

Visa information for employers



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	Type of visa	Visa duration	Sponsorship required?	Work entitlements	Skill/qualification requirements	Additional information	Pathways to permanent visa types
Employer sponsored options	Long Stay Temporary Business (457)	One day up to four years	Yes, by an employer	Must continue to work in the nominated occupation for the sponsor. The terms and conditions of employment must be no less favourable than those that are provided to an Australian performing equivalent work	Occupation must be on the relevant legislative instrument Occupant must have English language skills unless exempted	Dependants have full work/study rights Employers have additional obligations The 457 program provides a way for employers with ongoing skill shortages to recruit overseas workers, while ensuring that these employers also invest in the training of Australians	May apply for ENS with a formal skills assessment or after two years continuous work in the occupation in Australia. May apply for RSMS subject to qualifications or work experience that are appropriate for the skill level of the occupation
	Employer Nomination Scheme (ENS) (121 and 856)	Permanent	Yes, by an employer	Must be offering full time work for at least three years. Employee to be paid minimum salary with equivalent working conditions in-line with relevant Australian legislation	Skills assessment by relevant Australian authority, three years full time work experience and registration or licensing if required Must have English language skills unless exceptional circumstances apply	Occupation must be on the Employer Nomination Scheme Occupation List (ENSOL) and meet the minimum salary requirement	Permanent visa
	Regional Sponsored Migration Scheme (RSMS) (119 and 857)	Permanent	Yes, by a regional employer	Must be offering full time work for at least two years	Relevant diploma or higher qualification and registration or licensing if required Must have English language skills unless exceptional circumstances apply	A certification process applies	Permanent visa
	Labour Agreement (LA)	Dependent on terms negotiated under the agreement	Yes, by an employer who has entered into an agreement with the department	Dependent on terms negotiated under the agreement	Dependent on terms negotiated under the agreement	Labour agreements can provide a flexible response to industries with ongoing skill shortages while ensuring that employment and training opportunities for Australians are not undermined	Dependent on terms negotiated under the agreement
General Skilled Migration (GSM) categories	Skilled – Independent (175 and 885)	Permanent	No	Unrestricted	Nominated occupation must be on the applicable Skilled Occupation List (SOL) and skills assessed by relevant assessing authority	Must have recently completed an Australian qualification in Australia or have recent skilled employment	Permanent visa
	Skilled – Sponsored (886 and 176)	Permanent	Yes, by a state/territory government or an eligible Australian relative	Unrestricted	Nominated occupation must be on the applicable SOL and skills assessed by relevant assessing authority	Must have recently completed an Australian qualification in Australia or have recent skilled employment	Permanent visa
	Skilled – Regional Sponsored (provisional) (487 and 475)	Three years with option to apply for one further 12 month visa	Yes, by a state/territory government or by an eligible Australian relative	Must live/work/study in a specified regional area in Australia	Nominated occupation must be on the applicable SOL and skills assessed by relevant assessing authority	Must have recently completed an Australian qualification in Australia or have recent skilled employment	May apply for the Skilled – Regional visa after 2 years residence and 12 months full-time work in a Specified Regional Area May apply for a visa under the RSMS at any time
	Skilled – Regional (887)	Permanent	No	Unrestricted	Must have met provisional visa requirements	Must have lived for at least two years and worked full time for at least 12 months in a specified regional area while holding an eligible provisional visa	Permanent visa
	Skilled – Graduate (485)	18 months	No	Unrestricted	Nominated occupation must be on the applicable SOL, skills assessed by relevant assessing authority	This visa is for overseas students who have completed an Australian qualification in Australia in the last six months and seek a further temporary stay to work in Australia	May apply for a permanent GSM or employer sponsored visa at any time
	Skilled – Recognised Graduate (476)	18 months	No	Unrestricted	Must have completed a bachelor degree or higher qualification in a specified discipline at a recognised overseas educational institution in the past 24 months	This visa is for engineering graduates from recognised overseas educational institutions who have skills in demand in Australia	May apply for a permanent GSM or employer sponsored visa at any time