

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:

- Labour market outcomes – including employment measures such as unemployment rates, participation rates and hours worked, and occupational outcomes such as the type of occupation and industry people are working in, and their earnings.
- Demographic and language characteristics – including age, gender, languages spoken and spoken English proficiency.
- Migration characteristics – including year of arrival and reasons for migration.
- Educational characteristics – level and field of study for post-school qualifications (both Australian and overseas).
- Other characteristics – including providing care and assistance to family and others, and undertaking non-work related activities such as domestic work or further study.

The CSAM consists of two surveys that are run simultaneously every 12 months.

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.

In other words, migrants are surveyed twice – first at the six-month stage of settlement, and then again at the eighteen-month stage.

As this particular report is the first in the series, it only includes results from the introductory survey for Cohort 1. Future reports will include findings from follow-up surveys and examine how outcomes for a given cohort have changed between the introductory and follow-up survey.

Methodology

The Social Research Centre (SRC) commenced the introductory survey on 14 October 2013, with the mail-out of 20,000 forms to eligible migrants. Migrants with valid email addresses were then invited to complete an online survey, whereas others were asked to complete a survey booklet and return it to the SRC. Following two reminder mail-outs, fieldwork for the introductory survey closed on 17 December 2013. A total of 8756 migrants completed the survey – a response rate of 43.8 per cent.

The sample for the survey and corresponding contact addresses were primarily sourced from the Department of Immigration and Border Protection (DIBP). To improve the quality of the sample, state and territory governments then provided DIBP with more up-to-date contact details for skilled migrants they had nominated. Further details on the methodology for the introductory survey can be found in Appendix A.

Scope

Migrants surveyed in the CSAM included:

- **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.
- **Non Migrating Unit Spouses** – Spouses of Skill Stream Primary Applicants who had migrated to Australia at another time or were born in Australia.
- **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.
- **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 first introductory 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 migrants groups (that is, cross-sectionally) – future reports will compare results from the introductory survey with the follow-up survey, as well as outcomes 12 months apart (that is, longitudinally).

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 survey and the 8756 migrants completing the survey. This reduces the effects of any respondent bias in the data, so that results can be more easily generalised to the in-scope population.

Research Findings

Employment Outcomes

Employment outcomes by visa stream

Table 1 shows Skill Stream Primary Applicants had achieved good employment outcomes at the six month stage of the survey – that is, six months after arrival or grant of a permanent or provisional visa.

Their unemployment rate of 5.7 per cent was comparable to that of the general population (5.8 per cent), while almost all of them (95.6 per cent) were participating in the labour force – a far higher rate than the general population (64.8 per cent). Employment rates were also high. Nine-in-ten (90.1 per cent) Skill Stream Primary Applicants were in work – predominantly in highly skilled and full-time employment – compared to just six-in-ten (61.0 per cent) of the general population. Reflecting these outcomes was a median income that was about 10 per cent higher than that of the general population – \$55,000 compared to \$50,100.

Table 1 also shows Spouses of Partner Migrants had better employment outcomes compared to the general population. Almost nine-in-ten (89.8 per cent) Spouses of Partner Migrants were likely to be participating in the labour force and eight-in-ten (83.6 per cent) were likely to be employed. Additionally, median income (\$52,000) was slightly higher compared to that of the general population (\$50,100). These better findings can be partly explained by the fact that Spouses of Partner Migrants are already established in Australia (either by being born here or being a former migrant themselves), are more likely to be male, and tend to be within the twenty five to thirty four year age range – a stage of life where labour market participation is greatest.

Non Migrating Unit Spouses of skilled migrants had similar employment outcomes to Spouses of Partner Migrants, albeit at a slightly lower level. As both groups have similar age profiles and comprise people who are already resident in Australia, the main explanation for the difference in outcomes is that Non Migrating Unit Spouses are more likely to be female combined with the fact that that women in the Australian workforce earn less than men on average.¹ Data from the CSAM indicate that 62.9 per cent of Non Migrating Unit Spouses were female compared with 67 per cent of Migrating Unit Spouses.

Partner Migrants had an unemployment rate of 22.2 per cent – a rate four times higher than that of the general population. Similarly, Migrating Unit Spouses were three times worse off than the general population, with an unemployment rate of 18 per cent. Migrating Unit Spouses and Partner Migrants also earned less on average than other migrants and were less likely to be in highly skilled employment. These findings are not unexpected, as people in this situation are not selected for migration on the basis of their skills or employability. Instead, they are more likely to be involved in part-time work that is balanced against managing the household and childcare. They also tend to be not as well educated. Among Partner Migrants, for example, just under half had a university degree, compared with almost three-quarters of skilled migrants (see Table 7). A more detailed discussion on post school qualifications appears later in the report.

Nonetheless, it is encouraging to note that the participation rate for these two groups was more than 10 percentage points higher than that of the general population, indicating a willingness to find employment and enter the workforce.

¹ For instance, data from the May 2012 Employee Earnings and Hours survey run by the ABS shows that males on average earned \$1342 per week, compared with \$904 for females.

Table 1: Employment outcomes 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	General Pop. ²
Sample size³	12,332	6,385	3,576	1,034	2,371	2,327	
Employment Outcomes (weighted) (%)							
Employed	70.9	90.1	63.4	72.8	58.6	83.6	61.0
Highly skilled ⁴	35.9	60.5	27.3	40.5	19.8	43.1	N/A
Semi-skilled ⁴	24.3	22.7	22.8	19.7	26.3	29.1	N/A
Low skilled ⁴	9.2	5.5	12.1	9.6	11.1	8.1	N/A
Unemployed	12.1	5.5	13.9	6.7	16.7	6.2	3.7
Not in labour force	17.0	4.4	22.7	20.5	24.7	10.2	35.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	14.6	5.7	18.0	8.4	22.2	6.9	5.8
Participation rate	83.0	95.6	77.3	79.5	75.3	89.8	64.8
Proportion in full-time work	51.9	78.3	41.1	54.2	35.4	67.5	42.5
Employment to Population Ratio	70.9	90.1	63.4	72.8	58.6	83.6	61.0
Earnings and Hours (weighted)							
Median annual full-time earnings (\$'000)	52.0	60.0	49.4	55.0	46.2	57.7	65.0
Median annual part-time earnings (\$'000)	26.0	31.2	26.0	26.0	24.0	30.0	24.5
Median annual earnings ⁵ (\$'000)	45.6	55.0	40.0	46.8	39.0	52.0	50.1
Median hours per week (hours/week)	38.0	40.0	38.0	38.0	38.0	40.0	N/A
Median hourly rate of pay (\$/hour)	24.4	27.6	23.2	25.0	21.7	26.7	N/A

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=10 Partner responses missing in this table due to unknown Migrating Unit Spouse status.

²General Pop. = General Population; Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2013 (Trended); Earnings figures for Australian employees sourced from ABS 6306.0 May 2012.

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 will be flagged to phone interviewers during the follow-up survey whereby respondents will be asked to confirm or rectify their income information.

Employment outcomes by skilled migrants

Table 2 shows that at the six-month stage of the survey, migrants from across all skilled categories had achieved better employment outcomes than the general population. In particular, Employer Sponsored migrants, that is, migrants sponsored by an Australian business to fill an identified skills shortage, had especially strong outcomes. With an unemployment rate of just 1.0 per cent, an employment to population ratio of 97.3 per cent and 93.3 per cent working full-time, Employer Sponsored migrants had near full employment. They were also in good jobs, with more than two-thirds (69.3 per cent) being in highly skilled employment – that is, occupations requiring a Diploma qualification or higher.

Onshore Independent migrants, that is, those migrants selected for skilled migration while residing in Australia, achieved solid employment outcomes. Their unemployment rate of 4.9 per cent was slightly below the 5.8 per cent rate for the general population, and with an employment rate of 90.2 per cent they were more likely to be working than the typical Australian. These positive outcomes did not, however, flow through to income levels, which were on average no better than those of the general population.

Offshore Independent migrants, a group similar to Onshore Independent migrants but around six years older on average, and applying for migration while living overseas, had median incomes and unemployment rates that were both well above average – \$75,000 per year and 14.1 per cent respectively. Because these migrants are not sponsored by an employer, and because they are newer to Australia than those on Onshore Independent visas, these findings indicate that it does take some time for these skilled migrants to find work. However, because of their additional skills and experience, when they do find work, they tend to end up in better paying jobs.

State and Territory Nominated migrants had high levels of participation and employment – 96.5 per cent and 86.9 per cent respectively. However, around half (51.9 per cent) of these migrants were in highly skilled employment, while their unemployment rate of 10 per cent was relatively high.

Other Skilled migrants (including Family and Regional Sponsored migrants) had poorer employment outcomes relative to other skilled migrant categories; they had the lowest employment rate (81.0 per cent), the lowest rate of highly skilled employment (41.1 per cent), and the lowest participation rate (88.8 per cent). One explanation for this lower rate of engagement is that this category includes business migrants who would be taking time out of the workforce to establish their own business.

Migration characteristics

Table 6 provides further detail about migrants' backgrounds – indicating that almost one-third (30.1 per cent) of Onshore Primary Applicants had been in Australia for three years or more at the time of the survey. This reflects a wider trend, where increasing numbers of migrants are receiving a permanent visa while living here on a temporary visa, such as a student visa or temporary skilled visa. In the 2012–13 Migration Programme, half (49.9 per cent) of all permanent visas were issued to onshore applicants.

The table also shows that most Skill Stream Primary Applicants migrated to Australia either to improve the future for themselves and their family, or for work and business opportunities. Given the purpose of their visa, it is not surprising that Partner Migrants were overwhelmingly motivated to migrate here to join partners and other family members in Australia.

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. Around one-in-seven skilled migrants were nominated for migration by a state or territory government, while one-in-ten migrated as an Offshore Independent migrant.

Almost half of all Skill Stream Primary Applicants (48.7 per cent) were unattached migrants without dependants. The remainder came as part of a family, with about half of these families having children.

Almost all Partner Migrants coming through the Family Stream (92.9 per cent) migrated without children.

Figure 1 shows that across all categories there was an average of 1.76 children per migrating unit, with most of these children living at home at the time of the survey. These children were mostly young, with the average migrating unit comprising 1.40 children aged less than 18 and 0.37 children aged 18 or over.

Figure 1: Number of children (Total/Living with Primary Applicant) in migrating unit

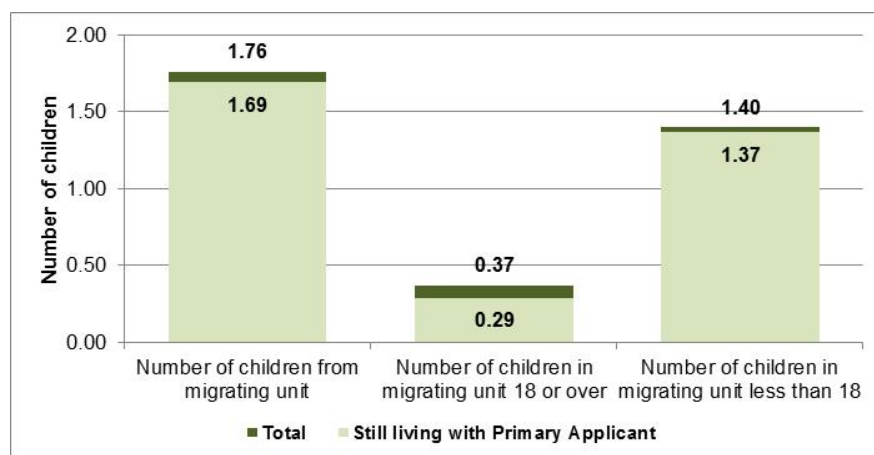


Table 6: Migration characteristics by visa stream

	All Primary Applicants	Skill Stream	Family Stream
Sample size¹	8,756	6,385	2,371
Year of Arrival (onshore only) (weighted) (%)			
2013	23.7	23.4	23.9
2012	24.3	27.1	22.0
2011	21.9	12.8	29.1
2010	13.4	9.4	16.6
2009	7.1	10.4	4.6
2008 or earlier	9.6	16.8	3.8
Main Reason for Migration (weighted) (%)			
Better future for me or my family	29.9	52.0	12.3
A higher standard of living	6.2	11.3	2.1
Australia's features – beaches, climate, lifestyle, etc.	6.8	12.4	2.2
To join my partner, family or relatives	45.8	2.6	80.1
Work or business opportunities	9.7	19.9	1.7
Education/Study	1.2	1.2	1.3
Other reason	0.4	0.6	0.2
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	25.8	N/A
Couple with children (%)	N/A	24.4	N/A
Single migrant with children (%)	4.5	1.1	7.1
Single migrant without children (%)	73.7	48.7	92.9
<i>Average number of dependants (no.)</i>	2.4	2.6	1.8

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

Educational characteristics

Table 7 shows that Skill Stream Primary Applicants were a well-educated cohort. According to the introductory survey, 95 per cent had completed a qualification since leaving school and 72.7 per cent had a Bachelor Degree or higher. In comparison, 72.4 per cent of Partner Migrants had a post-school qualification and 48.5 per cent had a university degree. The educational performance of both groups overshadows that of Australia's general population; at the time of the 2011 Census, only 44.9 per cent of those aged 15 and over and not in full-time study had a post-school qualification and only 18.8 per cent had a university degree.

Table 7: Educational characteristics by visa stream

	All Primary Applicants	Skill Stream	Family Stream
Sample size¹	8,756	6,385	2,371
Country of Highest Education Attainment (weighted) (%)			
Australian qualification only	13.0	18.6	8.6
Overseas qualification only	39.9	37.6	41.8
Both Australian and overseas qualification	29.5	38.9	22.0
No post-school qualification	17.6	5.0	27.6
Highest Education Attainment (weighted) (%)			
Doctor degree	2.2	3.5	1.2
Master degree	18.4	25.3	13.0
Other postgraduate qualification	4.0	3.9	4.1
Bachelor degree	34.5	40.0	30.2
Diploma level/certificate level	21.3	21.5	21.1
Other post-school qualification	1.9	0.8	2.8
No post-school qualification	17.6	5.0	27.6
Field of Study (Australian qualification) (weighted) (%)			
<i>Australian qualification attained</i>	42.5	57.5	30.6
Main Field of Study for Australian Qualification			
Information Technology	6.6	8.8	3.1
Health	12.1	13.1	10.7
Education	2.4	2.0	2.9
Engineering and related technologies	7.7	9.2	5.5
Other field	71.2	66.9	77.8
Field of Study (Overseas qualification) (weighted) (%)			
<i>Overseas qualification attained</i>	69.4	76.6	63.8
Main Field of Study for Overseas Qualification			
Information Technology	10.8	14.8	6.8
Health	10.6	11.7	9.4
Education	4.1	2.8	5.4
Engineering and related technologies	14.2	19.9	8.6
Other field	60.4	50.7	69.8

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

Bachelor's degrees were the most common form of post-school qualification, with 40 per cent of Skill Stream Primary Applicants and 30.2 per cent of Partner Migrants having this as their highest qualification. Master's degrees also figured strongly – 25.3 per cent of Skill Stream Primary Applicants and 13 per cent of Partner Migrants had these postgraduate degrees.

More than three-quarters (76.5 per cent) of Skill Stream Primary Applicants had a qualification from overseas. While overseas qualifications were the dominant group, more than half (57.5 per cent) of Skill Stream Primary Applicants had attained an Australian post-school qualification and 38.9 per cent had both an Australian and an overseas qualification. On the basis of this higher human capital, and the fact that many do have an Australian qualification, Skill Stream Primary Applicants are well placed to achieve good employment outcomes.

Across all surveyed migrants, the highest qualification attained (whether Australian or from overseas) was Management and Commerce for postgraduate qualifications (e.g. Doctorate, Masters etc.) and Bachelor degrees. At the Diploma/Certificate level, migrants were most likely to have studied Food, Hospitality and Personal Services.

Table 8 examines this issue a little further, showing that among those with Australian postgraduate qualifications, the most common field of study was Management and Commerce (46.5 per cent), followed by Information Technology (14.4 per cent), while holders of Bachelor degrees were also likely to have qualified in Health or Engineering. As Software engineers and Registered nurses are common occupations for Primary Applicants (see Table 3), most Primary Applicants with Australian Bachelor degrees appear to be utilising skills in their chosen field of study.

Table 8: Highest education attained by field of study

	Postgraduate qualification ²	Bachelor degree	Diploma/Certificate level
Highest Education Attained by Field of Study (Highest qualification) (weighted) (%)			
Sample size¹	2,530	3,267	1,704
Management and Commerce	36.8	28.7	20.4
Information technology	14.0	11.2	4.3
Society and Culture	11.8	14.8	12.3
Health	11.0	13.0	7.2
Engineering and related technologies	9.1	13.7	14.4
Education	4.5	4.1	2.4
Food, Hospitality and Personal Services	1.9	3.1	27.5
Other field	10.9	11.3	11.5
Highest Education Attained by Field of Study (Australian qualification) (weighted) (%)			
Sample size¹	1,250	971	1,775
Management and Commerce	46.5	38.7	22.2
Information Technology	14.4	8.1	2.2
Health	10.9	22.8	7.4
Society and Culture	8.1	6.0	23.4
Engineering and related technologies	7.3	11.3	6.5
Education	4.2	0.9	2.1
Food, Hospitality and Personal Services	2.0	2.7	29.7
Other field	6.6	9.5	6.6
Highest Education Attained by Field of Study (Overseas qualification) (weighted) (%)			
Sample size¹	1,588	3,192	1,271
Management and Commerce	29.3	26.4	20.7
Society and Culture	14.0	16.7	7.7
Information Technology	13.1	12.1	7.3
Health	12.8	10.7	9.2
Engineering and related technologies	10.1	14.5	19.2
Education	4.5	4.6	3.0
Food, Hospitality and Personal Services	1.7	3.0	19.0
Other field	14.4	11.9	13.8

¹Table results filtered to Primary Applicants with Australian and overseas post-school qualifications (respondents with no post-school qualification excluded from results); Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100% due to rounding.

²Postgraduate qualification' includes doctor, master and other postgraduate degrees.

Other characteristics

Table 9 shows almost half of Migrating Unit Spouses had provided care or assistance to someone in the last two weeks – substantially more than any other migrant category. Among these migrants, 48.0 per cent had provided unpaid care to children (whether their own or someone else's) and 7.3 per cent had cared for elderly, ill or disabled family members. Partner Migrants were also quite likely to have provided unpaid care or assistance to someone in the last two weeks, albeit at a lower level. This is consistent with Migrating Unit Spouses and Partner Migrants being less likely to be employed (see Table 1) and having more time to provide assistance to others. However, it should be noted that these groups also have a high workforce participation rate, which indicates that many are also working or looking for work.

There was little variation in the undertaking of unpaid domestic work around the household – regardless of the category being considered; around eight-in-ten migrants surveyed indicated that they had done this sort of activity in the last two weeks. Rates of study were also consistently high, with around one-in-five studying full-time or part-time.

Table 9: Activities in last two weeks 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	12,332	6,385	3,576	1,034	2,371	2,327
Provision of Unpaid Care or Assistance in last 2 weeks (weighted) (%)						
<i>Provided care or assistance to anyone</i>	37.0	28.7	49.7	18.8	38.3	34.5
Provided care or assistance to elderly, ill or disabled family members	7.9	6.6	7.3	7.4	9.2	8.4
Provided any unpaid care to own or other children	33.8	25.5	48.0	15.1	34.4	30.7
Provided any unpaid care to own children	30.0	21.9	44.9	10.1	30.1	27.5
Provided any unpaid care to other people's children	3.5	3.4	3.6	4.1	3.4	2.5
Other Activities in last 2 weeks (weighted) (%)						
Unpaid domestic work for household	82.5	81.3	85.0	77.6	82.2	85.7
Voluntary work through an organisation/group	9.8	11.1	11.1	7.2	8.5	7.0
Full/part-time study	23.3	20.7	20.5	25.1	26.2	16.9
None	2.4	2.9	2.0	4.8	2.2	2.5

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=10 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; Note: n=10 Partner responses are missing in this table due to unknown Migrating Unit Spouse status.

²Base sizes exclude 'Not answered/known' responses where applicable.

Appendix A: Explanatory Notes

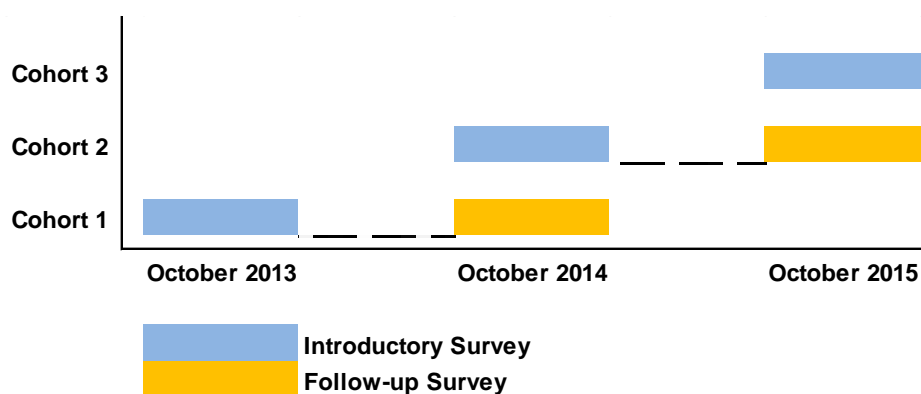
About the CSAM

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 at around the middle of October each year. From October 2014, a previously surveyed cohort will be invited to take part in a follow-up telephone survey. By repeating this process, a migrant will be surveyed on two occasions 12 months apart (see Figure 2 below for further details).

Figure 2: Timing of the CSAM



The migrants examined in this report – CSAM Cohort 1 – migrated to Australia or were granted a visa onshore around six months prior to the introductory survey. The survey itself was conducted between 14 October and 17 December 2013.

What we collect

The introductory survey was based around a short 'pen and paper' (hardcopy) questionnaire designed to be completed in around ten minutes. For the first time in the series, 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: www.immi.gov.au/media/research/surveys/csam/

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 met.² 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 are 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 Family Stream Primary Applicants (i.e. Spouses of Partner Migrants) – see Appendix B for further details. Spouse-related questions were only asked if the spouse/partner was 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 2013 was prepared from client records held by the Department of Immigration and Border Protection. A total of 92,931 sample records (the population file) was provided to the Social Research Centre (SRC) on 5 September 2013 and included name, address, visa category, language spoken and, in the case of Skilled 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 2013 (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 2013 to 31 July 2013
 - Onshore visa – Date of visa grant: 1 January 2013 to 31 July 2013
- 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 77,035 records as the population frame.

² Such a survey is the Building a New Life in Australia Study, see: www.aifs.gov.au/bnla

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 State/Territory Nominated 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.

After completing jurisdictional file matching on the cleaned population file, 70,542 sample records were eligible to participate in the introductory survey. This was the final sample frame for the introductory survey.

3. Sample selection

The first step of sample selection commenced with a random selection of 600 records for each of the survey's 36 reporting categories – where each category was a combination of State/Territory and visa information – a target sample of just over 21,000 records. Sufficient sample was available to achieve target quotas for 21 of these 36 categories, with the remaining 15 fully enumerated before reaching the quota of 600 records. After this step 17,388 sample records were selected, with 3027 sample records still to be selected.

The second step was to redistribute surplus sample records across visa categories where sample records were available, with an emphasis on State/Territory Nominated categories. A further 2612 sample records were selected, with a total of 20,000 sample records selected to participate in the introductory survey. Of these, 837 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:

1. All sample records were initially sent a hardcopy booklet to complete and return.
2. If a valid email address was available, an email invitation and two follow-up reminders were sent to complete via the online survey.
3. 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 43.8 per cent, with 53.0 per cent of those responding choosing to complete the form online.

As shown in Table 10, the response rate was highest for Tasmania (51.0 per cent) and lowest for New South Wales (40.3 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.

Table 10: Response rate by state and visa category

State	Visa Category	Total Selections	Completed Interviews	% of Total Selections
NSW	Employer Sponsored	791	319	40.3
	State/Territory Nominated	833	365	43.8
	Offshore Independent	678	264	38.9
	Onshore Independent	809	300	37.1
	Other Skilled	387	104	26.9
	Family	790	377	47.7
	NSW TOTAL	4,288	1,729	40.3
VIC	Employer Sponsored	714	306	42.9
	State/Territory Nominated	832	395	47.5
	Offshore Independent	660	303	45.9
	Onshore Independent	783	267	34.1
	Other Skilled	702	232	33.0
	Family	746	376	50.4
	VIC TOTAL	4,437	1,879	42.3
QLD	Employer Sponsored	744	286	38.4
	State/Territory Nominated	366	130	35.5
	Onshore Independent	666	235	35.3
	Skill	440	188	42.7
	Family	683	355	52.0
	QLD TOTAL	2,899	1,194	41.2
SA	Employer Sponsored	641	291	45.4
	State/Territory Nominated	570	272	47.7
	Onshore Independent	450	179	39.8
	Skill	358	151	42.2
	Family	628	358	57.0
	SA TOTAL	2,647	1,251	47.3
WA	Employer Sponsored	760	330	43.4
	State/Territory Nominated	838	485	57.9
	Onshore Independent	639	257	40.2
	Skill	438	204	46.6
	Family	666	354	53.2
	WA TOTAL	3,341	1,630	48.8
TAS	State/Territory Nominated	37	16	43.2
	Skill	170	67	39.4
	Family	328	190	57.9
	TAS TOTAL	535	273	51.0
NT	State/Territory Nominated	90	35	38.9
	Skill	359	147	40.9
	Family	462	208	45.0
	NT TOTAL	911	390	42.8
ACT	State/Territory Nominated	164	80	48.8
	Skill	469	177	37.7
	Family	309	153	49.5
	ACT TOTAL	942	410	43.5
GRAND TOTAL		20,000	8,756	43.8

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 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 GREG (generalised regression) estimators, which ensured all the separate targets were met simultaneously, while minimising the difference between design and final 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:

1. **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.
2. **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 and skipped over the second question. Those answering '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: <http://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6202.0Explanatory%20Notes1May%202014?OpenDocument>

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 defacto partner in Australia.

Appendix B: Glossary

Table 11: Glossary

Term	Definition
ABS	Australian Bureau of Statistics
ANZSCO	Australia 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: www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/8B1F5DDDD46033ABCA2575DF002DA75E?opendocument
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: http://www.abs.gov.au/AUSSTATS/abs@.nsf/ProductsbyCatalogue/B49672F95CD93ABECA2570B30005BFE1
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.
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: www.immi.gov.au/skilled/general-skilled-migration/visa-options-outside.htm

Term	Definition
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: www.abs.gov.au/AUSSTATS/abs@.nsf/94713ad445ff1425ca25682000192af2/2C91FA87FFA4595FCA2570EC0073DF08
Migrating Unit Spouse	(Not to be confused with Partner migrant) 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.
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.

Term	Definition
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.
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').
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 will be between October and December 2014, the third between October and December 2015 etc.
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.
Settlement Database (SDB)	<p>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:</p> <p>http://www.immi.gov.au/living-in-australia/delivering-assistance/settlement-reporting-facility/</p>
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.

Term	Definition
State/Territory Nominated	<p>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:</p> <p>www.immi.gov.au/skilled/general-skilled-migration/visa-options-outside.htm</p>
Temporary visa	<p>A visa to remain in Australia during a specified period or until a specified event happens.</p>
Visa reporting category	<p>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.</p>
Working at lower skill level as nominated field	<p>If the skill level of the nominated occupation is higher than the skill level of the respondent's current occupation when the nominated occupation and current occupation do not match.</p>
Working at the same or higher skill level as nominated field	<p>If the skill level of the nominated occupation matches or is higher than the skill level of the respondent's current occupation, but the nominated occupation does not match the current occupation.</p>

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 12: Skill Stream visa categories in CSAM

Skill Stream Visa Categories
Employer Sponsored
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> Skilled – Independent (subclass 175) Skilled – Independent (subclass 189)
Onshore Independent
<ul style="list-style-type: none"> Skilled – Independent (subclass 189) Skilled – Independent Overseas Student (subclass 880) Skilled – Independent (subclass 885)
Other Skilled
<ul style="list-style-type: none"> 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 Owner (Residence) (subclass 890) Investor (Residence) (subclass 891) State/Territory Sponsored Business Owner (Residence) (subclass 892) State/Territory Sponsored Investor (Residence) (subclass 893)

Table 13: Family Stream visa categories in CSAM

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