

# AUSTRALIAN SKILLED REFUGEE PILOT PROGRAM



**In collaboration with Talent Beyond Boundaries (TBB), the Australian Government has introduced the Skilled Refugee Pilot Program.**

The pilot aims to remove some of the barriers to hiring refugees and displaced people from abroad via employer-sponsored skilled migration pathways

The pilot will give 200 skilled refugees the opportunity to move to Australia, with their families, to work in one of [683 approved occupations](#).

Employers endorsed by TBB can access the program by entering into a company-specific labour agreement with the Department of Home Affairs.

With TBB's support, employers can assess a refugee candidate's skills and experience to determine whether they are suitable to work in Australia under the pilot.

Under the labour agreement, employers can sponsor a TBB-endorsed refugee or displaced person for one of these visas:



**SUBCLASS 186 (EMPLOYER NOMINATION SCHEME)**  
permanent residence visa on a direct entry basis

**SUBCLASS 494 (SKILLED EMPLOYER SPONSORED REGIONAL)**  
with a pathway to permanent residence after 3 years

**SUBCLASS 482 (TEMPORARY SKILLS SHORTAGE)**  
up to 4-year visa with pathway to permanent residence

and access the following concessions:



**Waiver of skills assessment and minimum work experience requirements**



**Reduction of up to 10% of the Temporary Skill Migration Income Threshold (TSMIT) for certain specified roles**



**Reduction of minimum English language requirements to 'Functional English' (demonstrated via approved testing)**



**Waiver of labour market testing requirements**



**Increase in age requirements allowing sponsorship of people up to 50 years old (for ENS and SESR visas)**

## WHO CAN I SPONSOR?

Employers can sponsor refugees or displaced people endorsed by TBB.

If you are interested in hiring a skilled refugee as part of this pilot, we will ask you to identify the role/s you need to fill and provide a job description.

We will identify potential candidates from our [Talent Catalog](#) and support you through the remote recruitment and candidate relocation process.

## WHAT HAPPENS AFTER I MAKE A JOB OFFER?

After a job offer is made and accepted, employers will need to apply to enter into a company-specific labour agreement with the Department of Home Affairs and lodge an application for the relevant visa.

We recommend that employers use a registered migration agent or immigration lawyer to assist with the process. We are happy to refer you to a suitable practitioner.

## HOW LONG WILL IT TAKE FOR THE VISA TO BE GRANTED?

Applications lodged through the Skilled Refugee Pilot are given priority. On average, the immigration process takes around three months.

That said, visa processing times vary widely from case to case, and COVID-19 can exacerbate this uncertainty. Where borders are closed, employers will also need to apply for a travel exemption for their candidate from Australian Border Force.

Employers who wish to sponsor a skilled refugee or displaced person as part of this the pilot program must be endorsed by TBB. To begin the process, please register your interest at [talentbeyondboundaries.org](https://talentbeyondboundaries.org), or for more information contact us: [info@talentbeyondboundaries.org](mailto:info@talentbeyondboundaries.org)