Visa information

VISA/PERMIT INSTRUMENT
Employer Nomination Scheme (ENS) (subclass 186) visa on a direct entry basis.

Note – the pilot also enables the use of Temporary Skill Shortage (TSS) (subclass 482) visa; and Skilled Employer Sponsored Regional (SESR) (subclass 494) visa. After 3 years on a subclass 494 visa, the visa holder may be eligible to apply for the Permanent Residence (Skilled Regional) (subclass 191) visa. TBB requires employers to use the permanent ENS 186 visa unless there is a barrier that would require the candidate to go on one of these temporary options.

About the applicant

WHO CAN APPLY?
Refugee or displaced person. TBB must endorse the applicant and their family for a visa under the Pilot. (By providing letter of endorsement).

LOCATION OF APPLICANT
Anywhere (including within Australia).

WHAT FAMILY MEMBERS CAN BE INCLUDED?
Spouse and child dependents under 23 can be included. Extended family such as siblings, parents cannot join unfortunately under the current framework.

LANGUAGE REQUIREMENT
Applicants under the Pilot must have at least Functional English (equivalent 4.5 IELTS).

HOW LANGUAGE CAN BE TESTED
An approved test undertaken at secure test centre. If the candidate faces a barrier to getting to a test centre, TBB and the employer may attest they have sufficient English, based on an online test such as Duolingo English Test.

MOST COMMON RECRUITING INDUSTRIES
IT, Engineering, Hospitality, Healthcare/elder care.

LENGTH OF STAY
Permanent Residence (unless one of the temporary visa options is utilized out of necessity).

NO. VISAS AVAILABLE UNDER PROGRAM
500 primary applicant places from 1 July 2023 to 30 June 2025.

VISA PROCESSING TIMES
2–6 months.

PROOF OF EDUCATION/QUALIFICATION
Applicants are not required to provide a skills assessment or show work experience. The sponsoring business is responsible for determining whether the skilled refugee/displaced person has the skills and qualifications to work in the nominated occupation.

SKILLS/CREDENTIAL ASSESSMENT WITH A PROFESSIONAL BODY
None – this requirement is waived.

PROOF OF MINIMUM WORK EXPERIENCE
None – as above.

LICENSING REQUIREMENTS (E.G. FOR HEALTHCARE ROLES)
If the occupation requires a license to operate, the applicant must obtain this license (e.g. nurses must be registered with AHPRA, which has its own eligibility criteria). Licensed professions need their own special pathway assessment.

AGE REQUIREMENT
18–55 years (primary applicant) No age limit for temporary visa.
HEALTH
Applicant and family must complete a health examination. A Medical Officer of the Commonwealth (MOC) will assess the results. Visa may be refused if applicant/family have a significant medical condition (e.g. that would threaten public health or result in significant healthcare and community service costs).

CHARACTER AND SECURITY
Character requirements
Police checks can be waived if candidate faces a barrier in safely obtaining a police certificate.

TRAVEL DOCUMENT REQUIREMENT
Can access an ImmiCard if unable to obtain travel document. Can cause delays.

ELIGIBLE OCCUPATION
Job must be any ANZSCO occupation on the Department’s Skilled occupation list and/or National Skills Commission’s 2022 Skills Priority List as well as the additional occupations listed below.

LABOUR MARKET TESTING
No – this is waived for the program.

OBLIGATIONS ON THE BUSINESS
Sponsoring businesses must comply with the Sponsorship obligations for Standard business. They are also subject to sponsor monitoring. Businesses have an obligation to ensure skilled refugees/displaced people sponsored under the Pilot are employed with terms and conditions no less favourable to equivalent Australian workers.

SALARY MINIMUM
Must be at least annual market salary rate (AMSR) for the nominated occupation and in line with the Temporary Skilled Migrant Income Threshold (TSMIT).
- For ANZSCO Skill Level 1-2 roles TSMIT is AU$70,000
- For ANZSCO Skill Level 3-4 roles minimum is AU$63,900 (90% of TSMIT)
- For Nursing Support Worker, Personal Care Assistant and Aged or Disabled Carer minimum is AU$51,222.

WORK HOURS
Must be full-time work equivalent.

CONTRACT LENGTH
Must be permanent or at least 2 year contract with possibility of renewal.