

# Information session

## **WORK VISA 482 & 186: CURRENT FRAMEWORK & NEW OPPORTUNITIES**

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# Disclaimer

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The information in this document is current as of **24 March 2024**.

# Agenda

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1. Useful links
2. Current 482 & 186 visa framework
3. 482 visa Short term stream (with an example on where to find information about each occupation)
4. 482 visa Medium term stream
5. 482 visa Labour Agreements stream – Industry Labour Agreements
6. 482 visa Labour Agreements stream – Skilled Refugee Labour Agreement Pilot
7. 482 visa Labour Agreements stream - Designated Area Migration Agreements (DAMAs) – NSW Orana DAMA
8. 186 visa – TRT stream (after 482 visa)
9. 186 visa – Direct Entry (without 482 visa)
10. Upcoming changes to 482 visa

# 1 Useful links

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## **Department of Home Affairs – Immigration and Citizenship**

<https://immi.homeaffairs.gov.au/>

## **Visa Entitlement Verification Online (VEVO)**

<https://online.immi.gov.au/evo/firstParty?actionType=query>

VEVO allows visa holders, employers and other organisations to check your current 'in-effect' visa. VEVO shows -

- the expiry date
- the must not arrive after date
- the period of stay (how long you can stay)
- conditions (what you can and can't do)

VEVO is not able to provide any details relating to visas that are not 'in-effect'. For example, VEVO does not show your bridging visa if your current substantive visa has not yet expired.

## **List of Australian Visas**

<https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing>

## **Skilled Occupation List**

<https://immi.homeaffairs.gov.au/visas/working-in-australia/skill-occupation-list>

## **Ukraine Visa Support**

<https://www.homeaffairs.gov.au/help-and-support/ukraine-visa-support>

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# **CURRENT FRAMEWORK**

## **482 & 186 VISA**

## 2 Current 482 & 186 visa Framework

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### 482 visa Short term

- Any age
- Relevant education
- 2 years work experience
- IELTS 5.0

### 482 visa Medium term

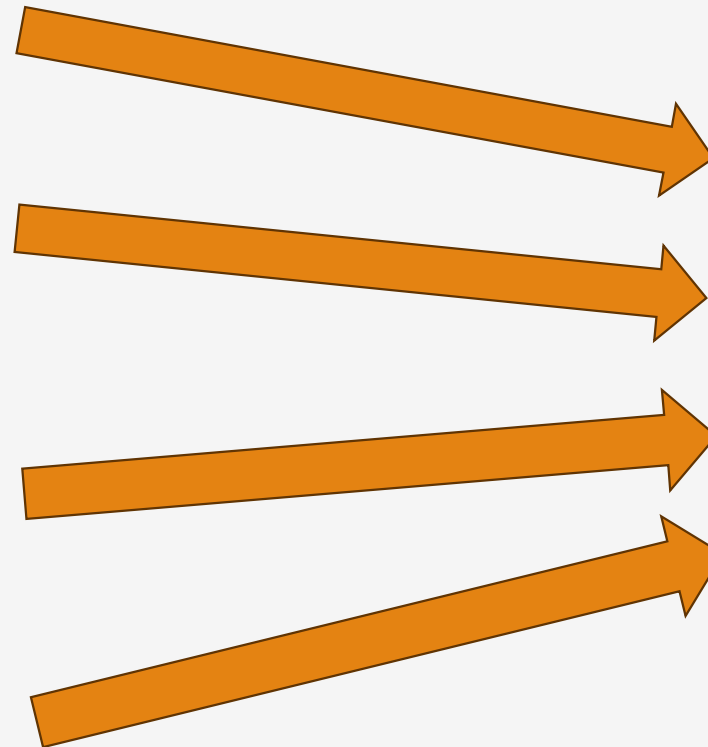
- Any age
- Relevant education
- 2 years work experience
- IELTS 5.0

### 482 visa Labour Agreement

- Any age
- LA requirements

### 186 visa Direct Entry

- Under 45
- Skills assessment
- 3 years work experience
- IELTS 6.0



**PERMANENT RESIDENCY  
186 VISA**

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# **TEMPORARY WORK 482 VISA**

### 3 Work visa – 482 visa – Short term stream

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This is **482 visa** which can be granted **for up to 2 years** or up to 4 years if an International Trade Obligation (ITO) applies

#### Basic eligibility criteria

- Age – any
- Have an occupation on Short- term skilled occupation list (**215 occupations**)
- English requirement for main applicant – **IELTS** at least **5.0** with a score of at least **4.5** in each of the test components; **PTE Academic** at least **36** with a score of at least **30** in each of the test components
- **Relevant skills / qualification**
- **Work experience for at least 2 years** in the nominated or closely related occupation
- Be nominated by an Australian employer
- Proposed **salary AUD 70,000** plus super
- Meet health requirement
- Meet character requirement

#### Eligible Occupations

1	flower grower	121212
2	grape grower	121215
3	vegetable grower (Aus) / market gardener (NZ)	121221
4	apiarist	121311
5	poultry farmer	121321
6	sales and marketing manager	131112
7	advertising manager	131113
8	corporate services manager	132111
9	finance manager	132211
10	human resource manager	132311
11	research and development manager	132511
12	Manufacturer	133411
13	production manager (forestry)	133511
14	production manager (manufacturing)	133512
15	production manager (mining)	133513
16	supply and distribution manager	133611
17	health and welfare services managers (nec)	134299
18	school principal	134311
19	education managers (nec)	134499
20	ICT project manager	135112
21	ICT managers (nec)	135199
22	laboratory manager	139913



### 3 Work visa – 482 visa – Short term stream (continued)

23	quality assurance manager	139914		46	journalists and other writers (nec)	212499
24	specialist managers (nec) except: (a) ambassador; or (b) archbishop; or (c) bishop	139999		47	company secretary	221211
25	cafe or restaurant manager	141111		48	commodities trader	222111
26	hotel or motel manager	141311		49	finance broker	222112
27	accommodation and hospitality managers (nec)	141999	141999	50	insurance broker	222113
28	customer service manager	149212		51	financial brokers (nec)	222199
29	conference and event organiser	149311		52	financial market dealer	222211
30	transport company manager	149413		53	stockbroking dealer	222213
31	facilities manager	149913		54	financial dealers (nec)	222299
32	music professionals (nec)	211299		55	financial investment adviser	222311
33	photographer	211311		56	financial investment manager	222312
34	book or script editor	212212		57	recruitment consultant	223112
35	director (film, television, radio or stage)	212312		58	ICT trainer	223211
36	film and video editor	212314		59	mathematician	224112
37	program director (television or radio)	212315		60	gallery or museum curator	224212
38	stage manager	212316		61	health information manager	224213
39	technical director	212317		62	records manager	224214
40	video producer	212318		63	librarian	224611
41	copywriter	212411		64	organisation and methods analyst	224712
42	newspaper or periodical editor	212412		65	patents examiner	224914
43	print journalist	212413		66	information and organisation professionals (nec)	224999
44	technical writer	212415		67	advertising specialist	225111
45	television journalist	212416		68	marketing specialist	225113
				69	ICT account manager	225211

### 3 Work visa – 482 visa – Short term stream (continued)

70	ICT business development manager	225212		95	hospital pharmacist	251511
71	ICT sales representative	225213		96	industrial pharmacist	251512
72	public relations professional	225311		97	retail pharmacist	251513
73	technical sales representatives (nec)	225499		98	health promotion officer	251911
74	fashion designer	232311		99	health diagnostic and promotion professionals (nec)	251999
75	industrial designer	232312		100	acupuncturist	252211
76	jewellery designer	232313		101	naturopath	252213
77	graphic designer	232411		102	traditional Chinese medicine practitioner	252214
78	illustrator	232412		103	complementary health therapists (nec)	252299
79	web designer	232414		104	dental specialist	252311
80	interior designer	232511		105	resident medical officer	253112
81	urban and regional planner	232611		106	nurse educator	254211
82	geologist	234411		107	nurse researcher	254212
83	primary school teacher	241213		108	nurse manager	254311
84	middle school teacher (Aus)	241311		109	web developer	261212
85	education adviser	249111		110	software tester	261314
86	art teacher (private tuition)	249211		111	database administrator	262111
87	dance teacher (private tuition)	249212		112	systems administrator	262113
88	music teacher (private tuition)	249214		113	network administrator	263112
89	private tutors and teachers (nec)	249299		114	network analyst	263113
90	teacher of English to speakers of other languages	249311	249311	115	ICT quality assurance engineer	263211
91	dietitian	251111		116	ICT support engineer	263212
92	nutritionist	251112		117	ICT systems test engineer	263213
93	occupational health and safety adviser	251312		118	ICT support and test engineers (nec)	263299
94	orthoptist	251412		119	judicial and other legal professionals (nec)	271299

### 3 Work visa – 482 visa – Short term stream (continued)

120	careers counsellor	272111	145	mechanical engineering technician	312512
121	drug and alcohol counsellor	272112	146	metallurgical or materials technician	312912
122	family and marriage counsellor	272113	147	mine deputy	312913
123	rehabilitation counsellor	272114	148	hardware technician	313111
124	student counsellor	272115	149	ICT customer support officer	313112
125	counsellors (nec)	272199	150	web administrator	313113
126	psychotherapist	272314	151	ICT support technicians (nec)	313199
127	interpreter	272412	152	farrier	322113
128	social professionals (nec)	272499	153	aircraft maintenance engineer (avionics)	323111
129	recreation officer	272612	154	aircraft maintenance engineer (mechanical)	323112
130	welfare worker	272613	155	aircraft maintenance engineer (structures)	323113
131	anaesthetic technician	311211	156	metal fitters and machinists (nec)	323299
132	cardiac technician	311212	157	precision instrument maker and repairer	323314
133	medical laboratory technician	311213	158	toolmaker	323412
134	pharmacy technician	311215	159	vehicle body builder	324211
135	medical technicians (nec)	311299	160	vehicle trimmer	324212
136	meat inspector	311312	161	roof tiler	333311
137	primary products inspectors (nec)	311399	162	business machine mechanic	342311
138	chemistry technician	311411	163	cabler (data and telecommunications)	342411
139	earth science technician	311412	164	telecommunications linesworker	342413
140	life science technician	311413	165	baker	351111
141	science technicians (nec)	311499	166	pastrycook	351112
142	architectural draftsman	312111	167	butcher or smallgoods maker	351211
143	building inspector	312113	168	cook	351411
144	architectural, building and surveying technicians (nec)	312199	169	dog handler or trainer	361111

### 3 Work visa – 482 visa – Short term stream (continued)

170	animal attendants and trainers (nec)	361199		195	diversional therapist	411311
171	veterinary nurse	361311		196	enrolled nurse	411411
172	florist	362111		197	massage therapist	411611
173	gardener (general)	362211		198	community worker	411711
174	arborist	362212		199	disabilities services officer	411712
175	landscape gardener	362213		200	family support worker	411713
176	Greenkeeper	362311		201	residential care officer	411715
177	hairdresser	391111		202	youth worker	411716
178	print finisher	392111		203	diving instructor (open water)	452311
179	printing machinist	392311		204	gymnastics coach or instructor	452312
180	dressmaker or tailor	393213		205	horse riding coach or instructor	452313
181	upholsterer	393311		206	snowsport instructor	452314
182	furniture finisher	394211		207	swimming coach or instructor	452315
183	wood machinist	394213		208	other sports coach or instructor	452317
184	wood machinists and other wood trades workers (nec)	394299		209	sports development officer	452321
185	power generation plant operator	399213		210	sportspersons (nec)	452499
186	jeweller	399411		211	contract administrator	511111
187	camera operator (film, television or video)		399512	212	program or project administrator	511112
188	make up artist	399514		213	insurance loss adjuster	599612
189	sound technician	399516		214	insurance agent	611211
190	performing arts technicians (nec)	399599		215	retail buyer	639211
191	signwriter	399611				
192	ambulance officer	411111				
193	intensive care ambulance paramedic	411112				
194	dental technician	411213				

## 3 Where to find information about each occupation?

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### Skilled Occupation List

<https://immi.homeaffairs.gov.au/visas/working-in-australia/skill-occupation-list>

#### Example - Painting Trades Worker – ANZSCO 332211:

Type occupation name in 'Search' – 'Painting Trades Worker' (please see screenshot on next page).

Then click on **ANZSCO code 332211** to find out information about required education and job description / duties and you will see the following -

Required education ('Indicative Skill Level') -

...

*In Australia:*

**AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV (ANZSCO Skill Level 3)**

...

**At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.**

Duties ('Tasks Include')

- erecting scaffolding and ladders, and placing drop sheets to protect adjacent areas from paint splattering
- preparing surfaces by removing old paint and wallpaper, fixing woodwork, filling holes and cracks, and smoothing and sealing surfaces
- selecting and preparing paints to required colours by mixing portions of pigment, oil, and thinning and drying additives
- applying paints, varnishes and stains to surfaces using brushes, rollers and sprays
- hanging wallpaper, matching patterns and trimming edges
- cleaning equipment and work areas
- may repair windows and replace glass in wooden and metal frames
- may lay and repair wall and floor tiles

## Skilled occupation list

painting trades worker

Select visas

Showing 1 item that matches your criteria [Reset search](#)

sorted by Occupation A-Z

Occupation	ANZSCO Code	Visa	List	Assessing Authority
Painting Trades Worker	<a href="#">332211</a>	186 - Employer Nomination Scheme visa (subclass 186) 189 - Skilled Independent (subclass 189) - Points-Tested 190 - Skilled Nominated (subclass 190) 407 - Training visa (subclass 407) 485 - Temporary Graduate (subclass 485) - Graduate Work	MLTSSL	<a href="#">TRA</a>

[Ask a question](#) [Feedback](#)

## 4 Work visa – 482 visa - Medium term stream

This is **482 visa** which can be granted for **up to 4 years**.

### Basic eligibility criteria

- Age – no limitations
- Have an occupation on Medium & Long-term Strategic skills list (**216 occupations**) or on Regional occupation list<sup>\*\*\*</sup> (**77 occupation**)
- English requirement for main applicant – **IELTS at least 5.0** for each of 4 components; **PTE Academic at least 36** for each of 4 components
- Have **relevant skills / qualification**
- Have **work experience for at least 2 years** in the nominated or closely related occupation
- Be nominated by an Australian employer
- **Proposed salary AUD 70,000** plus super
- Meet health requirement
- Meet character requirement

<sup>\*\*\*</sup> For any regional occupation the employment must take place in a designated regional area of Australia. Therefore, if you are to be nominated for a regional occupation you will not be able to work in any metropolitan areas in Australia such as Sydney, Melbourne or Brisbane.

### Medium & Long-term skills list – Eligible Occupations

1	chief executive or managing director	111111
2	corporate general manager	111211
3	construction project manager	133111
4	engineering manager	133211
5	child care centre manager	134111
6	nursing clinical director	134212
7	primary health organisation manager	134213
8	welfare centre manager	134214
9	faculty head	134411
10	chief information officer	135111
11	arts administrator or manager	139911
12	environmental manager	139912
13	dancer or choreographer	211112
14	music director	211212
15	musician (instrumental)	211213
16	artistic director	212111
17	accountant (general)	221111
18	management accountant	221112
19	taxation accountant	221113
20	external auditor	221213
21	internal auditor	221214
22	actuary	224111

## 4 Work visa – 482 visa - Medium term stream (continued)

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23	statistician	224113	47	aeronautical engineer	233911
24	economist	224311	48	agricultural engineer	233912
25	land economist	224511	49	biomedical engineer	233913
26	valuer	224512	50	engineering technologist	233914
27	management consultant	224711	51	environmental engineer	233915
28	architect	232111	52	naval architect	233916
29	landscape architect	232112	53	engineering professionals (nec)	233999
30	surveyor	232212	54	agricultural consultant	234111
31	cartographer	232213	55	agricultural scientist	234112
32	other spatial scientist	232214	56	forester	234113
33	chemical engineer	233111	57	chemist	234211
34	materials engineer	233112	58	food technologist	234212
35	civil engineer	233211	59	environmental consultant	234312
36	geotechnical engineer	233212	60	environmental research scientist	234313
37	quantity surveyor	233213	61	environmental scientists (nec)	234399
38	structural engineer	233214	62	geophysicist	234412
39	transport engineer	233215	63	hydrogeologist	234413
40	electrical engineer	233311	64	life scientist (general)	234511
41	electronics engineer	233411	65	biochemist	234513
42	industrial engineer	233511	66	biotechnologist	234514
43	mechanical engineer	233512	67	botanist	234515
44	production or plant engineer	233513	68	marine biologist	234516
45	mining engineer (excluding petroleum)	233611	69	microbiologist	234517
46	petroleum engineer	233612	70	zoologist	234518



## 4 Work visa – 482 visa - Medium term stream (continued)

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71	life scientists (nec)	234599		95	physiotherapist	252511
72	medical laboratory scientist	234611		96	podiatrist	252611
73	veterinarian	234711		97	audiologist	252711
74	conservator	234911		98	speech pathologist	252712
75	metallurgist	234912		99	general practitioner	253111
76	Meteorologist	234913		100	specialist physician (general medicine)	253311
77	physicist	234914		101	cardiologist	253312
78	natural and physical science professionals (nec)	234999		102	clinical haematologist	253313
79	early childhood (pre-primary school) teacher	241111		103	medical oncologist	253314
80	secondary school teacher	241411		104	endocrinologist	253315
81	special needs teacher	241511		105	gastroenterologist	253316
82	teacher of the hearing impaired	241512		106	intensive care specialist	253317
83	teacher of the sight impaired	241513		107	neurologist	253318
84	special education teachers (nec)	241599		108	paediatrician	253321
85	university lecturer	242111		109	renal medicine specialist	253322
86	medical diagnostic radiographer	251211		110	rheumatologist	253323
87	medical radiation therapist	251212		111	thoracic medicine specialist	253324
88	nuclear medicine technologist	251213		112	specialist physicians (nec)	253399
89	sonographer	251214		113	psychiatrist	253411
90	optometrist	251411		114	surgeon (general)	253511
91	orthotist or prosthetist	251912		115	cardiothoracic surgeon	253512
92	chiropractor	252111		116	neurosurgeon	253513
93	osteopath	252112		117	orthopaedic surgeon	253514
94	occupational therapist	252411		118	otorhinolaryngologist	253515

## 4 Work visa – 482 visa - Medium term stream (continued)

119	paediatric surgeon	253516		143	registered nurse (surgical)	254424	
120	plastic and reconstructive surgeon	253517		144	registered nurse (paediatrics)	254425	
121	urologist	253518		145	registered nurses (nec)	254499	
122	vascular surgeon	253521		146	ICT business analyst	261111	
123	dermatologist	253911		147	systems analyst	261112	
124	emergency medicine specialist	253912		148	multimedia specialist	261211	
125	obstetrician and gynaecologist	253913		149	analyst programmer	261311	
126	ophthalmologist	253914		150	developer programmer	261312	
127	pathologist	253915		151	software engineer	261313	
128	diagnostic and interventional radiologist	253917		152	software and applications programmers (nec)	261399	261399
129	radiation oncologist	253918		153	ICT security specialist	262112	
130	medical practitioners (nec)	253999		154	computer network and systems engineer	263111	
131	midwife	254111		155	telecommunications engineer	263311	
132	nurse practitioner	254411		156	telecommunications network engineer	263312	
133	registered nurse (aged care)	254412		157	barrister	271111	
134	registered nurse (child and family health)		254413	158	solicitor	271311	
135	registered nurse (community health)	254414		159	clinical psychologist	272311	
136	registered nurse (critical care and emergency)		254415	160	educational psychologist	272312	
137	registered nurse (developmental disability)		254416	161	organisational psychologist	272313	
138	registered nurse (disability and rehabilitation)		254417	162	psychologists (nec)	272399	
139	registered nurse (medical)	254418		163	social worker	272511	
140	registered nurse (medical practice)	254421		164	civil engineering draftsman	312211	
141	registered nurse (mental health)	254422		165	civil engineering technician	312212	
142	registered nurse (perioperative)	254423		166	electrical engineering draftsman	312311	

## 4 Work visa – 482 visa - Medium term stream (continued)

167	electrical engineering technician	312312		192	painting trades worker	332211	
168	radio communications technician	313211		193	glazier	333111	
169	telecommunications field engineer	313212		194	fibrous plasterer	333211	
170	telecommunications network planner	313213		195	solid plasterer	333212	
171	telecommunications technical officer or technologist	313214	313214	196	wall and floor tiler	333411	
172	automotive electrician	321111		197	plumber (general)	334111	
173	motor mechanic (general)	321211		198	airconditioning and mechanical services plumber	334112	334112
174	diesel motor mechanic	321212		199	drainer	334113	
175	motorcycle mechanic	321213		200	gasfitter	334114	
176	small engine mechanic	321214		201	roof plumber	334115	
177	sheetmetal trades worker	322211		202	electrician (general)	341111	
178	metal fabricator	322311		203	electrician (special class)	341112	
179	pressure welder	322312		204	lift mechanic	341113	
180	welder (first class)	322313		205	airconditioning and refrigeration mechanic	342111	342111
181	fitter (general)	323211		206	technical cable jointer	342212	
182	fitter and turner	323212		207	electronic equipment trades worker	342313	
183	fitter-welder	323213		208	electronic instrument trades worker (general)	342314	342314
184	metal machinist (first class)	323214		209	electronic instrument trades worker (special class)	342315	342315
185	locksmith	323313		210	chef	351311	
186	panelbeater	324111		211	horse trainer	361112	
187	bricklayer	331111		212	cabinetmaker	394111	
188	stonemason	331112		213	boat builder and repairer	399111	
189	carpenter and joiner	331211		214	shipwright	399112	
190	carpenter	331212		215	tennis coach	452316	
191	joiner	331213		216	footballer	452411	

## 4 Work visa – 482 visa - Medium term stream (continued)

### Regional occupation list – Eligible Occupations

1	aquaculture farmer	121111	24	sports administrator	139915
2	cotton grower	121211	25	caravan park and camping ground manager	141211
3	fruit or nut grower	121213	26	post office manager	142115
4	grain, oilseed or pasture grower (Aus)	121214	27	amusement centre manager	149111
5	mixed crop farmer	121216	28	fitness centre manager	149112
6	sugar cane grower	121217	29	sports centre manager	149113
7	crop farmers (nec)	121299	30	cinema or theatre manager	149912
8	beef cattle farmer	121312	31	financial institution branch manager	149914
9	dairy cattle farmer	121313	32	human resource adviser	223111
10	deer farmer	121314	33	workplace relations adviser	223113
11	goat farmer	121315	34	policy analyst	224412
12	horse breeder	121316	35	liaison officer	224912
13	mixed livestock farmer	121317	36	market research analyst	225112
14	pig farmer	121318	37	aeroplane pilot	231111
15	sheep farmer	121322	38	flying instructor	231113
16	livestock farmers (nec)	121399	39	helicopter pilot	231114
17	mixed crop and livestock farmer	121411	40	ship's master	231213
18	public relations manager	131114	41	multimedia designer	232413
19	policy and planning manager	132411	42	wine maker	234213
20	project builder	133112	43	conservation officer	234311
21	procurement manager	133612	44	exercise physiologist	234915
22	medical administrator	134211	45	vocational education teacher	242211
23	regional education manager	134412	46	environmental health officer	251311

## 4 Work visa – 482 visa - Medium term stream (continued)

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47	dentist	252312	71	funeral workers (nec)	451399
48	anaesthetist	253211	72	flight attendant	451711
49	intellectual property lawyer	271214	73	first aid trainer	451815
50	translator	272413	74	jockey	452413
51	community arts worker	272611	75	clinical coder	599915
52	agricultural technician	311111	76	property manager	612112
53	operating theatre technician	311214	77	real estate representative	612115
54	pathology collector	311216			
55	construction estimator	312114			
56	surveying or spatial science technician	312116			
57	mechanical engineering draftsman	312511			
58	safety inspector	312611			
59	maintenance planner	312911			
60	building and engineering technicians (nec)	312999			
61	vehicle painter	324311			
62	floor finisher	332111			
63	electrical linesworker	342211			
64	zookeeper	361114			
65	nurseryperson	362411			
66	gas or petroleum operator	399212			
67	dental hygienist	411211			
68	dental therapist	411214			
69	emergency service worker	441211			
70	driving instructor	451211			

## 5 Work visa - 482 & 186 - Labour Agreement (LA) stream

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### Labour Agreements

Labour agreements allow businesses to sponsor overseas workers in situations **where:**

- they cannot fill the position with a local worker
- **standard temporary or permanent visa programs are unavailable**

Labour agreements are made between the Department of Home Affairs and employers. They can be either specific to a company or cover a whole industry.

### Current Industry Labour Agreements include:

- Aged Care
- Dairy
- Fishing
- Meat
- Pork
- Minister of Religion
- Restaurant (premium dining) Industry
- Advertising Industry
- Horticulture Industry

## 5 Work visa - 482 & 186 - Industry LA - Aged Care

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### Eligible Occupations

- **Nursing Support Worker** (ANZSCO 423312)
- **Personal Care Assistant** (ANZSCO 423313)
- **Aged or Disabled Carer** (ANZSCO 423111)

### Visa

- 482 visa
- 186 visa – after at least two years of work experience in Australia in a relevant direct care occupation

### Age

**No age concessions**

### Required Skills (Education)

- Relevant Australian Qualifications Framework (AQF) Certificate III or equivalent, or higher qualification, or
- 12 months of relevant full time work experience, or equivalent part time experience.

### English

- 482 visa - for "standard" providers: IELTS 5.0 (or equivalent) with at least 5.0 for speaking and listening and 4.5 for reading and writing
- 482 visa – for "culturally and linguistically diverse" providers: IELTS 4.5 (or equivalent) with no minimum, provided the overseas worker is fluent in the target community language
- 186 IELTS - 5.5 (or equivalent) with no minimum

### Work experience

Not required

### Salary

- Be employed on a full time basis
- Minimum salary of \$51,222 AUD (guaranteed annual earnings) or the Australian Market Salary Rate for the position, whichever is higher

### Union Memorandum of Understanding (MoU)\*

Streamline access to employers that enter into and maintain a Memorandum of Understanding with relevant industry union(s)

## 5 Work visa - 482 & 186 - Industry LA - Aged Care (continued)

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### List of Aged Care providers with approved LA

There are currently **41 businesses** with the approved LA in place:

- AUSTRALIAN AGED CARE GROUP
- BAPTISTCARE NSW & ACT
- BENTLEY WOOD PTY LTD
- Blue Cross Community Care Services Group Pty Ltd
- Byron Aged Care Limited
- CARRINGTON CENTENNIAL CARE LIMITED
- Coolamon Shire Council
- COOTAMUNDRA HEALTH CARE CO-OPERATIVE LIMITED
- CURTIN HERITAGE LIVING INC.
- DPG SERVICES PTY LTD
- ECHUCA BENEVOLENT SOCIETY INCORPORATED
- ESTIA INVESTMENTS PTY. LTD.
- FINLEY REGIONAL CARE LTD
- FREMANTLE ITALIAN AGED PERSONS SERVICES ASSOCIATION INC
- GALLIPOLI HEALTH SERVICES LIMITED
- HOME CARE HELPERS PTY LTD
- ILLAWARRA RETIREMENT TRUST
- Kaloma Home for The Aged Ltd
- Lingcare Pty Ltd
- Lutheran Aged Care Albury
- LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT (LUTHERAN COMMUNITY CARE)
- LYNDOKH LIVING LIMITED
- Maroba Industry - Aged Care
- MCLEAN CARE LTD
- MY GUARDIAN GROUP PTY. LTD.
- Ochre Support Services Pty Ltd
- Panaghia Myrtidiotissa Limited
- PINAROO ROMA INCORPORATED
- ROSENEATH AGED CARE CENTRE PTY LTD
- ROYAL FREEMASONS' BENEVOLENT INSTITUTION
- Rubies Nursing Pvt Limited
- Scalabrini Village Ltd
- The Buckland Convalescent Hospital
- THE FRANK WHIDDON MASONIC HOMES OF NEW SOUTH WALES
- TLC AGED CARE PTY LTD
- TWILIGHT HOUSE
- UNITING (NSW.ACT)
- Warrigal Care
- Wongaburra Society
- Woy Woy Community Aged Care Limited
- Yass Valley Aged Care Limited



## 5 Work visa - 482 & 186 - Industry LA - Dairy

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### Eligible Occupations

- **Senior Dairy Cattle Farm Worker** (no ANZSCO code)
- **Dairy Cattle Farm Operator** (no ANZSCO code)

### Visa

- 482 visa
- 186 visa – after a 3 year transition period

### Age

186 visa concession - applicants working in **Category 2 and 3 regional areas** must be **under 55 years of age** at the time of application

### Required Skills (Education)

For 'Senior Dairy Cattle Farm Workers' must have at least:

- Australian Qualifications Framework (AQF) Certificate III, or equivalent qualifications as assessed by a registered training organisation, and demonstrate at least 2 years of recent and relevant work experience, or
- at least 3 years of recent and relevant work experience

For 'Dairy Cattle Farm Operator' must have at least:

- AQF certificate II or III (or equivalent), or
- 1 year of recent and relevant work experience in lieu of the formal qualification.

### English

Temporary Skill Shortage visa (subclass 482)

- Category 1 regional locations: IELTS overall test score of at least 5.0, with a score of at least 4.0 in each of the test components, or equivalent.
- Category 2 and 3 regional locations: IELTS overall test score of at least 5.0, with no minimum score for each of the test components, or equivalent

Employer Nomination Scheme visa (subclass 186)

- Category 1, 2 and 3 regional locations: IELTS overall test score of at least 5.0, with a score of at least 4.5 in each of the test components, or equivalent.

### Work experience

Work experience requirements will vary depending on the location of the business and the visa subclass

### List of Dairy businesses with approved LA

There are currently **122 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

## 5 Work visa - 482 & 186 - Industry LA - Fishing

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### Eligible Occupations

- **Deck Hand** (ANZSCO 899211)
- **Fishing Hand** (ANZSCO 899212)
- **Master Fisher** (ANZSCO 231211)
- **Ship's Engineer** (fishing industry – code 070499)
- **Ship's Master** (ANZSCO 231213)
- **Ship's Officer** (ANZSCO 231214)
- **Seafood Process Worker** (ANZSCO 831313) (available in Category 2 and 3 regional locations only)

### Visa

- 482 visa
- 186 visa – after a 3 year transition period

### Age

186 visa concession - Applicants working in Category 2 and 3 regional areas must be **under 55 years of age** at the time of application

### Required Skills (Education)

Please see ANZSCO requirements, but for Deck hand and Fishing Hand there are special requirements

### English

482 visa - category 1, 2 and 3 regional locations: IELTS overall test score of at least 4.5, with no minimum score for each of the test components, or equivalent.

186 visa - category 1, 2 and 3 regional locations: IELTS overall test score of at least 5.0, with a score of at least 4.5 in each of the test components, or equivalent.

### Work experience

Work experience requirements will vary depending on the location of the business and the visa subclass

### List of the fishing businesses with approved LA

There are currently **81 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

## 5 Work visa - 482 & 186 - Industry LA - Meat

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### Eligible Occupation

- **Skilled meat worker** (no ANZSCO code)

### Visa

- 482 visa
- 186 visa – after a 3 year transition period

### Age

186 visa concession - Applicants working in **Category 2 and 3 regional areas** must be **under 55 years of age** at the time of application

### Required Skills (Education)

- Must have been assessed and verified to be Skilled Meat Workers
- Must also either:
  - demonstrate a minimum of **2 years skilled work experience** obtained at an meat processing establishment (MPE) acceptable to the Parties or
  - have been working in Australia on a Subclass 457 or Temporary Skill Shortage (TSS) visa **at an Australian MPE** acceptable to the Parties for **at least 9 months prior to being nominated** or
  - at least **1 year relevant work experience in Australia** on a temporary visa other than a Subclass 457 or TSS visa **at an Australian MPE** acceptable to the Parties.

### English

- 482 visa - Category 1, 2 and 3 regional locations: IELTS overall test score of at least 5.0, with no minimum score for each of the test components, or equivalent
- 186 visa - Category 1, 2 and 3 regional locations: IELTS overall test score of at least 5.0, with no minimum score for each of the test components, or equivalent or functional English for a current subclass 457 visa holder

### Work experience

Work experience requirements will vary depending on the location of the business and the visa subclass

### List of the meat businesses with approved LA

There are currently **82 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

## 5 Work visa - 482 & 186 - Industry LA - Pork

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### Eligible Occupation

- **Senior stockperson (piggery)** (no ANZSCO code)

### Visa

- 482 visa
- 186 visa – after a 3 year transition period

### Age

186 visa concession - Applicants working in **Category 2 and 3 regional areas** must be **under 55 years of age** at the time of application

### Required Skills (Education)

- an Australian Qualifications Framework (AQF) **Certificate III** in Agriculture (Pig Production), or **equivalent qualifications** as assessed by a registered training organisation **and have at least 3 years of recent and relevant work experience** in a medium-to-large size commercial piggery, or
- AQF **certificate III** in Agriculture (Pig Production) **and at least 18 months** relevant work experience in Australia, or
- **5 years** of recent and relevant work experience

### English

- 482 visa - no concessions
- 186 visa - (IELTS) overall test score of at least 5.0, with a score of at least 4.5 in each of the four test components, or equivalent

### Work experience

Work experience requirements will vary depending on the location of the business and the visa subclass

### List of businesses with approved LA

There are currently **37 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

## 5 Work visa - 482 & 186 - Industry LA – Minister of Religion

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### Eligible Occupations

- **Minister of Religion** (ANZSCO 272211, Skill Level 1)
- **Religious Assistant** (ANZSCO 451816, Skill level 4)

### Visa

- 482 visa
- 186 visa

### Age

- 186 visa concession - Applicants must be **no more than 60 years of age** at the time of application

### Required Skills (Education) – Ministers of Religion

Ministers of Religion must have:

- been 'ordained' or have 'professed to a religious life' as a minister of religion (or equivalent accreditation process within the faith tradition) and hold a minimum qualifications equivalent to a relevant Australian Qualification Framework (AQF) **bachelor degree**, or
- completed at least **5 years of relevant structured training or instruction**, noting that experience does not meet this criterion.

### Required Skills (Education) – Religious Assistant

Religious Assistants must have:

- relevant qualifications equivalent to a relevant AQF Certificate II or III (ANZSCO Skill Level 4), or
- at least 2 years of relevant experience

### English

- 482 visa - (IELTS) overall test score of at least 5.0 with a score of at least 4.5 in each of the test components, or equivalent; concessions available
- 186 visa - (IELTS) overall test score of at least 5.0, with a score of at least 4.5 in each of the four test components, or equivalent

### List of businesses with approved LA

There are currently **225 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

## 5 Work visa - 482 & 186 - Industry LA – Restaurant (Premium Dining)

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### Eligible Occupations

- **Chef** (ANZSCO 351311)
- **Cook** (ANZSCO 351411)
- **Café or Restaurant Manager** (ANZSCO 141111)
- **Trade Waiter** (no ANZSCO code) such as Sommelier, Maître D etc.

### Visa

- 482 visa
- 186 visa - after 2 year (Chefs and Cooks) or 3 year (Trade Waiters and Café or Restaurant Managers) transition period

### Age

- **No concession**

### What is premium dining restaurant?

- employs highly experienced staff
- offers a wine list
- has revenue of at least \$2 million per annum
- is non-franchised
- requires specialised front-of-house staff (including but not limited to Trade Waiters, Sommeliers, Maître D's)
- requires specialised back-of-house staff (including but not limited to Wok Chefs, Sushi Chefs, specialized cuisine Chefs)

### Required Skills (Education)

- Chefs, Cooks and Café or Restaurant Managers – see ANZSCO
- Trade Waiters – special requirements

### English

- 482 visa - (IELTS) an overall score of at least IELTS 5.0 (or equivalent) with no less than 4.5 for listening and speaking and no less than 4.0 for reading and writing
- 186 visa - no concessions

### List of businesses with approved LA

There are currently **45 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

## 5 Work visa - 482 & 186 - Industry LA – Horticultural (Plant Agriculture)

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### Eligible Occupations

- **Irrigation Designer/ Manager** (ANZSCO 234111)\*
- **Agronomist** (ANZSCO 234112)
- **Entomologist** (ANZSCO 234518)\*
- **Horticulture Grower** (ANZSCO 070499)\*
- **Protected Cropping Grower** (ANZSCO 070499)\*
- **Horticulture Research & Development Officer** (ANZSCO 132511)\*
- **Mechanical Engineer** (ANZSCO 233512)
- **Horticulture Farm Manager** (ANZSCO 070499)\*
- **Quality Assurance Manager** (ANZSCO 139914)
- **Biosecurity Officer** (ANZSCO 311399)\*
- **Facility Plant Manager** (ANZSCO 149913)\*
- **Facility Supervisor** (ANZSCO 070499)\*
- **Maintenance Electrician** (ANZSCO 341111)\*
- **Fitter and Welder** (ANZSCO 323213)
- **Agriculture Technician** (ANZSCO 321212)\*
- **Mechanic** (ANZSCO 321211)\*
- **Senior Nurseryperson** (ANZSCO 362411)
- **Nurseryperson** (ANZSCO 362411)
- **Nursery Supervisor** (ANZSCO 362411)
- **Truck Driver** (ANZSCO 733111)^
- **Mobile Plant Operator** (ANZSCO 721111)^
- **Fork Lift Driver** (ANZSCO 721311)^
- **Irrigationist** (ANZSCO 841999)^
- **Irrigationist Assistant** (ANZSCO 841999)^
- **Horticulture Section Manager** (ANZSCO 070499)\*^
- **Section Supervisor** (ANZSCO 070499)\*^
- **Production Horticulture Supervisor** (ANZSCO 070499)\*^
- **Production Horticulturist** (ANZSCO 070499)\*^
- **Machinery Manager** (ANZSCO 149913 or 149999)\*
- **Machinery Supervisor** (ANZSCO 149999)\*
- **Cold Storage Manager** (ANZSCO 149999)\*

## 5 Work visa - 482 & 186 Industry LA – Horticultural (Plant Agriculture)

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### Visa

- 482 visa
- 186 visa

### Age

- 186 visa - Applicant must be **under 50 years of age** at the time of visa application lodgement

### Required Skills (Education)

- For occupations on the eligible list – please see ANZSCO
- For occupations not on the list – skills assessment by VETASSESS

### English

- 482 visa - IELTS overall test score of at least 5.0 (or equivalent) with a minimum component score of score of 4.0 (or equivalent)
- 186 visa - IELTS overall test score of at least 5.0 (or equivalent) with a minimum component score of score of 4.5 (or equivalent)

### List of businesses with approved LA

There are currently **114 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>



## 5 Work visa - 482 & 186 - Industry LA – Advertising

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### Eligible Occupations

- **Advertising Specialist** (ANZSCO 225111)
- **Graphic Designer** (ANZSCO 232411)
- **Copywriter** (ANZSCO 212411)
- **Multimedia Designer** (ANZSCO 232413)
- **Web Developer** (ANZSCO 261212)

### Visa

- 482 visa
- 186 visa - after a three year transitional period

### Age

- **No concessions**

### Sponsoring Business

- Must be endorsed by the Media Federation of Australia (MFA) and The Communications Council (TCC)

### Work Experience

- 482 visa - 3 years relevant work experience
- 186 visa - 6 years work experience

### English

- IELTS overall band score of at least 5.0 with a score of at least 4.5 in each of the test components

### Salary

- Be employed on a full-time basis, and
- Be paid a minimum of AUD\$85,000 (guaranteed annual earnings)

### List of businesses with approved LA

There are currently **12 businesses** with the approved LA in place.

The full list of these businesses you can find here <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/list-of-current-labour-agreements>

# 6 Work visa - 482 & 186 - LA - Skilled Refugee Labour Agreement Pilot

## Program Overview

The program is designed in collaboration with *Talent Beyond Boundaries* (TBB) and provides skilled refugees and displaced people with a pathway to live and work in Australia

There are **500 primary applicant visa places** available to candidates under this program **between 1 July 2023 and 30 June 2025**.

## Visa

- 482 visa - Up to 4-year visa with pathway to permanent residence
- 186 visa – Permanent residence visa on a direct entry basis

## Concessions

- Age - 186 visa - allows sponsorship of people **up to 55 years old**
- **683 approved occupations** available as of Sep 2023 (see attached)
- **No skills assessment or minimum work experience** required
- English - equivalent IELTS 4.5 averaged across all bands
- No labour market testing requirements
- Flexible arrangements for police checks and passports
- 10% concession to the Temporary Skilled Migrant Income Threshold

## Step-By-Step process

**1. Register your interest with TBB through its Talent Catalog** here -

<https://www.talentbeyondboundaries.org/talentcatalog>

TBB can only assist candidates who have registered on the Talent Catalog. Registering on the Talent Catalog is free. All TBB's services are free of charge for all candidates.

**2. Check regularly opportunities page for Australia** here -

<https://www.talentbeyondboundaries.org/talentcatalog/tc-opportunities?category=Australia&>

Once you find an opportunity which meets your requirements, suitable active opportunity, you can nominate your Talent Catalog profile for that opportunity.

## Autonomous employment

If you were able to secure employment in Australia on your own, TBB might be able to support you with legal matters. In this case please reach out to TBB on [info@talentbeyondboundaries.org](mailto:info@talentbeyondboundaries.org)

## 6 Work visa - 482 & 186 - LA - Skilled Refugee Labour Agreement Pilot

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### List of businesses with approved Skilled Refugee Pilot LA

There are currently **81 businesses** with the approved LA in place.

- Accenture Australia Holdings Pty Ltd
- Adara Development (Australia)
- AEROTRANS AUSTRALIA PTY. LTD.
- Ai Group Limited
- ANGLICAN CARE
- Animal Logic Pty Limited
- APNIC Pty Ltd
- APTL Beam Builders Pty Ltd
- ATLISSIAN PTY LTD
- Australian First Construction Group Pty Ltd
- AUSTRALIAN SUSTAINABLE TIMBERS PTY LIMITED
- AUTO & GENERAL HOLDINGS PTY LTD
- BALMAIN NB CORPORATION LIMITED
- Banksia Gardens Association Incorporated
- BE CLEANED GROUP PTY LTD
- Bluemar Pty Ltd
- Budage Pty Ltd
- Cafe Squared Pty Ltd
- Canva Pty Ltd
- Cast Professional Services Pty Ltd
- Cisarua Learning Limited
- CLINICAL LABORATORIES PTY LTD
- Close Solutions Pty Ltd
- Community Construction Pty Ltd
- Culture Amp Pty Ltd
- CWC AUTO SERVICES PTY LTD
- DAY CONSULTING PTY LTD
- DELOITTE SERVICES PTY LTD
- EnPointe Fencing Pty Ltd
- Eqbali Construction Pty Ltd
- ERICSSON AUSTRALIA PTY LTD
- ERNST & YOUNG SERVICES PTY LIMITED
- ESP Project Group Pty Ltd
- Everest Contracting Pty Ltd
- Foxtel Management Pty Limited
- Gameking Australia Pty Ltd
- Genashtim Pty Ltd
- H10 Engineering Pty Ltd
- HACHETTE AUSTRALIA PTY LTD
- HARVEY INDUSTRIES GROUP PTY LTD
- HATCH PTY LTD
- Health-i-Physio Pty Ltd
- Henstock Technologies Pty Ltd
- Hourani Enterprises Pty Ltd
- Improvisation Design Pty Ltd
- IRESS LIMITED

## 6 Work visa - 482 & 186 - LA - Skilled Refugee Labour Agreement Pilot

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- Kieser Therapy Pty Ltd
- Kimberley Manufacturing Pty Ltd
- KPMG AUSTRALIAN SERVICES PTY LTD
- Lorwellen Farming Pty Ltd
- Lunn Industries Pty Ltd
- Mehmed Halilovic ATF Halilovic Plastering Trust
- MINTER ELLISON SERVICES PTY LIMITED
- MULTI PASSS PTY LTD
- Neuro-Rehab At Home Pty Ltd
- Nine Entertainment Co Pty Ltd
- Northern Projects Pty Ltd
- NOVA ENTERTAINMENT PTY LTD
- O'Connor Wooltech Pty Ltd
- OPERA SERVICES PTY LIMITED
- PACIFIC CENTER PLANET OF ADVENTURES PTY. LTD.
- PLATEITFORWARD LTD
- POLARON LANGUAGE SERVICES PTY LTD
- Pollination Foundation Limited
- POSITIVE APE PTY LTD
- Premium Dental Lab Pty Ltd
- Prosperity Services Pty Ltd
- Schwarz, Carl Louis
- Shefa Dental Care Pty Ltd
- SOWILO EIGHT PTY LTD
- Stephen, Nicola Therese
- Strawberry Colour Pty Ltd
- Sydney Tiling Services Pty Ltd
- The Boston Consulting Group Pty Ltd
- THOMAS RICHARD PALTRIDGE
- Unique Foot Clinic Pty Ltd
- VCT MULTIMEDIA PTY. LTD.
- Velocity Global Australia Pty Ltd
- Versa-Tile Specialists Pty Ltd
- WESFARMERS CHEMICALS ENERGY & FERTILISERS LIMITED
- WEST PEAK PTY LTD

## 7 Work visa - 482 & 186 - DAMAs

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### Designated Area Migration Agreement (DAMA)

DAMA head agreement is a formal agreement between the Australian Government and a regional, state or territory authority.

Individual DAMA labour agreements are between the Australian Government and endorsed employers / businesses operating within the relevant designated region.

DAMAs, allow **variation to standard occupations and skills lists** and/or negotiable **concessions to visa requirements such as age, English, work experience** etc.

DAMAs use 482, 494 and 186 visa programs.

Individuals cannot directly access a DAMA. Individuals need to be sponsored:

- by an **employer operating in a designated region**, and
- for an **occupation that is specified in the head agreement**

### There are currently 12 DAMAs in place:

1. NSW Orana <https://www.rdaorana.org.au/migration/dama/>
2. VIC Goulburn Valley <https://www.gvdama.com.au/>
3. VIC Great South Coast <https://gscdama.warrnambool.vic.gov.au/>
4. SA Adelaide City Technology and Innovation Advancement <https://www.migration.sa.gov.au/local-businesses/supporting-information/designated-area-migration-agreements>
5. SA South Australia Regional <https://www.migration.sa.gov.au/local-businesses/supporting-information/designated-area-migration-agreements>
6. WA East Kimberley <https://www.ekcci.com.au/ek-dama/about-ek-dama/>
7. WA Pilbara <https://www.rdapilbara.org.au/dama>
8. WA South West <https://www.dardanup.wa.gov.au/our-shire/about-us/south-west-dama.aspx>
9. WA The Goldfields <https://www.ckb.wa.gov.au/business-development/designated-area-migration-agreement/dama-overview.aspx>
10. QLD Far North Queensland <https://www.cairnschamber.com.au/regional-migration/fnq-dama>
11. QLD Townsville <https://www.townsvilleenterprise.com.au/skills-and-migration/>
12. NT Northern Territory <https://industry.nt.gov.au/migration-for-business/northern-territory-designated-area-migration-agreement>

## 7 Work visa - 482 & 186 - Orana DAMA, NSW

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### The Orana Designated Area Migration Agreement (DAMA)

Current Orana DAMA agreement is a 5-year employer-sponsored visa program, approved by Minister for Immigration, Citizenship and Multicultural Affairs, David Coleman, in April 2019.

**New Orana DAMA agreement is expected to be finalized in May 2024.**

### Areas covered by the Orana region

The Orana region is the largest region in NSW, covering an area of 25% of NSW.

It includes the local governmental areas of Bogan Shire, Bourke Shire, Brewarrina Shire, Cobar Shire, Coonamble Shire, Dubbo Region, Gilgandra Shire, Mid – Western Region, Narromine Shire, Walgett Shire and the Warrumbungle Shire.

### Essential elements of the Orana DAMA

- **Pathway to permanent residence** (186 visa via 482 visa under the Orana DAMA) - all occupations under the Orana DAMA are eligible for the TSS to ENS Permanent Residency Pathway, after having lived and worked in the Orana region on 482 visa granted under the Orana DAMA
- Currently there are **65 eligible occupations** ( skilled and semi-skilled )
- **Age, English language, salary, qualifications and experience concessions** are available.

### How to find the Employer in Orana DAMA

- Check list of already approved businesses in Orana DAMA (see next page)
- [www.seek.com.au](http://www.seek.com.au)
- [www.jobactive.gov.au](http://www.jobactive.gov.au)
- <https://au.jora.com>

# 7 Work visa - 482 & 186 - Orana DAMA – Approved Businesses

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## Already approved businesses in Orana DAMA

There are currently **41 businesses** with the approved LA in place:

- Ampeadji Pty Ltd
- CALLUBRI STATION PTY LTD
- COBAR SHIRE COUNCIL
- D.M O'BRIEN & M.J O'BRIEN & T.M O'BRIEN
- DD Tyre & Auto Pty Ltd
- DUBPLAST PTY LIMITED
- FLETCHER INTERNATIONAL EXPORTS PTY LTD
- Gowrie NSW
- GULGONG HOSTEL ASSOCIATION INC
- Harpil Pty Ltd
- Healthe Care Dubbo Pty Ltd
- INSIGHT EARLY LEARNING SOUTHLAKES PTY LTD
- JA & NJ BAKER PTY LTD
- Laundry Hotels Pty Ltd
- LEVEN SMASH REPAIRS PTY LIMITED
- Little Possums Childcare & Early Learning Centre Pty Ltd
- LVANT MECCA PTY LTD
- M.P MCKENNA & J.M SHANKS & E.A THOMPSON
- MAAS GROUP HOLDINGS LIMITED
- Maranatha House
- Mudgee CC Pty Ltd
- NICKANDDAN PTY LTD
- Ogden Pastoral Company Pty Ltd
- Orana Gardens Ltd
- Pacific Survey Pty Ltd
- Playmates Cottage Childcare Centre Dubbo Inc
- R FRITZ & J RICKERT & K.B RICKERT & M.N
- RED GUM CHILD CARE CENTRE PTY LTD
- ROD PILON TRANSPORT PTY LTD
- Safe Trans NSW PTY LTD
- Shila Service Station and Super Market Pty. Ltd.
- SHIVGEETA PTY. LTD
- SOHN PTY LTD
- Stepping Stones Childcare Centre Dubbo PTY LTD
- THE TRUSTEE FOR NATURES ACADEMY DUBBO UNIT TRUST
- Three Rows Pty Ltd
- Tippings Transport Pty Ltd
- Tren Trading Pty Ltd
- UNITED PROTESTANT ASSOCIATION OF NSW LIMITED
- Western NSW Local Health District
- WH & GL MARTEL PTY LTD ATF WH & GL MARTEL TRUST FUND

## 7 Work visa - 482 & 186 - Orana DAMA – Occupations (continued)

### 2024 Orana DAMA Occupation list – 65 occupations

Example: 253211 (ANZSCO code) – Cook (Occupation) – 3 (Skill level)

551111	Accounts Clerk	4
423111	Aged or Disabled Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
31111	Agricultural Technician	2
253211	Anaesthetist	1
121311	Apiarist	1
321111	Automotive Electrician	3
351111	Baker	3
551211	Bookkeeper	4
351211	Butcher or Smallgoods Maker	3
394111	Cabinetmaker	3
331212	Carpenter	3
351311	Chef	2
421111	Child Care Worker	4

421111	Child Care Worker	4
272311	Clinical Psychologist	1
351411	Cook	3
253312	Dentist	1
321212	Diesel Motor Mechanic	3
712211	Driller	4
721211	Earthmoving Plant Operator (General)	4
341111	Electrician (General)	3
341112	Electrician (Special Class)	3
253912	Emergency Medicine Specialist	1
411411	Enrolled Nurse	2
323211	Fitter (General)	3
323212	Fitter and Turner	3
431511	(Waiter) Food and Beverage Attendant	4
531111	General Clerk	4
253111	General Medical Practitioner	1
149999	Hospitality, Retail and Service Managers (nec)	2



## 7 Work visa - 482 & 186 - Orana DAMA – Occupations (continued)

831211	Meat Boner and Slicer	4		
831311	Meat Process Worker	5		
234611	Medical Laboratory Scientist		1	
322311	Metal Fabricator	3		
323299	Metal Fitters and Machinists (nec)		3	
323214	Metal Machinist (First Class)		3	
712212	Miner	4		
841611	Mixed Crop and Livestock Farm Worker	5		
721999	Mobile Plant Operators(nec)		4	
321211	Motor Mechanic (General)	3		
423312	Nursing Support Worker	4		
252411	Occupational Therapist	1		
324111	Panelbeater	3		
551311	Payroll Clerk	4		
423313	Personal Care Assistant	4		
334111	Plumber (General)	3		
241213	Primary School Teacher	1		
254412	Registered Nurse (Aged Care)		1	
254415	Registered Nurse (Critical Care and Emergency)			1
254499	Registered Nurse (nec)	1		
254424	Registered Nurse (Surgical)			1
253112	Resident Medical Officer	1		
411715	Residential Care Officer	2		
251513	Retail Pharmacist	1		
241411	Secondary School Teacher	1		
442217	Security Officer	4		
831212	Slaughterer	4		
272511	Social Worker	1		
252712	Speech Pathologist	1		
331112	Stonemason	3		
312116	Surveying or Spacial Science Technician	2		
733111	Truck Driver (General)	4		
324311	Vehicle Painter	3		
322313	Welder (First Class)	3		
272613	Welfare Worker	1		

## 7 Work visa - 482 & 186 - Orana DAMA – Age Concession

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### 186 visa age concession

Applicants must be **no more than 50 years of age** at the time of application for these 2 occupations -

<b>831311</b>	<b>Meat Process Worker</b>	<b>5</b>
<b>841611</b>	<b>Mixed Crop and Livestock Farm Worker</b>	<b>5</b>

### 186 visa age concession

For **all other occupations** applicants must be **no more than 55 years of age** at the time of application

## 7 Work visa - 482 & 186 - Orana DAMA – English Concessions

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### English language concessions for Orana DAMA Occupations

- 482 visa - overall IELTS **5.0** with no component being less than **4.5** (or equivalent test)
- 186 visa - overall IELTS **5.0** with no component being less than **4.5** (or the equivalent), unless registration or licensing requires a higher level of English

### \* Further English language concession for certain occupations

More English language concessions available for the following occupations (unless registration or licensing requires a higher level of English) -

- 482 visa - Overall IELTS **5.0** with **no minimum band score** (or equivalent)
- 186 visa - Overall IELTS **5.0** with **no component being less than 4.0** (or equivalent)

721111	Agricultural and Horticultural Mobile Plant Operator
31111	Agricultural Technician
321111	Automotive Electrician
351211	Butcher or Smallgoods Maker
331212	Carpenter

351311	Chef
351411	Cook
321212	Diesel Motor Mechanic
323211	Fitter (General)
323212	Fitter and Turner
831211	Meat Boner and Slicer
831311	Meat Process Worker
234611	Medical Laboratory Scientist
322311	Metal Fabricator
323299	Metal Fitters and Machinists (nec)
323214	Metal Machinist (First Class)
712212	Miner
721999	Mobile Plant Operators(nec)
321211	Motor Mechanic (General)
324111	Panelbeater
831212	Slaughterer
331112	Stonemason
733111	Truck Driver (General)
324311	Vehicle Painter
322313	Welder (First Class)

## 7 Work visa - 482 & 186 - Orana DAMA – Salary Concessions

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The current value of the Temporary Skilled Migration Income Threshold (TSMIT) is **\$70,000** excluding superannuation.

There are **two TSMIT concessions** available under the Orana DAMA.

### Salary Concession Type 1

Businesses must demonstrate that annual monetary earnings will be **at least 90% of TSMIT** whilst also meeting Award requirements and Annual Market Salary Rate expectations for the specific occupation and location.

### Salary Concession Type 2

Businesses must demonstrate that monetary earnings will be **at least 90% of TSMIT**, and non-monetary earnings (food and board) must **not be more than 10% of TSMIT**, with the total package being at least equal to the TSMIT.

### List of occupations eligible for salary concession

551111	Accounts Clerk
423111	Aged or Disabled Carer
721111	Agricultural and Horticultural Mobile Plant Operator
31111	Agricultural Technician
551211	Bookkeeper
351211	Butcher or Smallgoods Maker
421111	Child Care Worker
351411	Cook
431511	(Waiter) Food and Beverage Attendant
531111	General Clerk
149999	Hospitality, Retail and Service Managers (nec)
831311	Meat Process Worker
234611	Medical Laboratory Scientist
841611	Mixed Crop and Livestock Farm Worker
721999	Mobile Plant Operators(nec)
423312	Nursing Support Worker
551311	Payroll Clerk
423313	Personal Care Assistant
411715	Residential Care Officer
442217	Security Officer
331112	Stonemason
733111	Truck Driver (General)

# 7 Work visa - 482 & 186 - Orana DAMA – Qualification & Experience Concessions

**TABLE 1 Qualifications and Experience Concessions**

- 482 visa - only **1 year of relevant full-time work experience** is required, if the relevant AQF **qualification was obtained in Australia**

## Eligible Occupations

31111	Agricultural Technician	2
253211	Anaesthetist	1
121311	Apiarist	1
321111	Automotive Electrician	3
351111	Baker	3
351211	Butcher or Smallgoods Maker	3
394111	Cabinetmaker	3
331212	Carpenter	3
351311	Chef	2
272311	Clinical Psychologist	1
351411	Cook	3
253312	Dentist	1
321212	Diesel Motor Mechanic	3
341111	Electrician (General)	3
341112	Electrician (Special Class)	3
253912	Emergency Medicine Specialist	1
411411	Enrolled Nurse	2
323211	Fitter (General)	3
323212	Fitter and Turner	3
253111	General Medical Practitioner	1

149999	Hospitality, Retail and Service Managers (nec)	2
234611	Medical Laboratory Scientist	1
322311	Metal Fabricator	3
323299	Metal Fitters and Machinists (nec)	3
323214	Metal Machinist (First Class)	3
321211	Motor Mechanic (General)	3
252411	Occupational Therapist	1
324111	Panelbeater	3
334111	Plumber (General)	3
241213	Primary School Teacher	1
254412	Registered Nurse (Aged Care)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254499	Registered Nurse (nec)	1
254424	Registered Nurse (Surgical)	1
253112	Resident Medical Officer	1
411715	Residential Care Officer	2
251513	Retail Pharmacist	1
241411	Secondary School Teacher	1
272511	Social Worker	1
252712	Speech Pathologist	1
331112	Stonemason	3
312116	Surveying or Spacial Science Technician	2
324311	Vehicle Painter	3
322313	Welder (First Class)	3
272613	Welfare Worker	1

## 7 Work visa - 482 & 186 - Orana DAMA – Qualification & Experience Concessions (continued)

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### TABLE 2 Qualifications and Experience Concessions

#### Eligible Occupation

**Bookkeeper ANZSCO 551211** Skill level 3

#### Concessions

The visa applicant must have:

- Undergone a skills assessment,
- AND
- For 482 visa - at least 1 (one) year full-time of relevant full-time work experience where the relevant AQF qualification was completed in Australia; or
  - Meet the additional work experience requirements required under the standard 482 or 186 visa programs

## 7 Work visa - 482 & 186 - Orana DAMA – Qualification & Experience Concessions (continued)

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### TABLE 3 Qualifications and Experience Concessions

#### Eligible Occupation

**Child Care Worker ANZSCO 421111** Skill level 4

#### Concession

The visa applicant must have:

- Undergone a skills assessment

AND

- Have at least 1 year (20 hours per week) of relevant post qualification experience where the applicant is a holder of at least an AQF Certificate III or equivalent; or
- For 482 visa - have at least 1 year of relevant full-time work experience for the 482 visa program where the relevant AQF qualification was undertaken in Australia; or
- Meet the additional work experience required under the standard 482 or 186 visa programs.

# 7 Work visa - 482 & 186 - Orana DAMA – Qualification & Experience Concessions (continued)

**TABLE 4 Qualifications and Experience Concessions**

**List of eligible occupations**

<b>551111</b>	<b>Accounts Clerk</b>	<b>4</b>
<b>721111</b>	<b>Agricultural and Horticultural Mobile Plant Operator</b>	<b>4</b>
<b>712211</b>	<b>Driller</b>	<b>4</b>
<b>721211</b>	<b>Earthmoving Plant Operator (General)</b>	<b>4</b>
<b>431511</b>	<b>(Waiter) Food and Beverage Attendant</b>	<b>4</b>
<b>531111</b>	<b>General Clerk</b>	<b>4</b>
<b>712212</b>	<b>Miner</b>	<b>4</b>
<b>721999</b>	<b>Mobile Plant Operators (nec)</b>	<b>4</b>
<b>551311</b>	<b>Payroll Clerk</b>	<b>4</b>
<b>442217</b>	<b>Security Officer</b>	<b>4</b>
<b>733111</b>	<b>Truck Driver (General)</b>	<b>4</b>

**Concession**

The visa applicant must have:

- Undergone a skills assessment
- AND
- Meet the skill level as defined in ANZSCO, including where work experience may substitute the formal qualification;
- AND
- Have at least 1.5 years (20 hours plus per week) relevant post qualification experience where the applicant is a holder of at least an AQF Certificate II or equivalent; or
- Have at least 1 years (20 hours plus per week) relevant post qualification experience where the applicant is a holder of at least an AQF Certificate III or equivalent; or
- Have at least 2 years of relevant full-time work experience; or
- 482 visa - have at least 1 year of relevant full-time Australian work experience; or
- Meet the additional work experience required under the standard 482 or 186 visa programs



## 7 Work visa - 482 & 186 - Orana DAMA – Qualification & Experience Concessions (continued)

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**TABLE 5 Qualifications and Experience Concessions**

### Eligible occupations

<b>423111</b>	<b>Aged or Disabled Carer</b>	<b>4</b>
<b>423312</b>	<b>Nursing Support Worker</b>	<b>4</b>
<b>423313</b>	<b>Personal Care Assistant</b>	<b>4</b>

### Concessions

The visa applicant must have:

- Undergone a skills assessment

AND

- Meet the skill level as defined in ANZSCO, including where work experience may substitute the formal qualification;

AND

- Have at least 1 year (20 hours plus per week) relevant post qualification experience where the applicant is a holder of at least an AQF Certificate III or equivalent; or
- 482 visa - Have at least 1 year of relevant full-time Australian work experience; or
- Meet the additional work experience required under the standard 482 or 186 visa programs

## 7 Work visa - 482 & 186 - Orana DAMA – Qualification & Experience Concessions (continued)

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### TABLE 6 Qualifications and Experience Concessions

#### Eligible occupation

**842499**      **Mixed Production Farm Worker**    Skill level 5

#### Concessions

The visa applicant must have:

- Undergone a skills assessment  
AND
- Meet the skill level as defined in ANZSCO, including where work experience may substitute the formal qualification;  
AND
- 482 visa - Have at least 1 year of relevant full-time Australian work experience; or
- Meet the additional work experience required under the standard 482 or 186 visa programs

# 7 Work visa - 482 & 186 - Orana DAMA – Application Process

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## STEP-BY-STEP Guide to the Orana DAMA application process

Steps 1-5 – to be done by the Employer

Step 6 – to be done by the Employee (You)

**Step 1:** The employer makes an appointment for a pre-lodgement meeting with RDA Orana.

**Step 2:** The employer completes and lodges an application for Endorsement. Fee is applicable.

**Step 3:** The employer receives a Letter of endorsement, if application for endorsement is successful.

**Step 4:** The employer lodges the labour agreement application with the Department of Home Affairs. No application fee is applicable.

**Step 5:** The employer lodges the nomination application with the Department of Home Affairs. Fees are applicable.

**Step 6:** The employee lodges their visa application with the Department of Home Affairs. Fees are applicable.

\* Please note for some occupations verification process / skills assessment is required in addition

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# **PERMANENT RESIDENCY 186 VISA**

## 8 186 visa - TRT stream (after 482 visa)

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### Employer Nomination Scheme visa (subclass 186) – Temporary Residence Transition (TRT) stream

#### Basic eligibility criteria

- Have worked full-time in the nominated occupation for **2 years while holding 482 visa**
- **Be under 45** at the time of application (**age exemption available** if applicant had annual earnings for each of the 2 years at least **AUD 167,500**; academic, regional medical practitioners and science applicants)
- English language requirement for main applicant - **IELTS at least 6.0** for each of the 4 components; PTE Academic at least 50 for each of the 4 components
- **Proposed salary at least AUD 70,000** plus super
- English language requirement for secondary applicants over 18
- Be nominated by your last sponsoring Australian employer
- Meet health requirement
- Meet character requirement

## 9 186 visa – Direct Entry stream (without 482 visa)

### Employer Nomination Scheme visa (subclass 186) - Direct Entry stream

#### Basic eligibility criteria

- **Be under 45** at the time of application (age exemption available for academic and science applicants, subclass 444/461 workers)
- Have an **occupation on Medium and Long-term Strategic Skills list (216 occupations)**
- Have a **positive skills assessment** for this occupation, unless exempt
- English requirement for main applicant – **IELTS at least 6.0** for each of 4 components; PTE Academic at least 50 for each of 4 components (at the time of application)
- Have at least **3 years of relevant work experience** in the nominated or closely related occupation
- **Proposed salary at least AUD 70,000** plus super
- English requirement for secondary applicant over 18
- Be nominated by an Australian employer
- Meet health requirement
- Meet character requirement

#### Eligible Occupations

1	chief executive or managing director	111111
2	corporate general manager	111211
3	construction project manager	133111
4	engineering manager	133211
5	child care centre manager	134111
6	nursing clinical director	134212
7	primary health organisation manager	134213
8	welfare centre manager	134214
9	faculty head	134411
10	chief information officer	135111
11	arts administrator or manager	139911
12	environmental manager	139912
13	dancer or choreographer	211112
14	music director	211212
15	musician (instrumental)	211213
16	artistic director	212111
17	accountant (general)	221111
18	management accountant	221112
19	taxation accountant	221113
20	external auditor	221213
21	internal auditor	221214
22	actuary	224111

## 9 186 visa – Direct Entry stream (without 482 visa)(continued)

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23	statistician	224113	47	aeronautical engineer	233911
24	economist	224311	48	agricultural engineer	233912
25	land economist	224511	49	biomedical engineer	233913
26	valuer	224512	50	engineering technologist	233914
27	management consultant	224711	51	environmental engineer	233915
28	architect	232111	52	naval architect	233916
29	landscape architect	232112	53	engineering professionals (nec)	233999
30	surveyor	232212	54	agricultural consultant	234111
31	cartographer	232213	55	agricultural scientist	234112
32	other spatial scientist	232214	56	forester	234113
33	chemical engineer	233111	57	chemist	234211
34	materials engineer	233112	58	food technologist	234212
35	civil engineer	233211	59	environmental consultant	234312
36	geotechnical engineer	233212	60	environmental research scientist	234313
37	quantity surveyor	233213	61	environmental scientists (nec)	234399
38	structural engineer	233214	62	geophysicist	234412
39	transport engineer	233215	63	hydrogeologist	234413
40	electrical engineer	233311	64	life scientist (general)	234511
41	electronics engineer	233411	65	biochemist	234513
42	industrial engineer	233511	66	biotechnologist	234514
43	mechanical engineer	233512	67	botanist	234515
44	production or plant engineer	233513	68	marine biologist	234516
45	mining engineer (excluding petroleum)	233611	69	microbiologist	234517
46	petroleum engineer	233612	70	zoologist	234518

## 9 186 visa – Direct Entry stream (without 482 visa)(continued)

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71	life scientists (nec)	234599		95	physiotherapist	252511
72	medical laboratory scientist	234611		96	podiatrist	252611
73	veterinarian	234711		97	audiologist	252711
74	conservator	234911		98	speech pathologist	252712
75	metallurgist	234912		99	general practitioner	253111
76	Meteorologist	234913		100	specialist physician (general medicine)	253311
77	physicist	234914		101	cardiologist	253312
78	natural and physical science professionals (nec)	234999		102	clinical haematologist	253313
79	early childhood (pre-primary school) teacher	241111		103	medical oncologist	253314
80	secondary school teacher	241411		104	endocrinologist	253315
81	special needs teacher	241511		105	gastroenterologist	253316
82	teacher of the hearing impaired	241512		106	intensive care specialist	253317
83	teacher of the sight impaired	241513		107	neurologist	253318
84	special education teachers (nec)	241599		108	paediatrician	253321
85	university lecturer	242111		109	renal medicine specialist	253322
86	medical diagnostic radiographer	251211		110	rheumatologist	253323
87	medical radiation therapist	251212		111	thoracic medicine specialist	253324
88	nuclear medicine technologist	251213		112	specialist physicians (nec)	253399
89	sonographer	251214		113	psychiatrist	253411
90	optometrist	251411		114	surgeon (general)	253511
91	orthotist or prosthetist	251912		115	cardiothoracic surgeon	253512
92	chiropractor	252111		116	neurosurgeon	253513
93	osteopath	252112		117	orthopaedic surgeon	253514
94	occupational therapist	252411		118	otorhinolaryngologist	253515



## 9 186 visa – Direct Entry stream (without 482 visa)(continued)

119	paediatric surgeon	253516		143	registered nurse (surgical)	254424	
120	plastic and reconstructive surgeon	253517		144	registered nurse (paediatrics)	254425	
121	urologist	253518		145	registered nurses (nec)	254499	
122	vascular surgeon	253521		146	ICT business analyst	261111	
123	dermatologist	253911		147	systems analyst	261112	
124	emergency medicine specialist	253912		148	multimedia specialist	261211	
125	obstetrician and gynaecologist	253913		149	analyst programmer	261311	
126	ophthalmologist	253914		150	developer programmer	261312	
127	pathologist	253915		151	software engineer	261313	
128	diagnostic and interventional radiologist	253917		152	software and applications programmers (nec)	261399	261399
129	radiation oncologist	253918		153	ICT security specialist	262112	
130	medical practitioners (nec)	253999		154	computer network and systems engineer	263111	
131	midwife	254111		155	telecommunications engineer	263311	
132	nurse practitioner	254411		156	telecommunications network engineer	263312	
133	registered nurse (aged care)	254412		157	barrister	271111	
134	registered nurse (child and family health)		254413	158	solicitor	271311	
135	registered nurse (community health)	254414		159	clinical psychologist	272311	
136	registered nurse (critical care and emergency)		254415	160	educational psychologist	272312	
137	registered nurse (developmental disability)		254416	161	organisational psychologist	272313	
138	registered nurse (disability and rehabilitation)		254417	162	psychologists (nec)	272399	
139	registered nurse (medical)	254418		163	social worker	272511	
140	registered nurse (medical practice)	254421		164	civil engineering draftsman	312211	
141	registered nurse (mental health)	254422		165	civil engineering technician	312212	
142	registered nurse (perioperative)	254423		166	electrical engineering draftsman	312311	

## 9 186 visa – Direct Entry stream (without 482 visa)(continued)

167	electrical engineering technician	312312		192	painting trades worker	332211	
168	radio communications technician	313211		193	glazier	333111	
169	telecommunications field engineer	313212		194	fibrous plasterer	333211	
170	telecommunications network planner	313213		195	solid plasterer	333212	
171	telecommunications technical officer or technologist	313214	313214	196	wall and floor tiler	333411	
172	automotive electrician	321111		197	plumber (general)	334111	
173	motor mechanic (general)	321211		198	airconditioning and mechanical services plumber	334112	334112
174	diesel motor mechanic	321212		199	drainer	334113	
175	motorcycle mechanic	321213		200	gasfitter	334114	
176	small engine mechanic	321214		201	roof plumber	334115	
177	sheetmetal trades worker	322211		202	electrician (general)	341111	
178	metal fabricator	322311		203	electrician (special class)	341112	
179	pressure welder	322312		204	lift mechanic	341113	
180	welder (first class)	322313		205	airconditioning and refrigeration mechanic	342111	342111
181	fitter (general)	323211		206	technical cable jointer	342212	
182	fitter and turner	323212		207	electronic equipment trades worker	342313	
183	fitter-welder	323213		208	electronic instrument trades worker (general)	342314	342314
184	metal machinist (first class)	323214		209	electronic instrument trades worker (special class)	342315	342315
185	locksmith	323313		210	chef	351311	
186	panelbeater	324111		211	horse trainer	361112	
187	bricklayer	331111		212	cabinetmaker	394111	
188	stonemason	331112		213	boat builder and repairer	399111	
189	carpenter and joiner	331211		214	shipwright	399112	
190	carpenter	331212		215	tennis coach	452316	
191	joiner	331213		216	footballer	452411	

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# **UPCOMING CHANGES**

## **482 VISA**

# 10 Upcoming Changes to 482 visa program

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## Migration Strategy announced on 11 December 2023

**The Skills in Demand Visa will be replacing 482 visa in late 2024.**

It will be a new visa based on the applicant's annual earning and occupation with a three-tiered system:

### Tier 1 – Specialist Skills Pathway

- No occupation list (but trades workers, machine operators, drivers and labourers are excluded)
- Requires guaranteed annual earnings of **at least AUD 135,000**

### Tier 2 – Core Skills Pathway (Mainstream)

- Core Skills Occupation list applicable
- Requires guaranteed annual earnings of **at least AUD 70,000**

### Tier 3 – Essential Skills Pathway

- Occupations earning **under \$70,000** per year but working in essential skill occupations

## Key aspects of the new visa

- 4 year stay will be available for all visa streams
- Pathways to permanent residency will be available to all Skills in Demand visa holders
- Visa holders will have access to self-nominated independent permanent pathways, in addition to employer sponsored pathways

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**Thank you**