



# CHOOSING THE RIGHT EMPLOYER SPONSORSHIP OPTION

for your business

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Expand  
your talent  
pool!

November 2023

# HELLO!

## I'M SARAH GILLIS

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Your Migration SuperHero...

At least that's what my clients call me.

I save skilled workers, families, partners and others from the often long and complex migration process.

I'm a guide for people who are just starting on their migration journey, a champion for those who are worried that their situation is just too hard and I'm ready to rescue those people who may have already received a rejection.

I've hand picked a team of invested migration agents and support staff to help me on my mission.

**We're ready to help your business get the right staff for the job.**

Let us fight the good fight for you.

Best regards,

*Sarah*



## LET'S GET STARTED!

# AVAILABLE PATHWAYS

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Every year, thousands of Australian employers broaden their talent pool through employee sponsorship.

They bring on international skilled workers to fill their short or long term needs.

If you would like to follow their lead, you need to start with the right pathway. This will save you time, money and headaches.

## **How do you you know which option is right for you?**

It will depend on:

- the eligibility of both you as an employer and your "nominee" (i.e. your candidate)
- your time frame
- your goals and the goals of your candidate

## **The pathways that you can choose from are:**

- **407 Training Visa**
- The temporary subclass 482 **Temporary Skilled Shortage visa**
- The permanent subclass 186 **Employer Nomination Scheme ( DE and TRT)**
- The temporary subclass 494 **Skilled Employer Sponsored Regional (Provisional) visa**



# BEFORE YOU START

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No matter what path you choose for your business, these common criteria will apply:

- Your business is lawfully operating in Australia
- Your business has a satisfactory record of compliance with Australian immigration and workplace relations laws
- The position is genuinely available within the business and aligns with an occupation on the **skills list**
- The salary and employment conditions for the nominee are at least equivalent to those of an Australian in an equivalent role
- The nominee meets the skill level for the occupation
- The nominee meets the English language threshold

You will need to provide evidence for each of these criteria.

A registered migration agent can help you understand what kinds of evidence are suitable.

Talk to us early in the process so you can stay focused on suitable candidates.

## WHAT IS A SKILLS LIST?

Skilled migration in Australia is guided by a series of 'skills lists'. These lists tell us what jobs are facing a shortage in different parts of the country.

The lists are:

- **MLTSSL** - Medium and Long Term Strategic Skills List
- **STSOL** - Short-term Skilled Occupation List
- **ROL** - Regional Occupation List

# VISA COMPARISON

This comparison chart can help you start to decide which visa might be right for your business.

	407	482	186 TRT
How long can my candidate stay?	2 years	2 years if the occupation is on the STSOL list or 4 years if it's on the MLTSSL	This is a permanent visa, however the position must be available for 2 years.
What locations does this visa apply to?	Anywhere	Anywhere	Anywhere
What list does my occupation need to be on?	MLTSSL & STSOL	MLTSSL & STSOL	Must have the same four digit ANZSCO code as 482 occupation
Is there a requirement for labour market testing	Yes	No	Yes
Is there a minimum salary	Yes - TSMIT currently \$70 000	Yes - TSMIT currently \$70 000	Yes - TSMIT currently \$70 000
What is the English Language requirement?	IELTS minimum 4.5 overall or English education OR gazetted passport holder	Short term: Minimum 4.5 on each for IELTS and 5 overall Medium term: IELTS 5 on each OR English education OR gazetted passport holder	Competent English OR English education or gazetted passport holder
Is there an Age Limit?	No	No	Yes. Up to 45 years unless an exception is granted
Does my candidate need to undergo a skills assessment	No	Yes for some trades and some nationalities	No
What is the work experience required?	12 months recent experience related to the occupation	3 years	2 years

# VISA COMPARISON

This comparison chart can help you start to decide which visa might be right for your business.

	186 DE	494
How long can my candidate stay	This is a permanent visa, however the position must be available for 2 years.	5 years
What locations does this visa apply to?	Anywhere!	Regional Australia only
What list does my occupation need to be on?	MLTSSL	MLTSSL & ROL
Is there a requirement for labour market testing	No	Yes
Is there a minimum salary	Yes - TSMIT currently \$70 000	Yes - TSMIT currently \$70 000
What is the English Language requirement?	Competent English OR English education OR gazetted passport holder	Competent English
Is there an Age Limit?	Yes. Up to 45 years unless an exception is granted	Yes. Up to 45 years unless an exception is granted
Does my candidate need to undergo a skills assessment	Yes	Yes, unless exempt
What is the work experience required?	3 years	3 years

# YOUR DREAMS ARE OUR BUSINESS

WE LOVE RULES. THEY SHOW US THE PATHWAY TO WHAT'S POSSIBLE.

THEY HELP US UNLOCK OUR SUPERPOWERS.

THAT'S WHY WE ARE THE BEST PEOPLE TO HAVE IN YOUR CORNER WHEN IT COMES TO MIGRATION.

GET IT RIGHT THE FIRST TIME.

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It's time to ditch the migration headaches.

Let us take the pain out of the paperwork and guide you through the process, from start to finish.

We know it can be a challenging process. When your hope falters, you can rely on us to be here for you.

We will dot the i's and cross the t's to ensure that your application is lodged approval-ready.

Over 25+ years in the industry we have built a 7-Step Pathway to lead our clients to success.

We will create and deliver your personalised **MAP: Migration Action Plan** to achieve the outcome your business needs.

**Contact us today**

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