



Australian Government
Department of Immigration
and Border Protection

Discussion Paper

Reviewing the Skilled Migration and 400 Series Visa Programmes

September 2014

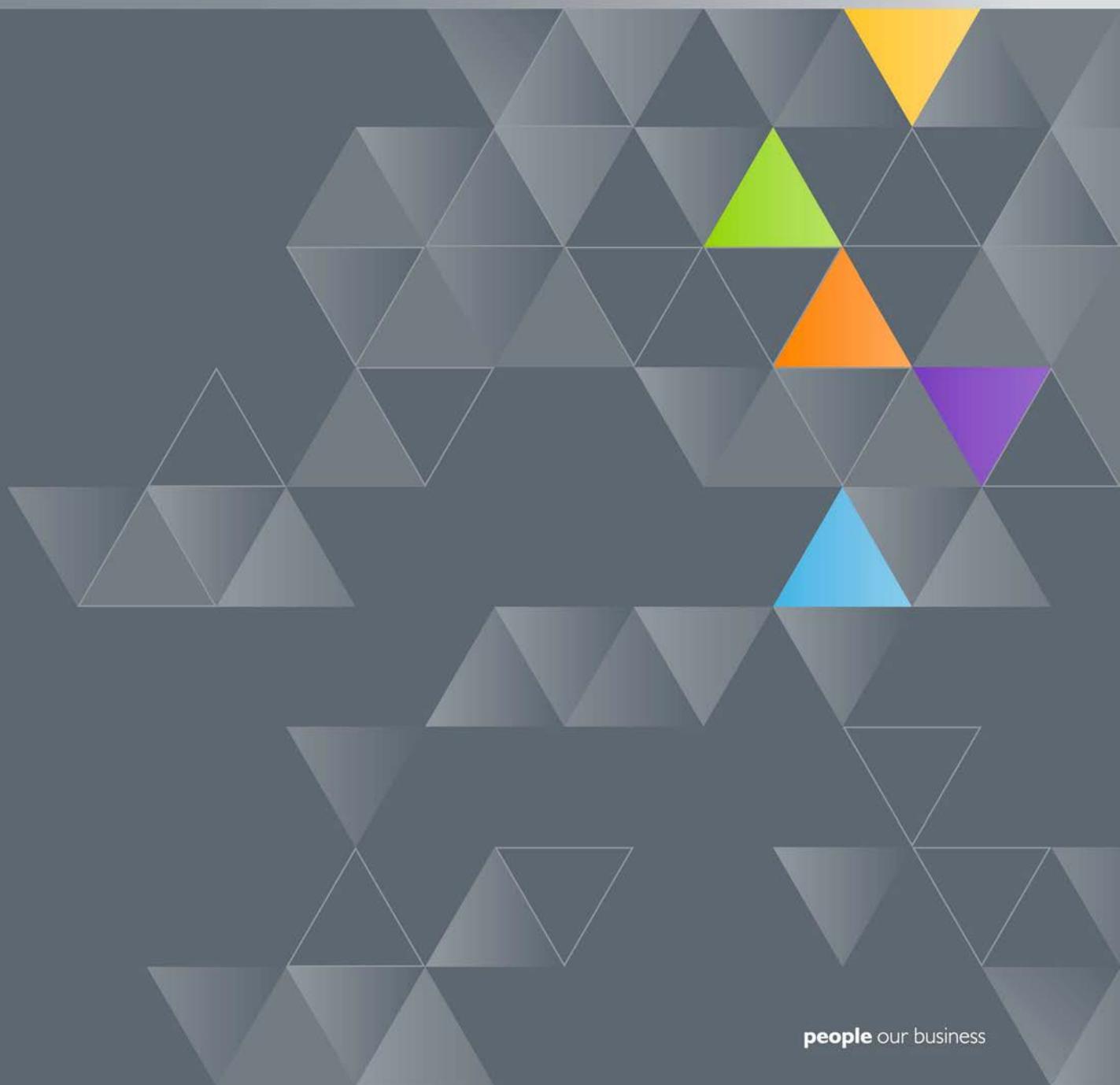


Table of Contents

Overview	3
Skilled Migration Review	3
Terms of Reference	4
Consultation Process	5
Background	7
Background to the Skilled Migration and 400 Series visas	7
Definition and Interpretations	8
Key Visa Components.....	9
Age Threshold.....	9
English Language Proficiency	10
Skills and Industry Standards	10
Skills Assessments	10
Occupations lists	11
Points Test	12
SkillSelect	12
Sponsorship and Nominations	13
Visa Categories.....	15
Presumptions.....	15
Short-Term Migration Category	15
Business and Investment Migration Category	17
Skilled Work Category	17
Summary.....	18
Attachments	19
Attachment A - Visa subclasses included for review.....	19

Overview

Skilled Migration Review

In the current climate of globalisation, it is imperative for Australia's long term prosperity to maintain a competitive advantage in identifying, attracting and retaining overseas skilled workers. The Australian Government has therefore placed great importance on the need for a clearer, deregulated skilled migration visa framework that will help shape and define Australia's economic future. To this end the Department of Immigration and Border Protection is undertaking a review of the current skilled migration and 400 series visa programmes.

There are six principles which will guide this review:

1. Simplicity in design supports increased comprehension and usability.
2. Structural flexibility is critical to ensure changing skilled migration needs can be met.
3. Employment outcomes should be a key driver for Australia's skilled migration programmes.
4. Skilled migration must support and complement the Australian labour market.
5. Integrity is essential to maintain the continued acceptance of a skilled migration programme.
6. Support the whole of government deregulation agenda to reduce red tape and regulatory costs for Australian business and industry.

The review will also have regard to, and be shaped by, the recommendations of internal and external reviews into programmes encompassed by the skilled migration and 400 series visa programmes:

- The Independent Review of the Integrity of the subclass 457 programme. More information on the Independent Review of Integrity in the subclass 457 programme can be found on the department's website at www.immi.gov.au/pub-res/Pages/reviews-and-inquiries/skilled-visa-programme.aspx
- The departmental review into the Significant Investor Visa (SIV) programme to identify measures for further improvement.
- Joint Standing Committee on Migration announced an inquiry into the Business Innovation and Investment programme (BIIP). More information can be found on the Australian Parliament House website www.aph.gov.au/Parliamentary_Business/Committees/Joint/Migration/BIIP

This review will result in the most far reaching transformation of the skilled migration and 400 series visa programmes in the last 20 years and will establish a visa framework that will support Australia's skilled migration needs for the next 20 years.



Terms of Reference

The Terms of Reference for the skilled migration and 400 series visa programmes review are set out below.

The Terms of Reference are to:

1. Review the effectiveness of the current skilled migration and 400 series visa programmes with the aim to reduce unnecessary red tape and impost on Australian business.
2. Explore and develop, in consultation with key stakeholders, new and innovative skilled migration visa models to support Australia's short and long term skilled migration needs while ensuring the primacy of Australian workers.
3. Implement a new skilled migration visa framework that is supportive, flexible and responsive and which enriches the Australian economy through a well-managed skilled migration programme.
4. Ensure that integrity is maintained and strengthened in any new skilled migration visa framework.

Consultation Process

The success of Australia's skilled migration and 400 series visa programmes (the skilled migration programme) relies upon the close interaction and co-operation of a number of stakeholders encompassing Australian Government and state and territory governments, Australian businesses and industry peak bodies, unions and migration agents.

Given the scope of the review, the consultation process will be divided into three phases:

1. Scoping / development
2. Refinement; and
3. Implementation.

The first phase will seek input from key stakeholders on the current skilled migration visa framework and explore concept visa models. It is intended that the second phase will provide stakeholders with an opportunity to provide further input to refine any proposed skill migration visa framework. The third phase will concentrate on the implementation of a new skilled migration visa framework.

Request for input

At this early stage of the review, the department is seeking general input from stakeholders on elements raised within this discussion paper. Questions have been developed to focus input and assist the department in analysing views of a range of stakeholders. Stakeholders are encouraged to provide input to the following points where applicable:

1. Are there any specific aspects of the programmes or the processes that could be simplified?
2. Do you have skilled migration needs that are not being currently met within the existing skilled migration visa programme?
3. To what extent should the current key visa components be incorporated into a new skilled migration visa programme?

Over the coming months the department will hold a series of consultative forums and meetings throughout Australia to elaborate on the scope of the review and attributes required in any future skilled programme.

Closing date for submissions: 17 October 2014

All submissions must be received by us no later than **5pm AEDT Friday 17 October 2014**.

Submissions can be lodged in the following ways, with electronic lodgement the preferred option:

Email: smdt@immi.gov.au

Post: Department of Immigration and Border Protection
ATT: Skilled Visa Review and Deregulation Taskforce (4N275)
PO BOX 25
BELCONNEN ACT 2616

Unless otherwise advised, all submissions received as part of this review will be published on our website.

Further enquiries can be referred to Director, Stuart Bett (02 6263 2534).

Background

Background to the Skilled Migration and 400 Series visas

Australia's Migration Programme affords prospective migrants the ability to enter Australia on temporary, provisional or permanent visas, either to undertake an activity, invest, or engage in short to long term employment in Australia's labour market.

Migration to Australia has been critical in supporting economic development and sustaining Australia's labour market needs. In this context skilled migration has played an ever increasing role which is reflected in the shift in the composition of Australia's Migration Programme: skilled migration accounts for 70% of the total programme compared to only 30% two decades ago. This change has been driven by labour market demand, emphasising the important role skilled migration provides in filling the medium to long term skills shortages required to sustain Australia's economy.

Skilled migration to Australia is often characterised as a "hybrid system", being either temporary or permanent.¹ Traditionally, the majority of applicants for skilled migration were selected on the basis of their attributes and capabilities. This "supply-driven" migration, facilitated through a government-administered points test, did not require the applicant to obtain an offer of employment in order to be granted permanent residence.² Since 1990, a policy shift occurred, favouring employer-sponsored, "demand-driven" migration over "supply-driven" migration.³ As a result, "demand-driven" migration has been facilitated in two ways: by placing greater value in the points test to desirable independent applicants who possess valuable skills, qualifications or outstanding abilities that are in high demand; and providing employers the ability to select and sponsor migrants, subject to their immediate business needs, either on a temporary or permanent basis.⁴

Differing from the skilled migration programme, the 400 series visa programme allows for the temporary entry of people to Australia for economic, social or cultural purposes. Temporary migrants attribute significant economic value to the Australian economy by engaging in activities in Australia.

Over the past few decades, the 400 series visa programme has broadened significantly and undergone several changes to cater for varying niche, temporary migration needs. This includes the transfer of skills, knowledge and social experience that overseas workers gain and then return to their country of origin.

As Australia's skilled migration programme has evolved, it has transformed the character of the Australian workforce by enhancing it in both size and skill level, resulting in superior labour market outcomes, which would not have occurred if prospective migrants were chosen at random.⁵

To further improve successful skilled migration to Australia, a new skilled migration visa framework will be developed; one which will be flexible and adaptable to future labour market needs; and positioning the Australian economy for decades of future competitiveness and prosperity.

¹ Papademetriou, D. et al. 2008 Hybrid immigration-selection systems: the next generation of economic migration schemes. In: *Talent, Competitiveness and Migration. Transatlantic Council of Migration*, p.4

² Cully, M. 2011 Skilled migration selection policies: recent Australian reforms, IOM

³ *ibid*

⁴ *Ibid*, p.7

⁵ *ibid*

Definition and Interpretations

Term	Definition
Temporary Visa	<p>As defined in the <i>Migration Act 1958</i>, a visa to remain in Australia (whether also a visa to travel to and enter Australia) may be a visa, to be known as a temporary visa, to remain:</p> <ul style="list-style-type: none"> (a) during a specified period; or (b) until a specified event happens; or (c) while the holder has a specified status.
Permanent Visa	<p>As defined in the <i>Migration Act 1958</i>, a visa to remain in Australia (whether also a visa to travel to and enter Australia) may be a visa, to be known as a permanent visa, to remain indefinitely.</p>
Provisional Visa	<p>Provisional visa is not defined in the Migration Act or the Migration Regulations. Rather, the term provisional is used to signify a temporary visa which is linked to a permanent visa application.</p>
Prospective Migrant	<p>One who is interested in migrating to Australia on a provisional or permanent basis.</p>
Temporary Migrant	<p>One who seeks to undertake particular temporary work, an activity or international relations in Australia.</p>

Key Visa Components

The following visa components have generally been used as integrity mechanisms to ensure labour market compatibility. As part of this review each component will be examined to determine its applicability, functionality, effectiveness, and whether there are alternate non-legislative means to achieve the same outcome.

These visa components are:

- age threshold
- English language proficiency
- skills and industry standards
- skills assessments
- occupation lists
- points test
- SkillSelect
- sponsorship and nomination
- short-term migration categories.

Under each key visa component, a number of hypothetical suggestions/questions have been raised. These seek to elicit discussion with stakeholders and do not presuppose any determined outcome.

Age Threshold

There is no age requirement within the 457 visa programme and 400 series visas. However, under the skilled migration visa programmes the upper age threshold is currently set at 50 years of age unless otherwise specified. To be eligible to apply for a skilled visa, an applicant must be less than 50 years of age at time of visa lodgement or at the time they are invited to apply in SkillSelect.

The desire to establish a career is a driving factor for many younger adults who seek to migrate to Australia. This has resulted in a prime working age population of between 25 and 54 years of age⁶.

Globally there has been a shift in demographic characteristics with people living and consequently working longer. This has resulted in employees making a more sustained economic contribution over a longer career span. This raises the question of whether the age threshold for certain occupations and/or visa programmes should be amended and if the weight accorded to age within the points tested skilled migration programme is appropriately calibrated.

⁶ Productivity Commission 2013, An Ageing Australia: Preparing for the Future, Commission Research Paper Overview, Canberra.

English Language Proficiency

English language proficiency has traditionally been used in selecting skilled migrants on the justification that higher English language proficiency results in stronger labour market outcomes. Consideration however could be given to aligning English language proficiency with industry standards. Alternatively, proficiency could be linked to intended activity reflecting the Australian standard for that occupation.

The English language proficiency requirement within the temporary migration category could also be reviewed to ensure temporary migrants are encouraged to develop greater proficiency leading up to potential permanent migration. English language proficiency could also be linked to work safety requirements.

Skills and Industry Standards

Discrepancies currently exist between some industry standards and immigration requirements, which often result in a prospective migrant having to provide duplicate evidence.

Consideration could be given to allow industry to determine the skill requirements for a prospective migrant to work in Australia, including licensing and registration in certain occupations. This requirement could be legislated where industry standards, dependent on the nominated occupation might require:

- a minimum level of English language proficiency
- a minimum number of years of employment experience; and
- where required, a baseline educational qualification.

This could mean that when an applicant meets industry requirements, it constitutes a positive skills assessment.

Skills Assessments

The skilled migration programme requires potential migrants to undertake a skills assessment to apply for certain visas. Assessing authorities verify claims of skills, qualifications and experience in a prospective migrant's nominated occupation, resulting in either a positive or negative skills assessment. Under the skilled migration programme, a positive skills assessment must be provided to meet eligibility requirements.

The mandatory skills assessment requirement has addressed previous integrity issues within the skilled migration programme. This has ensured that prospective migrants are skilled at the Australian standard for their nominated occupation.

Consideration could be given to the current and future roles both assessing authorities and peak industry bodies play to determine minimum requirements for prospective migrants to work in Australia.

Occupation Lists

Skilled migration programmes can require prospective migrants to nominate an occupation from a defined list prior to lodging a visa application or submitting an expression of interest in SkillSelect. The department uses two occupation lists, the Skilled Occupation List (SOL) and the Consolidated Sponsored Occupation List (CSOL) for this purpose.

The SOL is a list of occupations identified to assist in meeting the medium to long term skill needs of the Australian economy. The CSOL contains a broader list of occupations covering a wider variety of industries to ensure an appropriate balance of occupations to address immediate and local skill needs.

The SOL is reviewed annually by the Department of Industry (DoI), who provide recommendations for the inclusion or removal of occupations. The DoI base their recommendations on data analysis and consultation with relevant industry bodies.

The SOL and CSOL are derived from ANZSCO (Australian and New Zealand Standard Classification of Occupations), a classification system based on the standard collection, analysis, and dissemination of occupation data. ANZSCO was developed by the Australian Bureau of Statistics, the former Department of Education, Employment and Workplace Relations, and Statistics New Zealand.

From an international perspective, it is worthwhile noting that Australia is one of many developed countries who developed their own comprehensive national occupational classification, rather than utilise the International Standard Classification of Occupations (ISCO). ANZSCO is quite a distinct list to the Australian standards and skills requirements, linking to other frameworks such as the Australian Qualifications Framework. Whereas ISCO has no reflection on skill levels and includes less occupation categories.

While ANZSCO is a broader occupational classification system than ISCO, it is not a definitive list in Australia. As a result, it is limited in its ability to adapt to changes in existing occupational skill requirements or emerging occupations which are often influenced by rapid developments in technologies. This often results in prospective migrants fitting one or more occupations (or none at all) and confusion among sponsors.

Currently, occupations on both the SOL and CSOL are listed as ANZSCO skill level 1-3, with a minimal number of skilled level 4 occupations. However, many occupations in demand by Australian businesses remain unlisted on the SOL and CSOL, or are not listed in ANZSCO. In such cases, the only alternative is for Australian businesses to nominate prospective migrants through a Labour Agreement.

To address these issues, the continued use of ANZSCO within the skilled migration visa programmes could be considered. Alternatively, CSOL could be retained with the possible inclusion of an expanded list of ANZSCO skill level 4 occupations. A further option could be to develop an occupations list that excludes occupations available for migration to Australia, rather than seeking to prescribe occupations that facilitate migration.

Points Test

The points test has been used for the last 25 years as a mechanism to select skilled migrants who offer the best in terms of economic benefit to Australia through the award of points for their human capital. A points test system has been adopted by New Zealand, Canada and other European countries as an effective tool to manage skilled migration.

In Australia, points can be awarded for factors including age, English language ability, employment experience, qualifications completed in Australia and other educational qualifications, and other bonus factors such as regional Australian study.

The points tested skilled migration programme, previously General Skilled Migration, is driven by Australia's demand for highly skilled migrants in high value occupations that are in medium to long term need in Australia.

These prospective migrants must meet a pass mark which is the minimum number of points required to be eligible for a points tested skilled migration visa. The pass mark is a tool that allows for management of the points tested skilled migration programme and is subject to change with the needs of Australia's labour market.

While the importance of attracting high quality migrants remains integral in any future settings, the intrinsic value of the ongoing application of a points test will be evaluated in this review. Specifically, it is possible the removal of the points test could still deliver a successful skilled migration visa programme if well-legislated and tailored. This could mean independent migration could be less process-driven and achieved through robust visa criteria requirements.

Alternatively, a purer human capital model could be implemented, one designed to attract higher-valued skilled migrants, such as those who are qualified in skill level 1 occupations. Consideration could also be given to making the points test more flexible and direct, imposing fewer burdens on prospective migrants. This could include retaining only the essential elements of human capital, such as age, English language proficiency, educational qualifications and employment experience. This would inject skills which contribute to the general growth and enhancement of Australia's labour force.

In order for Australia to remain competitive in the global market, comparisons will be drawn between the Australian skilled migration visa programme and those of other countries. Focus will be placed on how the selection of skilled migrants has evolved globally, and how the various points test systems which facilitate skilled migration continue to change.⁷

SkillSelect

SkillSelect, the skilled migrant selection model, allows skilled migrants to be invited to apply for visas at levels which match the dynamic needs of the Australian economy. SkillSelect also connects state and territory governments and Australian employers with potential skilled workers through a central database.

In this database prospective migrants can be nominated after submitting an expression of interest and receive an invitation to lodge a visa application, or employers can contact prospective migrants directly for sponsorship.

⁷ Papademetriou, D. et al. 2008 Hybrid immigration-selection systems: the next generation of economic migration schemes. In: *Talent, Competitiveness and Migration*. Transatlantic Council of Migration, p.4

SkillSelect is considered integral to maintaining the number of skilled visa grants in the Migration Programme, by allowing the Australian Government to manage the flow of invitations sent through SkillSelect to prospective migrants.

Since its implementation, SkillSelect has provided many prospective migrants an opportunity to indicate through an expression of interest their willingness to live and work in regional Australia. This is of particular benefit to employers, including state and territory governments, experiencing skill shortages in regional Australia.

SkillSelect will need to be evaluated as part of this review to determine if this migrant selection model remains as the most suitable mechanism to manage skilled migration.

Sponsorship and Nominations

Sponsorship and nomination currently play a pivotal role in the migration process within the skilled migration and certain 400 series visa programmes. The role and type of sponsorship and/or nomination required by a prospective migrant differs depending on the visa they apply for:

- employer sponsorship and nomination
- state or territory government sponsorship and nomination
- regional Australian employer sponsorship
- eligible relative in a designated area sponsorship
- sponsorship/support to undertake certain activities in Australia.

For the prospective migrant, sponsorship and/or nomination provide a level of security in knowing their skills are valued. Additionally, for those who seek sponsorship and/or nomination from an employer, they are ensured employment upon arrival in Australia, something which is not afforded to independent migrants who must seek their own employment.

From a business perspective, sponsorship and nomination ensures immediate employment outcomes in the Australian labour market, including local, regional needs, filling genuine vacancies identified by the sponsoring business. They also serve to protect both the rights of an employer and employee in the workplace, decreasing the likelihood of exploitation, as both are bound to a series of obligations which must be met.

State and territory governments are also able to nominate prospective migrants to fill their identified skills needs. Similar residency obligations also exist for business investment sponsorship, which require migrants to invest a specified amount of funds in the state or territory that nominated them.

Family sponsorship is designed to benefit prospective migrants by settling them in the same designated area of Australia as their family members. Those sponsored by a family member, electing to live and work in a designated area of Australia, are awarded extra points in the points test to sustain regional migration needs. However, many migrants who have identified a willingness to reside in regional Australia often find they need to relocate to metropolitan areas in order to obtain employment in their skilled occupation.

The 400 visa series has both sponsored and non-sponsored visa programmes. Within the sponsored programmes evidence of sponsorship or support is used as a mechanism in determining true intentions of temporary migrants who wish to work or undertake activities in Australia. However, depending on the



activity a temporary migrant seeks to undertake, the type of sponsorship or support to meet visa eligibility requirements differs considerably, leading to confusion amongst applicants and sponsors.

This review will take into consideration a number of factors that could influence the characterisation of sponsorship and/or nomination. As an example, consideration could be given to:

- the requirement for sponsorship
- removing the nomination requirement
- having varied sponsorship requirements
- streamlining sponsorship and nomination requirements
- reducing the impost on sponsors.

Visa Categories

Assumptions

The department has given preliminary consideration to constructing a new skilled migration visa framework under three broad categories:

1. Short-Term Migration
2. Business and Investment Migration
3. Skilled Work.

In so doing the department has considered three key points:

- There is evidence to support the significant economic and social benefits which sponsorship provides to prospective migrants and the Australian economy.
- Public interest criteria are of equal importance in a new visa framework. Within all visa categories, prospective migrants will be obligated to meet a range of health, character and security requirements prior to entering Australia. Consideration will also be given to the introduction of a mandatory health insurance requirement under each of the three visa categories, alleviating burden placed on the Australian community.
- The technology changes which will occur as part of this review will be dynamic, providing independence in the visa application process for prospective migrants and sponsors. Similarly, it is proposed that legislative settings will be constructed to allow flexibility while still maintaining a high degree of integrity.

Short-Term Migration Category

There are a number of visa pathways available under the 400 series visa programme, to provide short-term migration to Australia to allow for the participation in a range of work or activities. Requirements which the temporary migrant and/or their sponsor and/or nominator (where applicable) must meet, vary significantly depending on the visa type and visa stream sought.

Due to the range of visas available under the 400 series visa programme, and the differing requirements which exist under each, the most appropriate visa product is often difficult to identify, particularly for those participating in major events in Australia.

A new short-term visa framework could be developed affording a flexible approach that is responsive to prospective migrants and sponsors. This framework could include three broad categories:

1. Work - for persons who will be engaged in paid work while in Australia by an Australian organisation or business.
2. Activity - for persons undertaking an activity in Australia where there is no remuneration provided while in Australia and evidence is provided of intended participation.
3. International relations and arrangements - for representatives of foreign government agencies and under bilateral agreement to enter Australia.

Under these sub-categories it is possible that temporary migrants could participate in any of the following activities:

- paid employment
- volunteer work
- participation in an event
- highly specialised work projects, including research initiatives
- international government arrangements
- occupational training
- study (in prescribed circumstances).

Visa requirements could be determined by the activity the temporary migrant seeks to engage in. These requirements could include:

1. Location - The physical location of a temporary migrant at time of application and visa decision.
2. Duration - Visa validity periods based on the activity the temporary migrant seeks to undertake while in Australia.
3. English language proficiency - An English language proficiency requirement where the temporary migrant is proposing to undertake work while in Australia (that is not as part of an intra-company transfer, event, or international government arrangement). The application of a minimum level of English language proficiency would seek to improve labour market outcomes and allow for temporary migrants to have a basic understanding of their work rights in the Australian workplace.
4. Skill, experience and educational requirements - A minimum skill, experience and/or educational requirement to ensure temporary migrants are able to perform their nominated work task at a skilled level (excluding activities as part of an intra-company transfer, event, or international government arrangement). Consideration could also be given to extending these requirements to other activities such as, but not limited to, study, occupational training and research, and professional development.
5. Sponsorship - A sponsorship requirement where the temporary migrant is seeking to undertake remunerated work in Australia. Consideration could also be given to activities such as, but not limited to, occupational training and research, domestic work and professional development.
6. Letter of support - Where no remuneration will be received from an Australian organisation that is registered for taxation purposes (i.e. an Australian Business Number) a letter of support would provide evidence for the genuine temporary entrant requirement.
7. Evidence of adequate funds - Evidence of adequate funds to cover all costs associated with the activity. Relevant factors could include the type of activity planned and the length of stay sought.

The Working Holiday visa (subclass 417) and the Work and Holiday visa (subclass 462) are not incorporated within this review and will continue to remain as separate visa subclasses.

Business and Investment Migration Category

The Business and Investment category could cater to prospective migrants seeking to contribute to Australia's economy through either direct business investment, as a significant investor, or as a business entrepreneur.

Programme objectives under a deregulated framework would continue to place primary focus on:

- generating employment
- increasing the export of Australian goods and services
- increasing the production of goods and services in Australia
- introducing new or improved technology
- increasing competition and commercial activity
- developing links with international markets
- increasing the dispersal of business migrants across Australia.

Key findings from the Joint Standing Committee on Migration Review into the Business Innovation and Investment Visa Programme will guide the development of this visa category.

Skilled Work Category

The skilled work category could cater for prospective skilled migrants seeking to fill medium to long term labour shortages where an Australian business has been unable to fill vacancies from local labour. This category could be divided into two migration pathways: a temporary/provisional pathway, and a permanent migration pathway.

The temporary/provisional pathway could allow work in Australia for up to four years, and only encompass those prospective migrants where remuneration would be received for their services.

The permanent migration pathway could be available to prospective migrants who have held a temporary/provisional migration visa for a specified period of time or alternatively possess the skills and experience for a high-in-demand skilled occupation recognised on an occupation list.

Consideration could be given to a mandatory requirement for Australian business sponsorship and/or nomination in support of a visa application.

Visa requirements for consideration include, but are not limited to:

1. Location - The physical location of a temporary migrant at time of application and visa decision.
2. Duration - Visa validity periods based on the activity the prospective migrant seeks to undertake whilst in Australia. This includes the minimum period of work undertaken in Australia before being able to apply for permanent residence.
3. English language proficiency - English language proficiency based on the type of occupation, or to meet Australian registration and licencing requirements.

- 
4. Skill, experience and educational requirements - A minimum skill, experience and/or educational requirement at a level based on ANZSCO or an occupations list. Ensuring the relevant licensing and registration for the nominated occupation is completed and a positive skill assessment from a relevant assessing authority is provided.

Summary

The department is looking to develop a skilled migration visa framework that supports business, enables the transition from provisional to permanent, places greater importance on the need for sponsorship facilitates temporary activities and incorporates human capital elements.

Input received from stakeholders will assist the department in developing a skilled migration visa framework that is reflective of, and reactive to, Australia's future skilled migration needs.

Attachments

Attachment A - Visa subclasses included for review

The following visa subclasses which currently exist under the skilled and 400 series visa programmes will be included for deregulation.

Visa Subclass	Streams	Validity Period	Sponsorship / Nomination
Temporary Work (Subclass 400)	Highly Specialised Work	Three months	No
	Invited Participant		No
	Australia's Interest		No
Temporary Work (Subclass 401)	Exchange	Maximum two years	Yes
	Sport		Yes
	Religious Worker		Yes
	Domestic Worker (Executive)		Yes
Training and Research (Subclass 402)	Occupational Trainee	Maximum two years	Yes
	Professional Development	18 months	Yes
	Research	12 months	Yes
Temporary Worker (International Worker) (Subclass 403)	Government Agreement	Maximum two years	No
	Foreign Government Agreement	Maximum four years	No
	Domestic Worker (Diplomatic/Consular)	Validity tied to duration of employers posting	No
	Privileges and Immunities	Undetermined	No

Visa Subclass	Streams	Validity Period	Sponsorship / Nomination
Special Program (Subclass 416)	Special Programme	To be specified at time of grant	Yes
	Seasonal Worker Programme	7 months	Yes
Entertainment (Subclass 420)	-	Two years	Yes
Temporary Work (Subclass 457)	No	Maximum four years	Yes
Recognised Graduate (Subclass 476)	No	18 months	No
Temporary Graduate (Subclass 485)	Graduate Work	18 months	No
	Post-Study Work	Two to Four years	No
Superyacht Crew (Subclass 488)	-	Maximum 12 months	Yes
Visitor Visa (Subclass 600)	Business Visitor Stream	Up to 12 months	No
Distinguished Talent (Subclass 124) (Subclass 858)	No	Permanent	Yes
Employer Nomination Scheme (Subclass 186)	Temporary Residence Transition	Permanent	Yes
	Labour Agreements	Permanent	Yes
	Direct Entry	Permanent	Yes
Regional Sponsored Migration Scheme (Subclass 187)	Temporary Residence Transition	Permanent	Yes
	Direct Entry	Permanent	Yes
	Labour Agreements	Permanent	Yes

Visa Subclass	Streams	Validity Period	Sponsorship / Nomination
Skilled – Independent (Subclass 189)	No	Permanent	No
Skilled – Sponsored (Subclass 190)	No	Permanent	Yes
Skilled Regional (Subclass 489)	No	Four years	Yes
Skilled – Regional (Subclass 887)	No	Permanent	No
Business Innovation and Investment (Provisional) (Subclass 188)	Business Innovation Stream	Maximum four years	Yes
	Investor Stream		
	Significant Investor Stream		
Business Innovation and Investment (Provisional) (Subclass 888)	Business Innovation Stream	Permanent	No
	Investor Stream		
	Significant Investor Stream		
Business Talent (Subclass 132)	Significant Business History	Permanent	Yes
	Venture Capital Entrepreneur		
Business Owner (Subclass 890)	No	Permanent	No
Investor (Subclass 891)	No	Permanent	No
State/Territory Sponsored Business Owner (Subclass 892)	No	Permanent	Yes
State/Territory Sponsored Investor (Subclass 893)	No	Permanent	Yes