



Australian Government

**Department of Immigration
and Border Protection**

Continuous Survey of Australia's Migrants

Cohort 1 Report - Change in Outcomes 2014

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Executive Summary

About the survey

Between October and December 2014, over seven thousand recent migrants responded to the first follow-up survey of the Continuous Survey of Australia's Migrants (CSAM). Participation in this survey was limited to those who had taken part in an earlier introductory survey, with information collected from the following categories of migrants and non-migrants:

- **Skill Stream Primary Applicants** – persons selected for skilled migration, commonly referred to as skilled migrants
- **Skill Stream Migrating Unit Spouses** - spouses of skilled migrants who were granted a visa as part of the same migrating unit
- **Skill Stream Non-migrating Unit Spouses** - spouses of skilled migrants who were not part of the same migrating unit, and who may or may not be migrants
- **Partner Migrants** – individuals granted partner visas through Australia's Family Reunion Programme
- **Family Stream - Spouses of Partner Migrants** – these people may or may not be migrants

Both the follow-up and introductory survey collected information on the labour market outcomes for different categories of migrants – with a strong focus on skilled migrants. The two surveys were held 12 months apart. The introductory survey measured outcomes at the six-month settlement stage whereas the follow-up survey collected information at the eighteen-month stage.

About the report

This report describes results from the follow-up survey that is at the eighteen-month stage of settlement. For the purposes of comparison, results from the introductory survey have also been included. The full report from the introductory survey can be found at:

[Continuous survey of Australia's migrants](#)

The first section of this report focuses on how employment outcomes have changed between the six and eighteen-month stages of settlement across visa categories. The next section explores how employment outcomes have changed for Skill Stream Primary Applicants and Partner Migrants in further detail. The remainder of the report investigates the employment experiences and migrant demographics of migrants at the eighteen-month stage of settlement.

Key findings

Skill Stream Primary Applicants reported substantially improved employment outcomes between the six-month stage and the eighteen-month stage of settlement – this included:

- An **increase** in the proportion employed – up 3.3 percentage points since the six-month stage of settlement
- An **increase** in the proportion in highly skilled employment – up 4.0 percentage points
- A **decrease** in the unemployment rate – down 3.3 percentage points
- **Growth** in median annual full-time earnings – up \$5,000.

Employment outcomes were much improved for Migrating Unit Spouses and Partner Migrants - including lower unemployment rates and higher rates of employment in highly skilled jobs – while outcomes for Non-Migrating Unit were unchanged and outcomes for Spouses of Partner Migrants had slightly improved.

Skill Stream Primary Applicants had maintained high levels of employment (especially in highly skilled jobs) between the two stages of settlement. The upskilling rate for these migrants was 3.6 per cent and the de-skilling rate was 1.9 per cent – a net gain of 1.7 per cent. Employment levels for Partner Migrants improved between the two stages of settlement, although increases in employment were mostly in lower skilled jobs.

Among skilled migrants, employment outcomes remained very positive for Employer Sponsored migrants, while unemployment rates and median full-time annual earnings improved for all other skilled migrant categories (particularly for Offshore Independent and State/Territory Nominated migrants) at the eighteen-month stage of settlement. These results indicated Skill Stream Primary Applicants had adapted well to the Australian labour force despite slightly weakened national labour market conditions during the previous 12 months.

Employed Skill Stream Primary Applicants were most likely to be working in Professional fields - that is, in jobs requiring at least a Bachelor degree – and in the Health care and social assistance industry. There was also strong alignment with existing skills, with the majority working in their nominated field. Over two thirds of Skill Stream Primary Applicants (76.2 per cent of Employer Sponsored migrants) reported 'liking' their job at the eighteen-month stage of settlement, although one-in-five Skill Stream Primary Applicants (particularly State/Territory Nominated migrants) were actively looking to change jobs.

More than eight-in-ten Primary Applicants were born in countries where English was not the main language spoken. Despite this, almost nine-in-ten migrants (both Primary Applicants and Migrating Unit Spouses) reported high levels of spoken English – an important pre-requisite to finding work.

Skill Stream Primary Applicants were also well-educated – over 95 per cent had at least one post-school qualification, of which 45.9 per cent were obtained in Australia. Bachelor degrees, followed by Master degrees, were the most popular qualifications obtained by skilled migrants. The field of study for qualifications was largely consistent with the most common occupations of migrants, which shows most skilled migrants are utilising their skills in Australia.

Introduction

Overview

The Continuous Survey of Australia's Migrants (CSAM) is a survey of recent migrants designed to produce timely information in the following areas:

- Employment outcomes by visa stream – includes employment measures such as unemployment rates, participation rates and income for Skill Stream Primary Applicants, Partner Migrants and their spouses
- Changes in employment outcomes – compares employment outcomes from the introductory and follow-up surveys for Skill Stream Primary Applicants and Partner Migrants
- Employment outcomes for skilled migrants – takes a deeper look at the employment outcomes across different categories of skilled migrants
- Demographic and language characteristics – including age, gender, languages spoken and spoken English proficiency
- Migration characteristics – including year of arrival and type of migration unit
- Other characteristics – including level and field of study for post-school qualifications and current housing arrangements.

Reflecting the way that migration operates in Australia, there are both **Onshore** and **Offshore** migrant categories covered in the CSAM. Onshore categories comprise migrants granted a permanent or provisional visa while already living in Australia on some form of temporary visa. Offshore migrants comprise those granted a permanent or provisional visa while living overseas.

The CSAM itself consists of a short introductory survey, as well as a more detailed follow-up survey conducted 12 months later. With these concepts in mind the **introductory survey** covers migrants who either:

- arrived in Australia around six months earlier on an offshore visa, or
- were granted a permanent residence visa or a provisional visa about six months earlier, after residing in Australia on a temporary visa such as a student visa, temporary work visa or working holiday visa.

The **follow-up survey** covers migrants who participated in the previous introductory survey, 12 months earlier. Thus it reports on outcomes at the eighteen-month stage of settlement. The migrants participating in these surveys are the **first cohort** surveyed under the CSAM's current design. Other cohorts will be included in future surveys.

In summary then, this report focuses on how employment outcomes have changed between the six-month and eighteen-month stage of settlement for Onshore and Offshore migrants from Cohort 1.

Methodology

The Social Research Centre (SRC) commenced the follow-up survey on 6 October 2014, with 8,756 eligible migrants who had completed the introductory survey in 2013. Migrants with valid phone numbers (n=8,689) were contacted to complete a Computer Assisted Telephone Interview (CATI). Migrants were called, on average, 5.4 times to complete an interview. Migrants were also contacted via email and SMS if there was difficulty making contact via the phone. A total of 7,070 migrants completed the follow-up survey – a response rate of 81.4 per cent.

Further details on the methodology for the follow-up survey, as well as the introductory survey can be found in Appendix A.

Scope

The CSAM collected information on the following groups of recent migrants:

- **Skill Stream Primary Applicants** – that is, migrants granted a visa through the Skill Stream of Australia's Migration Programme, based on their skills and qualifications.
- **Migrating Unit Spouses** – Spouses of Skill Stream Primary Applicants who came to Australia as part of the same migrating unit.
- **Partner Migrants** – Primary Applicants granted a partner visa through the Family Stream, enabling them to marry their Australian resident fiancé or to settle with their Australian resident spouse or de facto partner in Australia.

Information was also collected on:

- **Non-Migrating Unit Spouses** – Spouses of Skill Stream Primary Applicants who had migrated to Australia at another time or were born in Australia.
- **Spouses of Partner Migrants** – The spouses and de facto partners of Partner Migrants, who sponsored their migration into Australia.

About this report

This report includes results from the introductory survey and follow-up survey with migrants from CSAM Cohort 1, that is, migrants who arrived in Australia or were granted a permanent or provisional visa in early 2013. Outcomes have been compared between different migrant groups (that is, cross-sectionally), as well as outcomes 12 months apart (that is, longitudinally). Results are provided for migrants responding to both the introductory and follow-up surveys.

Results in the tables and figures have been weighted to help account for any discrepancies between the profile of the 20,000 migrants invited to participate in the introductory survey and the 7,070 migrants completing both the introductory and follow-up surveys. This reduces the effects of any respondent bias in the data, so that results are as representative as possible of the in-scope population.

Data obtained from a survey is different from a “true” value for the population. While every effort has been made to maximise accuracy of the survey estimates presented in this report, care needs to be taken when interpreting results especially when making comparison between two survey results. Any comments throughout the report on results being lower (or higher) are not referring to statistical significance of the difference. For more information about sources of error refer to [Statistical Language - Types of Error](#)

Research Findings

Employment Outcomes by Visa Stream

This section of the report looks at the employment outcomes of recent migrants at the six-month stage (i.e. six months after arrival or grant of a permanent or provisional visa, measured by the introductory survey) and eighteen-month stage (i.e. eighteen months after arrival or grant of a permanent or provisional visa, measured by the follow-up survey) of settlement. Outcomes are shown for Primary Applicants of the Skill and Family visa streams – Skill Stream Primary Applicants and Partner Migrants respectively. Results for spouses of Skill Stream Primary Applicants (Migrating Unit Spouses and Non-Migrating Unit Spouses) and Spouses of Partner Migrants are also shown.

At six months

Table 1 shows Skill Stream Primary Applicants had achieved good employment outcomes at the six-month stage of settlement. Almost nine-in-ten Skill Stream Primary Applicants reported being employed, predominantly in highly skilled jobs, and almost all reported participating in the labour force (i.e. either being employed or actively looking for work). These outcomes compared favourably to the general population – that is, the Australian population aged 15 years and over - where six-in-ten were employed and under two thirds were participating in the labour force. Median annual full-time earnings were higher for Skill Stream Primary Applicants (\$60,000) compared to the general population (\$50,100), although the unemployment rate of 6.1 per cent for Skill Stream Primary Applicants was slightly higher compared to the 5.8 per cent for the general population at the time.

Spouses of Partner Migrants and Non-Migrating Unit Spouses also achieved positive employment outcomes. Spouses of Partner Migrants and Non-Migrating Unit Spouses reported higher levels of employment and participation in the labour force, and higher median annual full-time earnings, compared to the general population. This is not unexpected. Most of these cohorts are established Australian residents, who tend to be younger than the average Australian, and therefore more likely to be participating in the labour market.

Migrating Unit Spouses and Partner Migrants – partners of Skill Stream Primary Applicants who were not granted a visa based on any skills or qualifications – reported levels of employment and median annual full-time earnings at or below the general population. For example, Migrating Unit Spouses (18.5 per cent) and Partner Migrants (23.8 per cent) reported an unemployment rate 3-4 times higher than the general population (5.8 per cent). Despite this, participation rates were higher for these migrant groups, compared to the general population.

At eighteen months

Table 1 also shows Skill Stream Primary Applicants reported improved employment outcomes between the six-month stage and the eighteen-month stage of settlement. These improved employment outcomes included:

- An **increase** in the proportion employed – up 3.3 percentage points since the six-month stage of settlement
- An **increase** in the proportion in highly skilled employment – up 4.0 percentage points
- A **decrease** in the unemployment rate – down 3.3 percentage points
- **Growth** in median annual full-time earnings – up \$5,000.

These improvements in employment outcomes surpassed that of the general population. In the 12 months between October 2013 and October 2014, unemployment – which fell sharply for Skill Stream Primary Applicants – increased nationally by 0.5 percentage points, whereas median full-time incomes for the Australian workforce rose by just \$2,000 on average. These findings show that newly arrived skilled migrants are able to adapt to the challenges of a softer labour market to improve their employment outcomes.

For other groups, Spouses of Partner Migrants also reported improved employment outcomes between the six-month and eighteen-month stages of settlement, including a 2.0 percentage point decrease in the unemployment rate, and higher median annual full-time earnings (up \$6,800). Results were mixed for Non-Migrating Unit Spouses, who reported a 3.6 percentage point increase in the unemployment rate, partly explained by a 2.4 percentage point increase in the participation rate, a 1.3 percentage point decrease in highly skilled employment, and unchanged median annual full-time earnings between the six and eighteen-month stages of settlement. The fact that these two cohorts mostly comprise established Australian residents means that they do not experience the same rapid improvements in outcomes as recent migrants.

Employment outcomes improved greatly for Migrating Unit Spouses and Partner Migrants between the six and eighteen-month stages of settlement. The proportion employed was up by 5.0 percentage points for Migrating Unit Spouses, and 4.7 percentage points for Partner Migrants. Highly skilled employment was up around 2 percentage points and the unemployment rate was down over 6 percentage points for both migrant groups. Median annual full-time earnings were up \$5,200 for Migrating Unit Spouses and up \$3,200 for Partner Migrants, although participation in the labour force was down slightly for both migrant groups.

Overall, Skill Stream Primary Applicants continued to achieve strong employment outcomes. Other migrants have shown improvements in employment outcomes between the two stages of settlement (e.g. Migrating Unit Spouses and Partner Migrants reported lower unemployment rates and higher rates of employment in highly skilled jobs). Outcomes for Non-Migrating Unit Spouses were slightly worse, while Spouses of Partner Migrants have marginally improved their employment outcomes.

Table 1: Employment outcomes by visa stream (six and eighteen months after arrival or visa grant)

	All Surveyed Migrants ¹	Skill Stream - Primary Applicant	Skill Stream - Migrating Unit Spouse	Skill Stream - Non Migrating Unit Spouse	Family Stream - Partner Migrant	Family Stream - Spouse of Partner Migrant	General Pop. ²
Sample size³	9,950	5,237	2,880	745	1,833	1,743	
At six months							
Employment Outcomes (weighted) (%)							
Employed	70.6	89.9	63.4	72.9	58.0	83.8	61.0
Highly skilled ⁴	35.7	58.9	27.0	39.6	20.5	43.7	N/A
Semi-skilled ⁴	23.7	22.7	22.9	21.4	24.8	29.1	N/A
Low skilled ⁴	9.1	5.1	12.4	9.2	11.1	7.6	N/A
Unemployed	13.0	5.9	14.4	6.7	18.1	6.7	3.7
Not in labour force	16.4	4.2	22.2	20.5	23.9	9.5	35.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	15.5	6.1	18.5	8.4	23.8	7.4	5.8
Participation rate	83.6	95.8	77.8	79.5	76.1	90.5	64.8
Earnings (weighted)							
Median annual full-time earnings (\$'000) ⁵	52.0	60.0	49.8	60.0	46.8	57.2	50.1
At eighteen months							
Employment Outcomes (weighted) (%)							
Employed	74.8	93.2	68.4	72.1	62.7	83.5	60.6
Highly skilled ⁴	38.3	62.9	29.0	38.3	22.6	44.5	N/A
Semi-skilled ⁴	24.9	24.1	24.7	22.1	25.7	29.2	N/A
Low skilled ⁴	11.2	5.9	13.9	10.5	14.3	9.3	N/A
Unemployed	8.1	2.7	9.1	9.8	12.0	4.7	4.0
Not in labour force	17.1	4.1	22.5	18.1	25.3	11.8	35.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	9.8	2.8	11.8	12.0	16.0	5.4	6.3
Participation rate	82.9	95.9	77.5	81.9	74.7	88.2	64.6
Earnings (weighted)							
Median annual full-time earnings (\$'000) ⁵	60.0	65.0	55.0	60.0	50.0	64.0	52.1
Change in outcome							
Employment Outcomes (weighted) (%)							
Employed	4.1	3.3	5.0	-0.8	4.7	-0.3	-0.5
Highly skilled ⁴	2.6	4.0	2.0	-1.3	2.1	0.8	N/A
Semi-skilled ⁴	1.2	1.4	1.8	0.8	0.9	0.1	N/A
Low skilled ⁴	2.0	0.8	1.5	1.3	3.2	1.7	N/A
Unemployed	-4.9	-3.2	-5.3	3.2	-6.1	-2.0	0.3
Not in labour force	0.7	-0.1	0.4	-2.4	1.4	2.3	0.1
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Unemployment rate	-5.8	-3.3	-6.8	3.6	-7.8	-2.0	0.5
Participation rate	-0.7	0.1	-0.4	2.4	-1.4	-2.3	-0.1
Earnings (weighted)							
Median annual full-time earnings (\$'000) ⁵	8.0	5.0	5.2	0.0	3.2	6.8	2.0

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys.

¹All Surveyed Migrants' includes the following sub-groups: Primary Applicant and Migrating Unit Spouse from the Skill Stream, and Partner Migrant from the Family Stream. Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated here as part of a different migrating unit; Note: n=8 Partner responses missing in this table due to unknown Migrating Unit Spouse status. The total number of responses (n=7,070) is the sum of Skill Stream Primary Applicants and Family Stream Partner Migrants.

²General Pop. = General Population; Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2013 and November 2014 (Trended); Earnings figures for Australian employees sourced from ABS 6306.0 May 2012 and May 2014; Employment and earnings outcomes for the general population are not necessarily calculated based on the same population at both points in time.

³Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

⁴A skilled visa does not always equate to a skilled job. Skilled migrants might need to work in a low skilled job to get a foothold in the labour market. See Appendix B for definition of skill level.

⁵Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys were flagged to phone interviewers during the follow-up survey whereby respondents were asked to confirm or rectify their income information.

Changes in Employment Outcomes

This section of the report compares employment outcomes from the introductory and follow-up surveys to provide more in-depth analysis on the changing employment outcomes of Skill Stream Primary Applicants and Partner Migrants.

Figure 1 shows the employment outcomes of Skill Stream Primary Applicants at the six and eighteen-month stages of settlement. A majority (55.1 per cent) of Skill Stream Primary Applicants were in highly skilled employment at both stages of settlement – that is jobs requiring an Associate Degree, Advanced Diploma or Diploma level qualification or higher. One-quarter (25.8 per cent) of Skill Stream Primary Applicants remained employed in ‘other’ jobs (which includes semi/low skilled jobs and jobs of unknown skill level) at both stages of settlement.

The rate of upskilling (that is, moving from a semi/low skilled job at the six-month stage of settlement to a highly skilled job at the eighteen-month stage) was around one-in-thirty (3.6 per cent), while the rate of de-skilling (moving from a highly skilled job to a semi/low skilled job) was only 1.9 per cent – a net gain of 1.7 per cent.

Consistent with the overall fall in unemployment between the two surveys, almost three-quarters of Skill Stream Primary Applicants who were unemployed at the six-month stage of settlement found work 12 months later. Of those who found work, about three-in-five were working in highly skilled fields. A similar pattern of results were seen for Skill Stream Primary Applicants not in the labour force at the six-month stage of settlement; about three-in-five moved into employment between the six and eighteen months stage, of which about two-in-three were in highly skilled fields.

Figure 1: Change in employment outcomes for Skill Stream Primary Applicants

Labour market outcome at 6 months						Outcome at 18 months	
In highly skilled job (59.0%)	In other job (31.0%)	Not in labour force (4.2%)	Unemployed (5.9%)				
55.1%	3.6%	1.6%	2.8%	→		In highly skilled job 63.1%, up 4.2%	
1.9%	25.8%	0.8%	1.8%	→		In other job 30.3%, down 0.7%	
0.8%	0.9%	1.4%	0.7%	→		Not in labour force 3.9%, down 0.3%	
1.1%	0.6%	0.4%	0.6%	→		Unemployed 2.7%, down 3.2%	

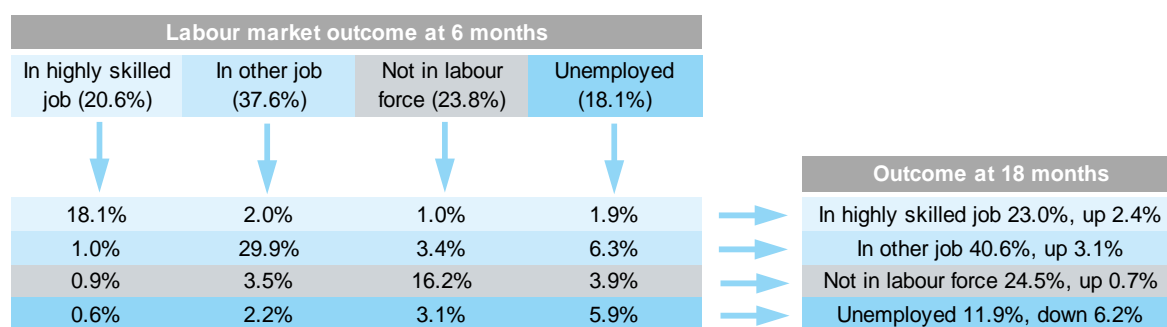
Note: Figure includes only those respondents who participated in both the introductory and follow-up surveys. An invalid response in either survey removes that migrant's response from this figure; hence some percentages vary marginally from Table 1.

Figure 2 shows similar employment outcomes for Partner Migrants at the six and eighteen-month stages of settlement. Less than one-in-five (18.1 per cent) Partner Migrants remained in highly skilled jobs at both stages of settlement compared to around three-in-ten (29.9 per cent) remaining in other lower skilled fields. Further to this, around one-in-six (16.2 per cent) Partner Migrants were out of the labour force and 5.9 per cent were unemployed at both stages of settlement, compared to 1.4 per cent and 0.6 per cent for Skill Stream Primary Applicants respectively.

Just one-in-eight (12.6 per cent) Partner Migrants moved from being unemployed or not in the labour force into employment (mostly working in 'other' jobs), while 7.1 per cent of Partner Migrants moved in the opposite direction between the two stages of settlement – a net increase in employment for Partner migrants. These results show that Partner Migrants move in and out of employment (particularly in lower skilled jobs) at a higher rate than Skill Stream Primary Applicants, who have maintained high levels of employment between the two stages of settlement. For example, 86 per cent of Skill Stream Primary Applicants were employed at both the six and eighteen month stage of the survey compared to just 51 per cent of Partner migrants.

The rate of upskilling for Partner Migrants was 2.0 per cent, while the rate of de-skilling was 1.0 per cent – a net gain of only 1.0 per cent. This is less than for Skill Stream Primary Applicants and is not unexpected, as Partner Migrants may lack the skills/qualifications required to gain highly skilled jobs, so are less likely to transition into highly skilled employment over the long term.

Figure 2: Change in employment outcomes for Partner Migrants



Note: Figure includes only those respondents who participated in both the introductory and follow-up surveys. An invalid response in either survey removes that migrant's response from this figure; hence some percentages vary marginally from Table 1.

Employment Outcomes for Skilled Migrants

This section of the report takes a deeper look at the employment outcomes of skilled migrants and provides cross-sectional and longitudinal commentary on the employment outcomes of different categories of skilled migrants. These categories include Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled. The Other Skilled group includes Family and Regional Sponsored migrants.

At six months

Table 2 shows skilled migrants had achieved positive employment outcomes at the six-month stage of settlement – that is, six months after arrival or grant of a permanent or provisional visa. Employer Sponsored migrants, that is, migrants sponsored by an Australian business to fill an identified skills shortage, reported especially strong outcomes. Almost all (97.1 per cent) Employer Sponsored migrants reported being employed (predominantly in highly skilled jobs) and more than 98.0 per cent were participating in the labour force. Median annual full-time earnings were at much higher levels for Employer Sponsored migrants (\$66,400) compared to the general population (\$50,100).

Onshore Independent migrants (migrants selected for skilled migration while residing in Australia) also achieved strong outcomes – this included around nine-in-ten Onshore Independent migrants working, with six-in-ten in highly skilled jobs and almost all participating in the labour force. Onshore Independent migrants reported higher median annual full-time earnings, and the same unemployment rate, compared to the general population.

Offshore Independent migrants (selected using similar criteria to Onshore Independent migrants but applying outside of Australia) were likely to be employed (82.6 per cent) and participating in the labour force (96.5 per cent), but also reported a higher unemployment rate (14.4 per cent) than other skilled migrant categories. Despite this, median annual full-time earnings for Offshore Independent migrants (\$80,000) were far above those for the general population and other skilled migrant categories.

These mixed results were also seen for State/Territory Nominated migrants. This included higher rates of employment (87.3 per cent, with over half in highly skilled jobs) and participation in the labour force (97.2 per cent). Like Offshore Independent migrants, unemployment was at a higher level compared to that of the general population and other skilled migrant categories, yet unlike Offshore Independent migrants median annual full-time earnings (\$56,800) were comparable to other skilled migrant categories.

Other Skilled migrants reported positive employment outcomes compared to the general population (e.g. higher employment and participation in labour force), although results were at lower levels compared to other skilled migrant categories. An unemployment rate of 9.9 per cent and median annual full-time earnings of \$44,700 compared less favourably to the general population (5.8 per cent and \$50,100 respectively).

At eighteen months

Table 2 also shows employment outcomes for skilled migrants at the eighteen-month stage of settlement. Between these two stages of settlement, employment outcomes for Employer Sponsored migrants were mostly unchanged – this is unsurprising, given outcomes at the six-month stage for these migrants were also very strong, and therefore left little room for improvement. Even so, Employer Sponsored migrants reported higher median annual full-time earnings (up \$8,600) between the six and eighteen-month stages of settlement – outperforming the general population (up just \$2,000 over a similar time period).

Unemployment rates across all other skilled migrant categories improved markedly between the six and eighteen-month stages of settlement. This was particularly the case for Offshore Independent migrants (unemployment rate down 10.7 percentage points), State/Territory Nominated migrants (down 6.2 percentage points) and Other Skilled migrants (down 5.7 percentage points). The net effect of this was all skilled migrant categories reporting an unemployment rate at the eighteen-month stage of 2.8 per cent – a figure less than half the national average (at the time of the survey) of 6.3 per cent. This improvement in the employment situation of skilled migrants occurred despite a softening labour market, and despite the Australian unemployment rate increasing 0.5 percentage points during the preceding 12 months.

The decrease in unemployment also coincided with an increase in highly skilled employment between the six and eighteen-month stages of settlement, most notably for Offshore Independent migrants (up 8.4 percentage points from 64.8 per cent to 73.3 per cent) and State/Territory Nominated migrants (up 7.8 percentage points from 51.0 per cent to 58.8 per cent). This was followed by Onshore Independent migrants (up 4.9 percentage points) and Other Skilled migrants (up 3.9 percentage points).

Similar to the improvements in employment outcomes, median annual full-time earnings also increased for the following skilled migrant categories:

- State/Territory Nominated migrants (up \$8,200 since the six-month stage of settlement)
- Other Skilled migrants (up \$5,300)
- Offshore and Onshore Independent migrants (both up \$5,000).

Taken together, the improvement in employment outcomes for skilled migrants listed above is encouraging, and indicates that Skill Stream Primary Applicants – selected based on their skills and/or qualifications – were adapting to the Australian labour market (despite a softening job situation nationally) and increasingly able to utilise their skills and/or qualifications to secure highly skilled employment and higher earnings.

Participation rates for Skill Stream Primary Applicants were stable at the eighteen-month stage of settlement, remaining above 95 per cent overall.

Overall, skilled migrants reported exceptionally high rates of employment (particularly in highly skilled jobs) and participation in the labour force. Unemployment rates have fallen considerably between the six and eighteen-month stages of settlement, while median annual full-time earnings have moved in the opposite direction. These results indicate that provided there is enough time to settle in and adapt to the Australian labour market, skilled migrants will achieve strong labour market outcomes, and will go on to make a positive contribution to the Australian economy.

Table 2: Occupation outcomes for skilled migrants (six and eighteen months after arrival or visa grant)

	All Skill Stream Primary Applicants	Employer Spon.	State/Territory Nom.	Off-shore Indep.	On-shore Indep.	Other Skilled ¹	General Pop. ²
Sample size³	5,237	1,459	1,148	731	1,071	828	
At six months							
Employment Outcomes (weighted) (%)							
Employed	89.9	97.1	87.3	82.6	89.6	80.8	61.0
Highly skilled ⁴	58.9	67.1	51.0	64.8	60.6	39.6	N/A
Semi-skilled ⁴	22.7	25.4	23.3	11.8	21.2	26.2	N/A
Low skilled ⁴	5.1	1.4	9.6	4.8	4.4	11.2	N/A
Unemployed	5.9	0.9	9.9	13.9	5.6	8.8	3.7
Not in labour force	4.2	2.0	2.8	3.5	4.8	10.3	35.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	6.1	0.9	10.2	14.4	5.8	9.9	5.8
Participation rate	95.8	98.0	97.2	96.5	95.2	89.7	64.8
Earnings (weighted)							
Median annual full-time earnings (\$'000) ⁵	60.0	66.4	56.8	80.0	55.0	44.7	50.1
At eighteen months							
Employment Outcomes (weighted) (%)							
Employed	93.2	96.8	92.9	92.9	92.5	86.2	60.6
Highly skilled ⁴	62.9	67.6	58.8	73.3	65.5	43.4	N/A
Semi-skilled ⁴	24.1	26.7	24.5	13.5	21.9	28.8	N/A
Low skilled ⁴	5.9	2.3	9.5	5.7	5.0	13.0	N/A
Unemployed	2.7	1.5	3.9	3.6	2.7	3.7	4.0
Not in labour force	4.1	1.7	3.2	3.5	4.9	10.0	35.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	2.8	1.5	4.0	3.7	2.8	4.1	6.3
Participation rate	95.9	98.3	96.8	96.5	95.1	90.0	64.6
Earnings (weighted)							
Median annual full-time earnings (\$'000) ⁵	65.0	75.0	65.0	85.0	60.0	50.0	52.1
Change in outcome							
Employment Outcomes (weighted) (%)							
Employed	3.3	-0.3	5.6	10.3	2.8	5.4	-0.5
Highly skilled ⁴	4.0	0.5	7.8	8.4	4.9	3.9	N/A
Semi-skilled ⁴	1.4	1.3	1.2	1.7	0.7	2.6	N/A
Low skilled ⁴	0.8	0.9	-0.2	0.9	0.6	1.7	N/A
Unemployed	-3.2	0.6	-6.0	-10.3	-2.9	-5.1	0.3
Not in labour force	-0.1	-0.3	0.4	0.0	0.1	-0.3	0.1
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Unemployment rate	-3.3	0.6	-6.2	-10.7	-3.1	-5.7	0.5
Participation rate	0.1	0.3	-0.4	0.0	-0.1	0.3	-0.1
Earnings (weighted)							
Median annual full-time earnings (\$'000) ⁵	5.0	8.6	8.2	5.0	5.0	5.3	2.0

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys.

¹Other Skilled category includes Family sponsored migrants; Note: Family Stream migrants are not presented in this table.

²General Pop. = General Population; Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2013 and November 2014 (Trended); Earnings figures for Australian employees sourced from ABS 6306.0 May 2012 and May 2014; Employment and earnings outcomes for the general population are not necessarily calculated based on the same population at both points in time.

³Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

⁴A skilled visa does not always equate to a skilled job. Skilled migrants might need to work in a low skilled job to get a foothold in the labour market. See Appendix B for definition of skill level.

⁵Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys were flagged to phone interviewers during the follow-up survey whereby respondents were asked to confirm or rectify their income information.

Employment characteristics

Information on the occupation and industry of employment was collected for migrants who reported being employed at the six and eighteen-month stages of settlement.

Table 3 indicates that employed Skill Stream Primary Applicants were working in similar occupation categories at the six and eighteen-month stages of settlement. Slightly less than half were working in a Professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. Over one-in-six Skill Stream Primary Applicants were employed as Technicians and trades workers, while just under one-in-eight were working as Managers. Collectively, 74.5 per cent of Skill Stream Primary Applicants were working in these skilled and highly skilled fields. This was 24.1 percentage points higher than the figure for the Australian population, as measured by ABS labour force data for around the time the CSAM was conducted.

Health care and social assistance was the main industry of employment for Skill Stream Primary Applicants. The proportion of Skill Stream Primary Applicants working in Accommodation and food services (down 1.5 percentage points) and Professional, scientific and technical services (down 1.4 percentage points) decreased, while the proportion working in other industries increased 3.9 percentage points. In total, 42.2 per cent of Skill Stream Primary Applicants were working in these three industries compared to 27.2 per cent of the Australian workforce.

In terms of specific occupations, Skill Stream Primary Applicants most often reported working as Chefs, Software and Applications programmers, Registered Nurses and Accountants at both the six and eighteen-month stages of settlement. This strong concentration in particular fields reflects the highly targeted nature of Australia's Skilled Migration Programme and the skilled occupation lists which underpin it.

The methods most often reported for finding a job were through a vacancy posted on the Internet or job search website, such as Seek (mentioned by 32.4 per cent of Skill Stream Primary Applicants) and hearing about a job through a friend or family member (24.2 per cent). Around one-in-seven (13.6 per cent) Skill Stream Primary Applicants reported changing jobs during the 12 months following the introductory survey.

As previously discussed, median annual full-time earnings were up \$5,000 for Skill Stream Primary Applicants between the six and eighteen-month stages of settlement. Similarly, part-time earnings increased \$4,800 during the same period. Overall, median annual earnings were up \$7,000, which translated to a \$3.30 hourly increase in earnings.

Table 3: Employment characteristics of Skill Stream Primary Applicants (six and eighteen months after arrival or visa grant)

	At six months	At eighteen months	Change in outcomes
Sample size¹	4,669	4,846	-
Occupation Category (weighted) (%)			
Managers	12.4	12.2	-0.2
Professionals	43.7	43.9	0.2
Technicians and trades workers	18.9	18.4	-0.5
Other occupations	25.0	25.5	0.5
Industry of Employment (weighted) (%)			
Health care and social assistance	16.9	16.6	-0.3
Accommodation and food services	13.8	12.3	-1.5
Professional, scientific and technical services	14.7	13.3	-1.4
Retail trade	7.2	7.2	-0.1
Manufacturing	8.2	7.5	-0.7
Other industries	39.2	43.1	3.9
Most common occupations (weighted) (%)			
Chefs	5.5	5.3	-0.2
Software and Applications Programmers	5.1	5.9	0.8
Registered Nurses	4.4	4.3	-0.1
Accountants	3.7	4.0	0.3
Cooks	2.8	2.1	-0.7
Other occupations	78.5	78.4	-0.1
How job was found² (weighted) (%)			
Through a general Internet vacancy/job search website (e.g. Seek)	N/A	32.4	N/A
Heard about the job from a friend or family member	N/A	24.2	N/A
Employment agency	N/A	6.8	N/A
Approached employer/cold canvassing	N/A	6.7	N/A
Was approached by employer	N/A	6.2	N/A
Internal transfer	N/A	6.1	N/A
Other internet site	N/A	5.8	N/A
Started a business/became self-employed	N/A	5.7	N/A
Changed job since introductory survey (weighted) (%)			
	N/A	13.6	N/A
Earnings and Hours³ (weighted)			
Median annual full-time earnings (\$'000)	60.0	65.0	5.0
Median annual part-time earnings (\$'000)	31.2	36.0	4.8
Median annual earnings (\$'000)	55.0	62.0	7.0
Median hourly rate of pay (\$/hour)	27.5	30.8	3.3

Note: Table includes only those skilled migrant respondents who participated in both the introductory and follow-up surveys.

¹Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

²Respondents could mention more than one method for finding a job. Only responses greater than 5 per cent shown in table. Other methods (mentioned by 11.1 per cent of respondents) included: Employer sponsored as part of visa application, Ad in newspaper, Through studies/study placement, and Job advertisement.

³Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys were flagged to phone interviewers during the follow-up survey whereby respondents were asked to confirm or rectify their income information.

Employment experiences

Further details on the experiences of employed recent migrants were captured in the follow-up survey. In this survey, Skill Stream Primary Applicants reported being employed for an average of 11.4 months over the previous 12 month period. This was 0.7 months longer than for the 12 months preceding the introductory survey and reflects a general improvement in workforce participation among skilled migrants.

Improvements were most marked for Offshore Independent migrants with an additional 2.7 months in employment on average – up from just 8.4 months for the 12 months preceding the introductory survey to 11.1 months for the 12 months preceding the follow-up survey. State/Territory Nominated migrants also reported substantial improvements – up from 9.6 months to 11.2 months. Other skilled migrant categories also improved, but the improvements were less marked – up 0.7 months for Other skilled, 0.3 months for Onshore Independent and 0.1 months for Employer Sponsored categories.

At the eighteen-month stage of settlement, around two thirds (63.6 per cent) of Skill Stream Primary Applicants were working on a permanent or ongoing basis. Across the skilled migrant categories, the highest level of permanent employment was for Employer Sponsored migrants (71.5 per cent), followed by Offshore Independent migrants (66.2 per cent) and State/Territory Nominated migrants (63.2 per cent).

Around one-in-five Onshore and Offshore Independent migrants (20.2 per cent and 19.7 per cent respectively) were employed on fixed term contracts, compared to one-in-six State/Territory Nominated and Employer Sponsored migrants (16.9 per cent and 16.7 per cent respectively). Other Skilled migrants – a group which includes business migrants – were more likely than other skilled migrant categories to be self-employed (32.0 per cent vs 10.8 per cent for all skilled migrants).

Other employment aspects

In addition to working in highly skilled employment, over eight-in-ten (83.5 per cent) Skill Stream Primary Applicants were working in full-time employment at the eighteen-month stage of settlement – up 4.5 percentage points since the six-month stage. This increase was driven by all skilled migrants except Employer Sponsored migrants, whose rate of full-time employment at the eighteen-month stage (92.7 per cent) fell 1.5 percentage points since the six-month stage. Offshore Independent migrants (up 11.5 percentage points) and State/Territory Nominated (up 10.0 percentage points) saw the largest increases in full-time employment over the 12 month period. Such increases are consistent with other improvements in employment outcomes, as discussed earlier in this report.

Around one-in-seven Onshore Independent migrants (14.5 per cent) and Other Skilled migrants (13.8 per cent) were working part-time, that is, less than 35 hours per week, at the eighteen-month stage of settlement. For other skilled migrant categories the proportion in part-time work ranged from 10.8 per cent for State/Territory Nominated migrants to 4.1 per cent for Employer Sponsored migrants. Over half (58.1 per cent) of Skill Stream Primary Applicants employed in part-time work would like to have been working more hours – this was particularly the case for Offshore Independent migrants (69.0 per cent) and State/Territory Nominated migrants (67.8 per cent).

When employed Skill Stream Primary Applicants were asked to rate their attitude to their main job, over two-thirds (69.9 per cent) reported that they 'liked' their job, a further one-quarter (26.9 per cent) thought their job was 'ok but could be better'. The proportion 'liking' their main job was highest for Employer Sponsored migrants (76.2 per cent) compared to around two-thirds of other skilled migrant categories. Only 1.2 per cent of Skill Stream Primary Applicants reported not liking their job – a rate consistent across all skilled migrant categories.

Just under one-quarter (22.4 per cent) of employed Skill Stream Primary Applicants were actively looking for another job – that is, looking to change jobs or looking for an extra job. Around one-in-five (19.0 per cent) were actively looking to change jobs, while one-in-thirty (3.4 per cent) were actively looking for an extra job. State/Territory Nominated migrants (27.8 per cent) were most likely to be actively looking to change jobs, while Employer Sponsored migrants were least likely to be looking to change jobs with only 12.0 per cent actively looking.

When applying for migration, the vast majority of Skill Stream Primary Applicants are required to nominate an occupation that reflects their skills and experience and which appears on a skilled occupations list. These lists are aligned with different categories of skilled visas, and having a nominated occupation that matches one of these lists is essential for all but Business, Innovation and Investment visas. At the eighteen-month stage, 57.0 per cent of employed Skill Stream Primary Applicants were working in their nominated field – 1.7 per cent lower than at the six-month stage. While on face-value this figure seems low, it is based on a skilled migrant's self-reported description of what their main employment activities were at the time of the survey; also it does not account for people working in a similar field with an equivalent or higher level of skill.

Among Skill Stream Primary Applicants not working in their nominated field, the main reasons mentioned were:

- Lack of jobs/work opportunities in their nominated field (37.4 per cent of those asked)
- No longer interested in working in their nominated field (26.7 per cent of those asked)
- Insufficient work experience to work in their nominated field (14.8 per cent of those asked).

Demographic and Language characteristics

Demographic characteristics


Table 4 provides details of demographic characteristics across all migrant categories responding to both the introductory and follow-up surveys. The demographic profile of these migrants indicates that Skill Stream Primary Applicants at the eighteen-month stage of settlement were a younger cohort, with over half (51.7 per cent) aged between 25 and 34 years and around one quarter (24.7 per cent) aged less than 25 years. Another one-in-six Skill Stream Primary Applicants were aged between 35 and 44 years of age. Altogether, more than 95 per cent were aged under 45. Partner Migrants had a similar age distribution to Skill Stream Primary Applicants, although a higher proportion were aged between 25 and 34 years (54.4 per cent) compared to Skill Stream Primary Applicants.

Skill Stream Primary Applicants were predominantly male (64.6 per cent), while Partner Migrants were more likely to be female (69.4 per cent). The high proportion of females in the Partner Migrant category and males among Skill Stream Primary Applicants helps maintain an even gender distribution in the Migration Programme, whereas the over-representation of young people ensures that the programme is well attuned to Australia's current and future labour market and economic needs. In 2013-14, Australia's Migration Programme as a whole comprised 47.3 per cent males and 52.7 per cent females, and 45.6 per cent were in the 25 to 34 year age range.

Eight-in-ten Skill Stream Primary Applicants (80.9 per cent) and Partner Migrants (83.7 per cent) were born in countries where English was not the main language spoken. The most popular country of origin for Skill Stream Primary Applicants was India (23.0 per cent) followed by China (15.0 per cent) and the United Kingdom (9.8 per cent). The countries of origin for Partner Migrants were more diverse, with one-in-ten Partner Migrants from China and almost two thirds from other countries not listed in Table 4.

Despite Skill Stream Primary Applicants coming predominantly from non-English speaking countries, over half (57.3 per cent) of Skill Stream Primary Applicants and four-in-ten (43.1 per cent) Partner Migrants spoke English as their main or only language at home. The vast majority - 94.7 per cent of Skill Stream Primary Applicants, 88.4 per cent of their Migrating Unit Spouses and 81.4 per cent of Partner Migrants – claimed a good knowledge of English. That is, English was either their best or only language or they were able to speak English well or very well. The high standards of spoken English among migrants are a significant finding, as the ability to speak English fluently is an important pre-requisite for finding work in Australia.

At both the six and eighteen month stage of settlement migrants were asked to self-assess their spoken English Proficiency. Using this measure, seven-in-ten (70.7 per cent) Skill Stream Primary Applicants said that English was their best or only language or that they spoke English very well. For the Migrating Unit spouses of skilled migrants and Partners from the Family Stream, the corresponding figures were 63.7 per cent and 53.1 per cent respectively.



This particular result is not surprising, skilled migrants are usually required to pass an English language test as a pre-requisite for skilled migration, and so would be expected to outperform other migrants. What is surprising is that the reported level of English appeared to decline slightly between the six and eighteen month stages of settlement. For example, at the six month stage of settlement, 74.7 per cent of Skill Stream Primary Applicants indicated that English was their best or only language or that they spoke English very well; by the eighteen month stage this figure was just 70.7 per cent. Smaller falls were reported for other migrant categories.

One explanation for this is that with additional exposure to Australian ways of communicating, through work and everyday dealings, some new migrants may undergo a period where they are less confident in their English ability. This will then be reflected in their survey responses.

Table 4: Demographic characteristics by visa stream

	All Surveyed Migrants ¹	Skill Stream - Primary Applicant	Skill Stream - Migrating Unit Spouse	Skill Stream - Non Migrating Unit Spouse	Family Stream - Partner Migrant	Family Stream - Spouse of Partner Migrant
Sample size²	9,950	5,237	2,880	745	1,833	1,743
Gender³ (weighted) (%)						
Male	45.7	64.6	NC	NC	30.6	NC
Female	54.3	35.4	NC	NC	69.4	NC
Age at Arrival³ (weighted) (%)						
Less than 25	24.7	24.7	NC	NC	24.7	NC
25 to 34 years	53.2	51.7	NC	NC	54.4	NC
35 to 44 years	16.1	18.7	NC	NC	14.0	NC
45 to 54 years	4.7	4.4	NC	NC	5.0	NC
55 to 64 years	1.1	0.5	NC	NC	1.6	NC
65 years and over	0.0	0.0	NC	NC	0.0	NC
Birthplace³ (weighted) (%)						
Mainly English speaking countries ⁴	17.6	19.1	NC	NC	16.3	NC
Other countries	82.4	80.9	NC	NC	83.7	NC
Main Origin Countries (weighted) (%)						
India	15.6	23.0	NC	NC	9.8	NC
PRC	12.6	15.0	NC	NC	10.7	NC
United Kingdom	8.0	9.8	NC	NC	6.6	NC
Philippines	6.5	5.0	NC	NC	7.7	NC
Other countries	57.3	47.3	NC	NC	65.2	NC
Main Languages Spoken (weighted) (%)						
English	49.8	57.3	51.7	62.9	43.1	77.8
Mandarin	7.6	7.5	7.5	5.6	7.7	3.8
Chinese, nfd	4.5	6.1	4.0	5.7	3.4	1.7
Vietnamese	2.3	1.2	1.2	1.2	3.7	1.9
Other languages	35.8	27.9	35.7	24.6	42.1	14.8
English Proficiency (weighted) (%)						
English best or only language/very well	60.9	70.3	63.6	72.4	52.3	87.4
English spoken well	26.6	24.4	24.8	22.4	29.0	9.1
English spoken not well/not at all	12.5	5.3	11.6	5.2	18.6	3.4

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys.

¹All Surveyed Migrants' includes the following sub-groups: Primary Applicant and Migrating Unit Spouse from the Skill Stream, and Partner Migrant from the Family Stream; Note: n=8 Partner responses are missing in this table due to unknown Migrating Unit Spouse status. Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated here as part of a different migrating unit.

²Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

³Gender, age and birthplace distributions for 'All Surveyed Migrants' exclude Migrating Unit Spouse.

⁴Mainly English speaking countries refers to: Australia, New Zealand, United Kingdom (England, Scotland, Wales, Northern Ireland, British Protected Person, British Person, Britain), Ireland, Ireland (So Stated), Canada, USA, South Africa. NC = Not collected; PRC = People's Republic of China; nfd=not further defined

Migration characteristics

Table 5 provides further detail about migrants' backgrounds – indicating that around three-in-ten Skill Stream Primary Applicants and one quarter of Partner Migrants at the eighteen-month stage of settlement had arrived in Australia during 2013 (the year of completion for the introductory survey) – this includes both onshore and offshore migrants. Over half of Skill Stream Primary Applicants had arrived in Australia during either 2012 or 2013, while three-in-ten Partner Migrants had arrived in Australia in 2011 compared to one-in-eight Skill Stream Primary Applicants.

Over one third (34.6 per cent) of Skill Stream Primary Applicants migrated via the Employer Sponsored category, while one quarter (26.9 per cent) applied as an Onshore Independent. One-in-seven skilled migrants were nominated for migration by a state or territory government, with one-in-ten having migrated as an Offshore Independent migrant.

Almost half of all Skill Stream Primary Applicants (46.6 per cent) were unattached migrants without dependants. The remainder came as part of a family, with over half of these families having children. Nine-in-ten (90.4 per cent) Partner Migrants coming through the Family Stream migrated without children. At the eighteen-month stage of settlement, Skill Stream Primary Applicants reported, on average, 2.5 dependants (including partners and children) compared to 1.5 dependants for Partner Migrants.

Table 5: Migration characteristics by visa stream

	All Primary Applicants	Skill Stream	Family Stream
Sample size¹	7,070	5,237	1,833
Year of Arrival (weighted) (%)			
2013 ²	23.1	22.8	23.3
2012	24.7	27.5	22.5
2011	22.6	13.0	30.2
2010	13.1	9.4	15.9
2009	7.2	10.4	4.6
2008 or earlier	9.4	16.8	3.4
Visa Reporting Category (weighted) (%)			
Employer Sponsored	N/A	34.6	N/A
State/Territory Nominated	N/A	14.3	N/A
Offshore Independent	N/A	10.0	N/A
Onshore Independent	N/A	26.9	N/A
Other Skilled	N/A	14.2	N/A
Type of Migrating Unit (weighted)			
Couple only (%)	N/A	24.2	N/A
Couple with children (%)	N/A	27.1	N/A
Single migrant with children (%)	6.3	2.1	9.6
Single migrant without children (%)	71.1	46.6	90.4
<i>Average number of dependants³ (no.)</i>	2.2	2.5	1.5

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys.

¹Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

²The vast majority of migrants granted an offshore visa arrived in 2013, and comprise around 84 per cent of the 2013 arrival cohort. The onshore component covers a much wider range of arrival dates.

³'Dependants' include spouses/de facto partners and children living with Primary Applicants.

Other characteristics

Table 6 shows that over 95 per cent of Skill Stream Primary Applicants had a post-school qualification at the eighteen-month stage of settlement (three-quarters of Partner Migrants had a post-school qualification at the corresponding stage). Bachelor degrees were the most common form of post-school qualification, with 39.4 per cent of Skill Stream Primary Applicants and 30.4 per cent of Partner Migrants reporting this as their highest qualification. Master degrees also figured strongly – one-quarter of Skill Stream Primary Applicants and one-in-eight Partner Migrants had these postgraduate degrees. Almost half (45.9 per cent) of Skill Stream Primary Applicants had obtained their highest post-school qualification in Australia.

The educational performance of both groups overshadows that of Australia's general population where only 44.9 per cent of those aged 15 years and over and not in full-time study had a post-school qualification and only 18.8 per cent had a university degree at the time of the 2011 Census.

Of Skill Stream Primary Applicants with a post-school qualification at the eighteen-month stage of settlement, 27.0 per cent had attained their highest qualification (whether obtained in Australia or overseas) in Management and Commerce. Engineering and related technologies (16.4 per cent), Information technology (13.7 per cent) and Health (12.2 per cent) were other common fields of education for Skill Stream Primary Applicants. Three-in-ten (30.1 per cent) Partner Migrants had attained their highest post-school qualification in Management and Commerce, followed by Society and Culture (19.9 per cent).

Table 7 shows that 13.0 per cent of Skill Stream Primary Applicants and 18.9 per cent of Partners obtained an Australian qualification between the six-month and eighteen-month stage of settlement. More than eight-in-ten (81.9 per cent) of these qualifications were at the Diploma /Certificate level, with Management and Commerce (26.4 per cent) and Health (17.9 per cent) being the main fields of study.

Housing and Mobility

Table 6 also shows details of Primary Applicants' housing arrangements at the eighteen-month stage of settlement. Six-in-ten Primary Applicants were paying rent and over one-quarter were paying off a mortgage at this time. Around one-in-twenty were living with family/friends rent free, while another one-in-twenty owned their house outright.

Further to this, one-in-five (20.8 per cent) Primary Applicants reported owning (either fully or partially) house and/or land overseas at the eighteen-month stage of settlement. Primary Applicants also reported undertaking the following in the 12 months preceding the follow-up survey:

- 53.8 per cent travelled overseas to visit family/friends (42.0 per cent had done this once in the last 12 months and 11.8 per cent had done this more than once in the last 12 months)
- 45.0 per cent hosted visitors to Australia (once: 28.3 per cent; more than once: 16.8 per cent)
- 24.0 per cent travelled overseas for holiday/recreation (once: 19.2 per cent; more than once: 4.7 per cent)
- 6.5 per cent travelled overseas for business (once: 3.5 per cent; more than once: 3.0 per cent).

Satisfaction

Almost all Primary Applicants were, to some extent, satisfied with their life in Australia at the eighteen-month stage of settlement. This included 56.1 per cent who were 'very satisfied' and 42.0 per cent who were 'satisfied' – less than 1 per cent of migrants were 'very dissatisfied' or 'dissatisfied' with their life in Australia.

The most commonly cited reasons for being dissatisfied were difficulties finding work (mentioned by just over half of those dissatisfied), followed by language difficulties (mentioned by one-in-six). It should be noted, however, that the number of Primary Applicants dissatisfied with their life in Australia was very small (51 in total), so results should be interpreted with care.

Table 6: Other characteristics by visa stream

	All Primary Applicants	Skill Stream	Family Stream
Sample size¹	7,070	5,237	1,833
Highest Education Attainment (weighted) (%)			
Doctor degree	2.4	3.8	1.4
Master degree	18.7	25.5	13.2
Other postgraduate qualification	4.2	4.3	4.1
Bachelor degree	34.4	39.4	30.4
Diploma level/certificate level	23.3	21.7	24.5
Other post-school qualification	1.5	0.7	2.1
No post-school qualification	15.5	4.6	24.2
<i>Australian qualification attained</i>	32.9	45.9	22.6
Field of Study (Highest qualification) (weighted) (%)			
Management and Commerce	28.5	27.0	30.1
Information technology	9.9	13.7	6.0
Society and Culture	13.8	7.9	19.9
Health	10.9	12.2	9.6
Engineering and related technologies	11.9	16.4	7.3
Education	4.3	2.5	6.1
Food, Hospitality and Personal Services	9.2	9.9	8.4
Other field	11.5	10.4	12.6
Current housing arrangements (weighted) (%)			
Own outright	5.7	3.8	7.2
Pay mortgage	26.6	21.9	30.4
Pay rent	60.4	70.1	52.6
Living with family/friends rent free	6.4	3.1	9.0
Accommodation provided by employer	0.6	1.0	0.4
Other	0.2	0.1	0.3

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys.

¹Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

Table 7: Australian qualification attained in last 12 months by visa stream

	All Primary Applicants	Skill Stream	Family Stream
Sample size	7,070	5,237	1,833
Australian Education Attainment (weighted) (%)			
<i>Australian qualification attained in last 12 months</i>	16.3	13.0	18.9
Qualification Level			
Doctor degree	1.4	3.2	0.4
Master degree	5.8	11.7	2.7
Other postgraduate qualification	4.2	8.7	1.9
Bachelor degree	6.6	13.0	3.3
Diploma level/certificate level	81.9	63.4	91.5
Other post-school qualification	0.1	0.1	0.1
Field of Study			
Management and Commerce	26.4	27.6	25.8
Society and Culture	18.6	9.0	23.9
Health	17.9	20.5	16.5
Education	10.0	6.1	12.2
Food, Hospitality and Personal Services	9.8	8.8	10.3
Engineering and Related Technologies	6.8	11.8	4.1
Other field	10.4	16.3	7.2

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys.

¹Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.

Appendix A: Explanatory Notes

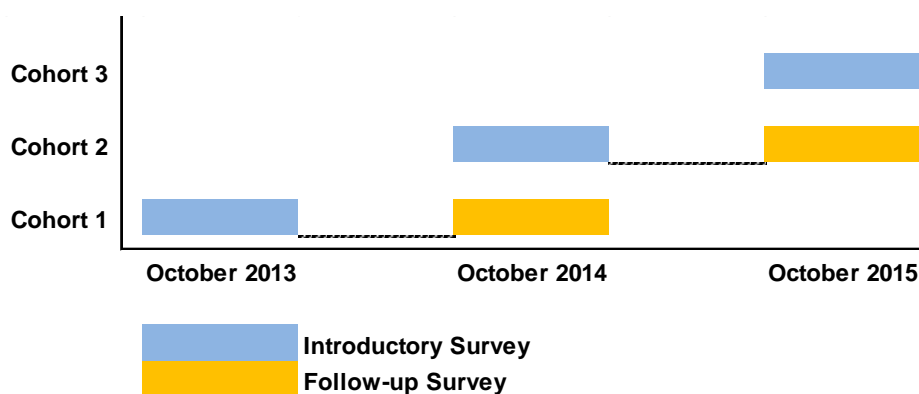
About the CSAM

The Continuous Survey of Australia's Migrants (CSAM) is an annual survey primarily designed to provide timely information on the labour market and other outcomes of recent migrants to Australia.

CSAM was previously run between 2009 and 2011, while the CSAM that is the focus of this report commenced in October 2013. Due to design differences, care should be taken when comparing findings from the current and previous CSAM.

Under its current design, a cohort of recent migrants is selected to participate in a mail-out introductory survey around the middle of October each year. From October 2014, a previously surveyed cohort was invited to take part in a follow-up telephone survey. Through this process, a migrant was surveyed on two occasions 12 months apart (see **Error! Reference source not found.**below for further details).

Figure 3: Timing of the CSAM



The migrants examined in this report – CSAM Cohort 2 – migrated to Australia or were granted a visa onshore around six months prior to the introductory survey. The survey itself was conducted between 13 October and 17 December 2014.

What we collect

The introductory survey was based around a short 'pen and paper' (hardcopy) questionnaire designed to be completed in around ten minutes. Respondents were able to complete the introductory survey via an online survey platform with reminders sent to valid email addresses provided by the department. Core questions in the introductory survey included labour force status, occupation, education attainment, spoken English proficiency, earnings and information on unemployment.

The follow-up survey will be a more comprehensive Computer Assisted Telephone Interview (CATI) for a trained interviewer to conduct. The follow-up survey will look at how a migrant's situation has changed in the ensuing 12 months, building on the core questions asked in the introductory survey, and covering a range of other questions around labour market integration.

A sample of the introductory survey and analysis from previous CSAM studies is available at: [Continuous survey of Australia's migrants](#)

Who we surveyed

The scope of the CSAM is migrants granted permanent residency or provisional visas via the Skill Stream and Family Stream. Humanitarian entrants were not included in this survey, as they require a more specialised survey to assess how well their settlement objectives were being met¹. To help respondents from non-English speaking backgrounds complete the survey, the Translating and Interpreting Service (TIS National) was made available to respondents via the CSAM 1800 hotline.

The Primary Applicant is intended to complete the introductory and follow-up surveys. In addition, Primary Applicants were able to provide information on the outcomes and experiences (including labour market outcomes and English proficiency) on behalf of their current spouse or partner. This can include the spouse/partner of Skill Stream Primary Applicants (i.e. Migrating Unit and Non Migrating Unit Spouse) and the spouse/partner of Family Stream Primary Applicants (i.e. Spouses of Partner Migrants) – see Appendix B for further details. Spouse-related questions are only asked if the spouse/partner is living with the Primary Applicant at the time of the survey.

Preparing for the introductory survey

The introductory survey sample included the following preparatory steps:

1. Extraction of the population file

The population file of migrants who had been granted permanent residency or provisional visas between January and July 2014 was prepared from client records held by the Department of Immigration and Border Protection. A total of 78,585 sample records (the population file) was provided to the Social Research Centre (SRC) on 12 September 2014 and included name, address, visa category, language spoken and, in the case of Skill Stream Primary Applicants, nominated occupation.

The SRC then extracted eligible sample records from the population file based on the following criteria:

Skill Stream Primary Applicants or Partner Migrants from the Family Stream

Had been in Australia since mid-April 2014 (i.e. 6 months before introductory survey) – the eligible window was approximately three months either side of this time point and was determined differently for migrants with visas granted offshore and onshore:

Offshore visa – Date of arrival: 1 January 2014 to 31 July 2014

Onshore visa – Date of visa grant: 1 January 2014 to 31 July 2014

The Primary Applicant's visa category was within scope for the CSAM (eligible visa categories include Employer Sponsored, State/Territory Nominated, Onshore Independent, Offshore Independent, Other Skilled and Family visa categories for each state and territory)

Adequate contact information (e.g. name and address details) available.

Initial cleaning of the data file removed duplicate records and migrants aged less than 18 years prior to jurisdictional file matching (see details below), which left 78,208 records as the population frame.

¹ Such a survey is the Building a New Life in Australia Study, see: www.aifs.gov.au/projects/building-new-life-australia-longitudinal-study-humanitarian-migrants

2. Jurisdictional file matching process

The matching process was undertaken for two reasons: 1) to include new contact information where no contact information was originally provided, and 2) to provide up-to-date contact information already provided. State/territory jurisdiction representatives were contacted to provide up-to-date contact information for eligible sample records. Updated contact details were matched to the population file using unique identifier information (for example, shared administrative fields, name, date of birth, visa category), and the 'best mailing address', 'best email address' and 'best telephone number' was prepared.

3. Sample selection

The first step of sample selection commenced with a random selection of 600 records in each market, except ACT – Family for which the target quota was 300 records. Sufficient sample was available to achieve target quotas for 21 of these 48 markets; with the remaining 27 fully enumerated before reaching the target quota (i.e. the target sample size was not available in these markets). After this step 18,052 sample records were selected.

The second step was to redistribute surplus sample records across the 21 markets where sample records were available and the initial target quota had been met (with an emphasis on State/Territory Nominated markets). This resulted in an initial sample file of 20,000 records, which was then matched against jurisdictional records for updated contact details.

After matching and cleaning, a number of sample records were deemed unsuitable for selection. This occurred if sample records had poor quality address details or had already completed last year's survey. Where this occurred, sample records were replaced in the sample file by sample records from the same market or, where this wasn't possible, sample records from the same visa category from a larger state. This resulted in 19,936 sample records selected to participate in the introductory survey. Of these, 1,845 sample records were matched to jurisdictional records.

Survey response

The selected migrants were invited to participate in the introductory survey via the following work flow:

All sample records were initially sent a hardcopy booklet to complete and return.

If a valid email address was available, an email invitation and two follow-up reminders were sent to complete via the online survey.

If a valid email address was not available, a letter invitation and two follow-up reminders were sent to complete via the online survey.

Incentives were provided to encourage completion of the survey, which included First Prize (1 x \$1,000 cash prize, cut off at 3rd week of fieldwork), Second Prize (2 x \$500 Coles-Myer vouchers, cut off at 6th week of fieldwork), and Third Prize (1 x \$500 Coles Myer voucher, cut off at 8th week of fieldwork).

Overall, the response rate for the survey, that is, the number of forms completed as a percentage of the number dispatched, was 45.3 per cent, with 58.7 per cent of those responding choosing to complete the form online.

As shown in Table 10, the response rate was highest for Tasmania (55.4 per cent) and lowest for New South Wales (39.7 per cent). Table 10 also shows that within each state or territory, State/Territory Nominated and Family visa categories generally achieved higher response rates compared to other visa categories.

The response rate was also higher for sample records matched to jurisdictional records, as these records were more likely to have valid/up-to-date contact information and an email address – this underlines the importance of matching sample records and obtaining valid email addresses to fully maximise the sample yield.

Editing the survey data

The first step in editing the survey data was reading the data in each mode (from online and hardcopy surveys) and writing edits to clean the data according to the questionnaire logic. Due to the different structures of online and hardcopy data, it was necessary to rename and reformat data variables to create a common data structure.

Hardcopy data required cleaning of single response questions where multiple responses were provided. A general rule was determined whereby the first mentioned code was chosen.

Online and hardcopy data files were formatted and cleaned correctly, then merged to create a consolidated data file of raw data variables (i.e. cleaned data provided by respondents from online and hardcopy surveys).

Derivations were then created on the consolidated data file, based on reporting requirements. This included creation of weights and identification of outliers in annual earnings (see further details below).

Outliers

To reduce the impact of outliers on survey estimates of annual earnings, a statistical process of detecting outliers was undertaken. The criterion for identifying outliers was those outside a constant factor (of 4) from the median earnings for similar respondents (formed through a cluster analysis of both demographic and survey data), such that no more than 5 per cent of responses were flagged. This method was used as it is more robust and can accommodate a greater variety of data types.

Following identification of outliers, plausible values were imputed using an expectation-maximisation with bootstrapping algorithm and were flagged in the data set. Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys will be flagged to phone interviewers during the follow-up survey, enabling respondents to confirm or rectify their income information.

Weighting

To account for the variation in sample sizes and response rates achieved compared to the population frame of sample records, data records were weighted to market (state by visa category), gender, birthplace, nominated occupation and age. A set of benchmark targets were used to achieve a compromise between avoiding small or zero cell sizes and matching the responding sample as closely as possible to the population frame. Weighting was calculated using raking (also known as iterative proportional fitting) to ensure that all the separate targets were met simultaneously, while minimising the occurrence of extreme weights.

Coding the survey data

In order to make valid comparisons between the CSAM and other data collections, responses to questions on industry (1-digit ANZSIC division level), occupation (4-digit ANZSCO) and education (1 and 2 digit ASCED) were coded against recognised classifications.

Central to the CSAM survey is establishing a migrant's labour force status, that is, whether they were employed, unemployed or not in the labour force.

Two questions were asked in the CSAM to obtain this information:

Last week, did this person have a full-time or part-time job of any kind? In this respect a paid job means any type of paid work including casual, and temporary or part-time work that was for one hour or more in a week.

Did this person actively look for work in the last four weeks? Actively looking for work includes people who are applying for a job, advertising for work, registered as a jobseeker with Centrelink or using an employment agency to help them find work.

People answering 'Yes' to the first question (except 'Yes, other unpaid work') were given a labour force status of employed. Those answering 'No' to the first question and 'Yes, looked for work' to the second question were classed as unemployed, while the remainder were classified as not in the labour force.

Compared with the more detailed Labour Force Survey run by the Australian Bureau of Statistics (ABS), the derivation of labour force status does not include people's availability to start work – whether available to work in the reference week or waiting to start a new job within four weeks. The reason for omitting these questions was to keep the questionnaire as short as possible, and to free up space for other survey questions.

The other difference between the CSAM and the ABS Labour Force Survey is that the CSAM is limited to Primary Applicants aged 18 years or over, whereas the ABS Labour Force Survey includes people aged 15 years and over.

Further information on the ABS labour force status definitions is available at:

[AUSSTATS](#).

Who we report on

Within the Skill Stream the five reporting categories are: Offshore Independent, Onshore Independent, State/Territory Nominated, Employer Sponsored and Other Skilled (a disparate group comprising all other visas awarded through the Skill Stream Migration Programme). Within the Family Stream, the only group surveyed were Partner Migrants, that is, those granted a visa to marry their Australian resident fiancé or settle with their Australian resident spouse or de facto partner in Australia.

Appendix B: Glossary

Table 8: Glossary

Term	Definition
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations. ANZSCO is intended to provide an integrated framework for storing, organising and reporting occupation-related information. For more information see: 1220.0 - ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1
ANZSIC	Australian and New Zealand Standard Industrial Classification. The ANZSIC provides a standard framework under which business units carrying out similar productive activities can be grouped together, with each resultant group referred to as an industry. For more information see: 1292.0 - Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0)
ASCED	Australian Standard Classification of Education. ASCED comprises two component classifications: Level of Education and Field of Education. It provides a basis for comparable administrative and statistical data on educational activities and attainment classified by level and field. For more information see: 1272.0 - Australian Standard Classification of Education (ASCED), 2001
CATI	Computer Assisted Telephone Interviewing. See follow-up survey.
Cohorts	A group of migrants surveyed at the same time. Under the current design CSAM Cohort 1 took part in the introductory survey in October 2013, and will participate in the follow-up survey in October 2014.
Employer Sponsored	One of the five CSAM reporting categories within the Skill Stream. Under employer sponsored migration programmes, employers may recruit highly skilled employees to Australia to work in a position that they have been unable to fill through the Australian labour market or through their own training programmes. There are three different categories under this scheme: the Employer Nomination Scheme, the Regional Sponsored Migration Scheme (RSMS) and Labour Agreements (LAs).
English Proficiency	In CSAM, the spoken English Proficiency is self-assessed by the participants choosing one of the following levels: Very well, Well, Not well or Not at all.

Term	Definition
Family Sponsored	A permanent visa for applicants who have an eligible relative living in Australia willing to sponsor them. It has a lower pass mark than the Skilled – Independent visa. For more information see: Working in Australia
Family Stream	Those categories of the Migration Programme where the core eligibility criteria are based on a close family relationship with a sponsor who is an Australian citizen, Australian permanent resident or eligible New Zealand citizen. The immediate accompanying families of principal applicants in the Family Stream (e.g. children of spouses) are also counted as part of the Family Stream.
Follow-up survey	The follow-up survey is a CATI survey undertaken 12 months after the introductory survey.
Highly skilled job or employment	A migrant is classified as having highly skilled employment if they are working in occupations defined either in ANZSCO skill level 1 or 2, which requires an Associate Degree, Advanced Diploma or Diploma level qualification or higher.
Introductory survey	The introductory survey is based around a short 'pen and paper' (or hardcopy) questionnaire designed to be completed in around 10 minutes. All five cohorts of recent migrants undertook this survey around six months after being granted an Onshore visa or six months after arriving in Australia following the grant of an Offshore visa.
Labour force status	Used to identify whether a migrant is employed, unemployed or not in the labour force.
Low skilled job or employment	A migrant is classified as having low skilled employment if they are working in occupations defined in ANZSCO skill level 5, which requires Certificate I or II level qualification or lower.
Mail-out survey	See introductory survey.
Mainly English Speaking Countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States, New Zealand and Australia. For more information see: 4102.0 - Australian Social Trends, 1996
Migrating Unit Spouse	The spouse of the Primary Applicant in a migrating unit (couple only or couple with children). Answers to spouse-related questions, such as occupations and earnings, were usually provided by the Primary Applicant on behalf of their spouse, and were only asked if the spouse was living with the Primary Applicant at the time of the survey. (Not to be confused with Partner migrant.)

Term	Definition
Nominated occupation	Migrants seeking to apply under Australia's General Skilled Migration Programme are required to nominate an occupation from Australia's skilled occupation lists that is relevant to their qualifications and experience and to have a favourable skills assessment for this particular occupation.
Offshore visa	Visa granted to a person arriving in Australia, who has applied from outside of Australia.
Onshore visa	Visa granted to a person already on a temporary visa who has applied from within Australia.
Other countries	All countries other than those listed under the mainly English speaking countries.
Participation rate	The number of persons in the labour force (employed or unemployed) expressed as a percentage of the population.
Permanent visa	A permanent residence visa to remain in Australia indefinitely.
Primary Applicant	The person who applied and was accepted to migrate to Australia (also termed 'primary visa holder').
Proportion employed	The number of people that are employed as a proportion of that population. Also referred to as rate of employment.
Provisional visa	A provisional visa is a temporary visa that may lead to the grant of a permanent visa if the holder meets certain conditions.
Response rate	The number of completed introductory surveys returned as a percentage of the number of survey forms that were sent out.
Retention Rate	The number of people participating in the follow-up telephone survey as a percentage of those completing the introductory survey.
Rounds	A round represents each time that the CSAM is conducted. The first round of CSAM under the current design was through October and December 2013, the second round was between October and December 2014 and the third round will be between October and December 2015.
Semi-skilled job or employment	A migrant is classified as having semi-skilled employment if they are working in occupations defined either in ANZSCO skill level 3 or 4, which requires Certificate III or IV level qualification.

Term	Definition
Settlement Database (SDB)	The Settlement Database has been developed to provide statistical data for government and community agencies involved in the planning and provision of migrant settlement services. It brings together data from various departmental systems used to process migration applications both in Australia and in overseas posts. For more information see: Settlement Reporting Facility
Skill Stream	Those categories of the Migration Programme where the core eligibility criteria are based on the applicant's employability or capacity to invest and/or do business in Australia. The immediate accompanying families of Skill Stream Primary Applicants are also counted as part of the Skill Stream.
State/Territory Nominated	A permanent visa for people able to obtain nomination by a state or territory government. It has a lower pass mark than the Skilled – Independent visa. For more information see: Working in Australia
Temporary visa	A visa to remain in Australia during a specified period or until a specified event happens.
Visa reporting category	To assist in policy evaluation the data is presented across separate categories, with each category being a grouping of related visa subclasses. For example, the Employer Sponsored category comprises Offshore and Onshore subclasses for the Employer Nomination Scheme, the Regional Sponsored Migration Scheme and Labour Agreements. A full listing of the make-up of each reporting category is at Appendix C: Visa reporting categories used in the CSAM.
Working at lower skill level as nominated field	If the skill level of the current occupation is lower than the skill level of the respondent's nominated occupation when the current occupation and nominated occupation do not match.
Working at the same or higher skill level as nominated field	If the skill level of the current occupation matches or is higher than the skill level of the respondent's nominated occupation, but the current occupation does not match the nominated occupation.

Appendix C: Visa reporting categories used in CSAM

Australia's Permanent Migration Programme has two major streams:

- The **Skill Stream** focuses on economic migration by facilitating the migration of people who have the skills, proven entrepreneurial capability or outstanding abilities that will contribute to the Australian economy.
- The **Family Stream** enables family reunion by allowing the migration of family members such as spouses, children, parents and certain other members of extended families.

The Continuous Survey of Australia's Migrants includes people from both streams of the Migration Programme.

Within the Family Stream it consists of applicants who were granted a Partner visa, that is, those who were married, intending to marry or in a de facto relationship with an eligible Australian resident. It therefore excludes those on Parent, Child or other Family visa categories.

Within the Skill Stream it consists of migrants who were granted:

- An **Employer Sponsored Visa** – These visas are granted to applicants who are sponsored by an Australian employer to fill a genuine skilled vacancy in the employer's business.
- An **Offshore Independent Visa** – Applicants for this visa apply from outside of Australia and have an occupation that is on the department's Skilled Occupation List. They must also pass a points test which is based on an individual's skills and characteristics, such as their age, English ability, qualifications and work experience. As they are not sponsored by an employer, it may take them some time to find work in Australia.
- An **Onshore Independent Visa** – Applicants for this points tested visa apply from within Australia and must also pass a points test. As they are already in Australia on a temporary visa they may already be working at the time of application. The majority of visa recipients are former international students.
- **State/Territory Nominated Visas** – Are a points tested visa introduced to give governments in each jurisdiction greater flexibility in addressing specific skill shortages and local labour market needs. Compared with independent visas, the key differences are: separate skilled occupation lists for each jurisdiction that reflect local needs and a slightly lower points test pass mark to encourage potential migrants.
- **Other Skilled** – This encompasses all other visas awarded through the Skill Stream of the Migration Programme.

The following tables show more detail on the composition of the various reporting categories used in the CSAM:

Table 9: Skill Stream visa categories in CSAM

Skill Stream Visa Categories ¹
Employer Sponsored
Regional Sponsored Migration Scheme (subclass 119) Labour Agreement (subclass 120) Employer Nomination (subclass 121) Employer Nomination Scheme (subclass 186) Regional Sponsored Migration Scheme (subclass 187) Labour Agreement (subclass 855) Employer Nomination Scheme (subclass 856) Regional Sponsored Migration Scheme (subclass 857)
State/Territory Nominated
Skilled – Sponsored (subclass 176) (Sponsored by State/Territory government) Skilled – Nominated (subclass 190) Skilled – Regional Sponsored (subclass 475) (Sponsored by State/Territory government) Skilled – Regional Sponsored (subclass 487) (Sponsored by State/Territory government) Skilled – Regional (Provisional) (subclass 489) (Sponsored by State/Territory government) Skilled – Sponsored (subclass 886) (Sponsored by State/Territory government)
Offshore Independent
Skilled – Independent (subclass 175) Skilled – Independent (subclass 189)
Onshore Independent
Skilled – Independent (subclass 189) Skilled – Independent Overseas Student (subclass 880) Skilled – Independent (subclass 885)
Other Skilled
Distinguished Talent (Australian support) (subclass 124) Business Talent (subclass 132) Business Owner (Provisional) (subclass 160) State/Territory Sponsored Business Owner (Provisional) (subclass 163) State/Territory Sponsored Senior Executive (Provisional) (subclass 164) State/Territory Sponsored Investor (Provisional) (subclass 165) Skilled – Sponsored (subclass 176) (Sponsored by family member) Business Innovation and Investment (Provisional) (subclass 188) Skilled – Regional Sponsored (subclass 475) (Sponsored by family member) Skilled – Recognised Graduate (subclass 476) Skilled – Regional Sponsored (subclass 487) (Sponsored by family member) Skilled – Regional (Provisional) (subclass 489) (Sponsored by family member) Established Business in Australia (subclass 845) Distinguished Talent (subclass 858) Skilled – Sponsored (subclass 886) (Sponsored by family member) Skilled – Regional (subclass 887) Business Innovation and Investment (Permanent) (subclass 888) Business Owner (Residence) (subclass 890) Investor (Residence) (subclass 891) State/Territory Sponsored Business Owner (Residence) (subclass 892) State/Territory Sponsored Investor (Residence) (subclass 893)

Please note that some visa subclasses included in this list are no longer granted but may still be in operation.

Table 10: Family Stream visa categories in CSAM

Family Stream Visa Categories¹
Spouse (subclass 100)
Prospective Marriage (subclass 300)
Spouse (provisional) (subclass 309)
Spouse (subclass 801)
Spouse (Extended Eligibility) (subclass 820)

¹Please note that some visa subclasses included in this list are no longer granted but may still be in operation.