputation in relation to their area of talent, this nomination serves as an endorsement and is not an indication of an employer-employee relationship.

Skilled – Nominated (subclass 190) and Skilled – Independent (subclass 189) visas are non-employer sponsored visas.

Primary visas granted under GTI	2019-20	2020-21
Distinguished Talent (subclass 124)	195	509
Global Talent (subclass 858, formerly Distinguished Talent)	914	1,013
Employer Nomination Scheme (subclass 186)	364	250
Regional Sponsored Migration Scheme (subclass 187)	<5	<5
Skilled – State and Territory Nominated (subclass 190)	143	92
Skilled – Independent (subclass 189)	211	126
Total	1,831	1,990

2. How is the Government ensuring that employers using the GTI as proposers meet standard requirements for labour market testing; training Australians including payment into the Skilling Australia Fund; paying the people they propose the legal minimum salary that applies to most employer sponsorships (noting that 'potential' salaries have no legal basis), checking that skills of proposed employees meet Australian standards, checking English language skills, etc?

Answer:

The skilled migration program is made up of a portfolio of visa categories. Some categories are employer sponsored (for example Employer Nomination Scheme (subclass 186), Regional Sponsored Migration Scheme (subclass 187) and Skilled Employer Sponsored Regional (Provisional) (subclass 494)) and some are based on an assessment of an individual applicant's attributes, or 'human capital' (for example Skilled – Independent (subclass 189), Skilled – State and Territory Nominated (subclass 190), Skilled Work Regional (Provisional) (subclass 491) and Global Talent (subclass 858, formerly Distinguished Talent)). Employer sponsored visas include requirements for employers to meet while visas that are based on an assessment of an individual do not.

¹ Please note that further answers to Questions on Notice received in relation to the hearing will be provided as part of the Department's second submission.

Attachment 4.5

The Global Talent visa is a two stage process involving an Expression of Interest (EOI) and visa application. The EOI is the Department's first opportunity to consider whether prospective migrants are of global talent and have an internationally recognised record of exceptional and outstanding achievement. Following this, prospective candidates are invited to make a visa application.

Candidates will only be invited if they demonstrate that they meet the current requirements. These include that they:

- Earn or have the potential to earn a salary at or above the Fair Work high income threshold, currently \$153,600. This figure is adjusted annually on 1 July.
- Have an internationally recognised record of exceptional and outstanding achievement in one of the target sectors: Resources; Agri-food and AgTech; Energy; Health industries; Defence, advanced manufacturing and space; Circular economy; Digttech; Infrastructure and tourism; Financial services and FinTech and Education.

If invited, candidates require either:

- nomination by an Australian citizen, permanent resident, eligible New Zealand citizen or an Australian organisation with a national reputation in the same field as the applicant. Where appropriate, the nomination should come from the peak Australian body; or
- endorsement by the Prime Minister's Special Envoy for Global Business and Talent Attraction (the Special Envoy) as likely to make a significant economic contribution to Australia (introduced on 27 February 2020).

Endorsement by the Special Envoy is intended for use in exceptional circumstances including in situations where standard nomination requirements may be a barrier to prospective Global Talent migrants who do not have established networks in Australia. Indicators considered in determining whether an individual is likely to make a significant contribution to Australia include, but are not limited to: ability to generate jobs in areas of critical supply chain and talent gaps; ability to commercialise ideas at scale; ability as an innovator or serial entrepreneur; international recognition as a leader in culture, science, the arts, or commercial enterprise; potential to make a significant economic impact; ability to act as a connector between industries; and the bringing of exceptional new skills and knowledge to Australia.

Attachment 4.2 provides further information on key visa requirements by visa subclass.

3. *Given some GTI visa holders are selected on the basis of their business or investor background, how is the Government ensuring these visa holders actually invest in Australia and/or start a business in Australia as required with BIIP visas?*

Answer:

Individuals who are granted a visa under the GTI program are assessed by their ability to contribute to the Australian economy by driving innovation and supporting the creation of local jobs, and must meet the requirements of the visa they apply for.

As shown in the table above, no Business Innovation and Investment Program (BIIP) visa applicants have been granted a visa under the GTI program. However should there be in the future, those visa holders will need to meet the same visa application and subsequent monitoring requirements applicable to all applicants/ holders of a particular visa, specifically the BIIP.

Attachment 4.5

- 4. Please provide a list of the names of all proposers for the GTI visa and the number of times each proposer has proposed a visa, and which of those:**
- a. has been approved,**
 - b. has been rejected, or**
 - c. is under processing.**

Answer:

The Department is not able to provide names of individuals for privacy reasons.

Data is manually populated based on information provided by clients in the application form and is indicative only as it has not been cleansed to account for different naming conventions. The following table is illustrative only of organisations nominating multiple candidates for Distinguished and Global Talent visas (subclasses 124 and 858) up to the end of December 2020.

Nominating Organisation	Nominations	Granted	Refused	Withdrawn	Onhand
MONASH UNIVERSITY	38	34		<5	<5
AUSTRALIAN COMPUTER SOCIETY INCORPORATED	38	34			<5
UNIVERSITY OF SYDNEY	19	18			<5
COMMONWEALTH BANK OF AUSTRALIA	17	17			
ROYAL MELBOURNE INSTITUTE OF TECHNOLOGY	13	11			<5
THE UNIVERSITY OF MELBOURNE	11	11			
RIO TINTO LIMITED	11	10			<5
THE UNIVERSITY OF QUEENSLAND	10	9			<5
SOUTH32	10	7			<5
THE UNIVERSITY OF ADELAIDE	9	8			<5
TELETHON KIDS INSTITUTE	7	7			
MCKINSEY PACIFIC RIM INC	5	5			
LA TROBE UNIVERSITY	5	<5		<5	
UNIVERSITY OF NEW ENGLAND	<5	<5			
UNIVERSITY OF TECHNOLOGY SYDNEY	<5	<5			
THE COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION	<5	<5			
IMC PACIFIC PTY LTD	<5	<5			
TELSTRA CORPORATION LIMITED	<5	<5			
SAS INSTITUTE AUSTRALIA PTY LTD	<5	<5			<5
LIFE SCIENCES QUEENSLAND LIMITED	<5	<5			

Source: Department of Home Affairs 2021 (internal spreadsheet)

Distinguished and Global Talent visas (subclasses 124 and 858) lodgements from 1 July 2019 to 31 December 2020

Note: Up to February 2021 'nominating organisation' required manual entry into the visa processing system.

Data is manually populated based on information provided by clients in the EOI form and is indicative only as it has not been cleansed to account for different naming conventions.

Attachment 4.5

- 5. Please provide a list of the names of all proposers that are businesses (i.e. not individuals) for the GTI visa and the number of times each proposer has proposed a visa, and which of those:**
- a. has been approved,**
 - b. has been rejected, or**
 - c. is under processing.**

Answer:

Please see above.

- 6. Please provide data for each financial year and year to date on the Global Talent Independent Visas as follows:**

- 6.1 number of people proposed by each proposer divided between those cases that were granted and those proposals that were not taken up**

Answer:

Between program commencement and 31 December 2020, about 70% of individuals who submitted an Expression of Interest (EOI) for the Global Talent Independent Program were invited to apply for a visa.

Table 2 – Expression of Interest outcomes for top 20 nominating organisations

Note: It is the Department's policy to mask figures <5 for privacy reasons.

Nominating organisation (Top 20)	Number of EOIs (finalised)
University of Queensland	164
Closed	8
Invited to apply	110
NOT invited to apply	46
Monash University	163
Closed	5
Invited to apply	122
NOT invited to apply	36
University of Newcastle	128
Closed	9
Invited to apply	71
NOT invited to apply	48
Macquarie University	117
Closed	<5
Invited to apply	78
NOT invited to apply	37
University of Sydney	117
Closed	5
Invited to apply	83
NOT invited to apply	29
Queensland University of Technology	101

Attachment 4.5

Closed	<5
Invited to apply	74
NOT invited to apply	26
UNSW	96
Closed	<5
Invited to apply	63
NOT invited to apply	29
University of Melbourne	95
Closed	<5
Invited to apply	68
NOT invited to apply	23
University of New South Wales	95
Closed	8
Invited to apply	64
NOT invited to apply	23
RMIT University	88
Closed	<5
Invited to apply	48
NOT invited to apply	38
University of Technology Sydney	78
Closed	<5
Invited to apply	50
NOT invited to apply	26
Deakin University	63
Closed	5
Invited to apply	39
NOT invited to apply	19
Griffith University	63
Closed	<5
Invited to apply	40
NOT invited to apply	22
University of Wollongong	52
Closed	<5
Invited to apply	28
NOT invited to apply	20
Curtin University	51
Closed	<5
Invited to apply	35
NOT invited to apply	14
Western Sydney University	50
Invited to apply	24
NOT invited to apply	26
University of Adelaide	45
Closed	<5
Invited to apply	32

Attachment 4.5

NOT invited to apply	12
Australian Computer Society	41
Closed	<5
Invited to apply	27
NOT invited to apply	11
University of Tasmania	41
Closed	<5
Invited to apply	24
NOT invited to apply	13
Murdoch University	34
Closed	<5
Invited to apply	20
NOT invited to apply	12

Source: Department of Home Affairs 2021 (internal spreadsheet)

Global Talent Expressions of Interest (EOIs) received from 1 July 2019 to 31 December 2020

Number of finalised EOIs per nominating organisation (outcome: Invited to apply, Not invited to apply, Closed) - Top 20 nominating organisations

Note: Historically provision of a 'nominating organisation' has not been a mandatory requirement at EOI stage. It is also open to visa applicants to provide a different nominator's details at visa application stage.

Nominating organisation data has been provided where available, EOIs with no nominating organisation details have been excluded. Global Talent Visa Program applicants may provide details of either a nominating organisation or a nominating individual.

Data is manually populated based on information provided by clients in the EOI form and is indicative only as it has not been cleansed to account for different naming conventions.

EOI outcome 'closed' generally indicates that a client has failed to respond to a request for further information, has otherwise ceased contact, or has advised they no longer wish to proceed.

Attachment 4.5

6.2 visas granted by citizenship divided between people who were offshore and onshore

Answer:

Number of visas (primary and secondary) granted under the GTI program by the top 20 applicant citizenship, as at 1 January 2021:

Citizenship	Onshore	Offshore	Total
India	328	228	556
Iran	323	220	543
United Kingdom	289	125	414
China, Peoples Republic of (excl SARs)	206	195	401
Bangladesh	286	112	398
United States of America	142	98	240
Hong Kong (SAR of the PRC)	16	179	195
South Africa	126	41	167
Pakistan	82	72	154
Vietnam	79	71	150
Sri Lanka	85	23	108
Nigeria	65	27	92
Germany, Fed Republic of	58	22	80
Canada	61	16	77
New Zealand	55	20	75
Ireland, Republic of	52	9	61
France	51	10	61
Egypt	48	11	59
Brazil	39	14	53
Malaysia	42	11	53

6.3 breakdown of visa grants (onshore and offshore) where the proposer was also the employer or proposed employer and where the proposer was a state/territory government

Answer:

The table below shows the number of visas granted to primary applicants under the Global Talent Independent (GTI) program from when it was introduced to 1 January 2021. Individuals granted an Employer Nomination Scheme (ENS, subclass 186) or Regional Sponsored Migration Scheme (RSMS, subclass 187) visa are required to be nominated by an employer, and individuals granted a Skilled – Nominated (subclass 190) visa are required to be nominated by a state/territory government.

Primary visas granted under GTI	2019-20		2020-21	
	Onshore	Offshore	Onshore	Offshore
Distinguished Talent (subclass 124)		195		509
Global Talent (subclass 858, formally Distinguished Talent)	914		1013	
Employer Nomination Scheme (subclass 186)	326	38	224	26
Skilled – Nominated (subclass 190)	128	15	50	42
Regional Sponsored Migration Scheme (subclass 187)	<5	<5	<5	<5
Skilled – Independent (subclass 189)	183	28	85	41
Total	1,554	277	1,372	618

6.4 breakdown of visa grants (onshore and offshore) where visa was granted due to the recipient's business background, visa was granted due to the recipient's investor background, and visa was granted due to their educational qualifications and work - please divide between former overseas students and people who completed their key qualification overseas

Answer:

Data not available.

6.5 for these visa grants, please also advise if the visa holder had completed a skills assessment by the relevant skills assessing body.

Answer:

Visa holders granted an Employer Nomination Scheme (subclass 186), Regional Sponsored Migration Scheme (subclass 187), Skilled – Nominated (subclass 190) and Skilled – Independent (subclass 189) visa completed a skills assessment by the relevant skills assessing body. This is not a requirement for Distinguished Talent (subclass 124) and Global Talent (subclass 858, formally Distinguished Talent) visas.

7. What provisions have been put in place to support those people on subclass 491 and subclass 494 skilled regional visas?

Answer:

Eligibility of temporary and provisional visa holders for access to social security payments and associated government services falls outside the powers of the *Migration Act 1958* administered by the Department of Home Affairs.

- Skilled regional provisional visa holders currently have access to Medicare benefits.
- Access to Medicare is not affected by passage of the Bill.

Skilled regional provisional visas were introduced on 16 November 2019:

- the Skilled Work Regional (Provisional) visa (Subclass 491) for applicants and their family members who want to live, work, and study in regional Australia and are nominated by a state or territory government or sponsored by an eligible family member who is resident in regional Australia; and
- the Skilled Employer Sponsored Regional (Provisional) visa (Subclass 494) for applicants and their family members who want to live, work, and study in regional Australia and are sponsored by an Australian business in regional Australia.

On 31 July 2019, the Government introduced the *New Skilled Regional Visas (Consequential Amendments) Bill 2019* (the Bill) to allow provisional skilled regional visa holders (subclasses 491 and 494 visa holders) access to welfare and government services as if they were permanent visa holders.

- The Bill recognises that people holding a provisional skilled regional visa are on a pathway to becoming Australian permanent residents.
- The Bill was passed by the House of Representatives on 14 October 2019 and is currently before the Senate.

8. Have there been any arrangements made at all in the interim under COVID to support people who are currently on the subclass 491 and subclass 494 visa?

Answer:

In response to the COVID-19 pandemic, the Government provided \$7 million to the Red Cross to provide emergency relief to temporary visa holders, with visa holders also able to access relief services from other community organisations in receipt of a total of \$200 million additional funding (announced on 11 April 2020).

The current structure of the skilled regional provisional visas already provides flexibility for visa holders who are laid off (that is, become unemployed):

- Skilled Employer Sponsored Regional (Provisional) (subclass 494) visa holders have 90 days to find alternative employment in their nominated occupation with another approved sponsor in a regional area.
- Skilled Work Regional (Provisional) (subclass 491) visa holders are able to work in a skilled occupation for any employer in a regional area. As this visa is not an employer sponsored visa, there is no condition on the visa that requires they remain working for a specific employer.
- Skilled regional provisional visa holders are subject to regional compliance conditions that require them to live, work and study in regional.
 - These visa holders have the flexibility to move regional locations as long as they do not live or work in Sydney, Melbourne or Brisbane.
- Subclass 491 and 494 visas were introduced in November 2019, are in effect for five years and allow the holder to apply for a permanent residence visa (Skilled Regional - Subclass 191) after meeting three year income and residence requirements.
 - These provisions will provide sufficient time for visa holders to meet the residence and income requirements regardless of COVID-19.