



**Australian Government**  
**Department of Immigration  
and Border Protection**

# **Continuous Survey of Australia's Migrants**

Cohort 2 Report - Change in Outcomes 2015

© Commonwealth of Australia 2016

All material presented in this publication is provided under a Creative Commons Attribution 3.0 Australia licence ([Creative Commons](#)).

For the avoidance of doubt, this means this licence only applies to material as set out in this document.



The details of the relevant licence conditions are available on the Creative Commons website (accessible using the links provided) as is the full legal code for the CC BY 3.0 AU licence ([Creative Commons](#)).

### **Use of the Coat of Arms**

The terms under which the Coat of Arms can be used are detailed on the It's an Honour website ([It's an honour](#)).

### **Contact us**

Enquiries regarding the licence and any use of this document are welcome at:

Communication and Engagement Branch  
Department of Immigration and Border Protection

PO Box 25  
BELCONNEN ACT 2616  
[comms@border.gov.au](mailto:comms@border.gov.au)



# Table of Contents

List of Tables .....	2
List of Figures .....	2
Highlights.....	3
About the survey .....	3
Who we surveyed.....	3
Introduction.....	5
Overview.....	5
Methodology .....	6
Scope.....	6
About this report.....	7
Employment Outcomes.....	8
Changes in outcomes.....	8
Employment transitions .....	11
Skilled Migrants outcomes: a deeper look at employment outcomes .....	13
Employment characteristics of Skilled Migrants.....	16
Employment experiences of Skilled Migrants.....	19
Changes between Cohort 1 and Cohort 2.....	21
Demographic and language characteristics.....	23
Migration characteristics.....	25
Other characteristics.....	27
Appendix A: Explanatory notes .....	31
About the CSAM.....	31
What we collect.....	31
Who we surveyed.....	32
Preparing for the introductory survey .....	32
Preparing for the follow-up survey .....	33
Appendix B: Glossary .....	37
Appendix C: Visa reporting categories used in CSAM .....	42



## List of Tables

Table 1: Employment outcomes by visa stream.....	10
Table 2: Occupation outcomes for primary applicant Skilled Migrants.....	15
Table 3: Employment characteristics of Skilled Migrants.....	18
Table 4: Demographic characteristics by visa stream at 18-month settlement stage .....	24
Table 5: Migration characteristics by visa stream.....	26
Table 6: Other characteristics by visa stream .....	29
Table 7: Australian qualification attained in last 12 months by visa stream.....	30
Table 8: Glossary.....	37
Table 9: Skill stream visa categories in CSAM.....	43
Table 10: Family stream visa categories in CSAM.....	44

## List of Figures

Figure 1: Employment transitions for Skilled Migrants.....	11
Figure 2: Employment transitions for Partner Migrants .....	12
Figure 3: Comparisons of key employment outcomes.....	22
Figure 4: Timing of the CSAM .....	31

# Highlights

## About the survey

The Department of Immigration and Border Protection's Continuous Survey of Australia's Migrants (CSAM) produces detailed and timely information on the labour market outcomes of recent migrants. The CSAM has been run since 2009.

The CSAM is run every 12 months, and comprises two surveys that are run concurrently. These are an **introductory survey**, for migrants at the six-month stage of settlement, and a **follow-up survey**, for those who had taken part in the introductory survey 12 months earlier.

This report is based on the **follow-up** survey which was run between September and December of 2015, at the 18-month stage of settlement. Changes in outcomes between the introductory and follow-up surveys are also an important feature of the report.

## Who we surveyed

The group of survey participants—known as **CSAM Cohort 2**—comprised more than 7000 migrants from both the Skill and Family streams. Participation in the follow-up survey was limited to around 9000 migrants who had taken part in the earlier introductory survey in late 2014.

Eligibility for this earlier survey was limited to those migrants on a permanent or provisional visa who had either:

- arrived in Australia on a permanent or provisional visa around six months earlier, or
- been granted a permanent or provisional visa whilst already in Australia on a temporary visa around six months earlier.


The full report from this earlier survey can be found at: [Continuous Survey of Australia's migrants](#).

## Key findings

### ***Labour market outcomes improved substantially for Skilled Migrants ...***

Between the six and 18-month stage of settlement, Skilled Migrants experienced:

- an **increase** in the proportion employed—up 3.6 percentage points since the six-month stage of settlement
- an **increase** in the proportion in highly skilled employment—up 4.7 percentage points
- a **decrease** in the unemployment rate—down 4.4 percentage points
- **growth** in median annual full-time earnings—up \$5,800.



Offshore Independent migrants experienced the most substantial improvements in the skilled migration programme over this period with:

- a 15 percentage point increase in employment from 65 per cent to 80 per cent for full-time employment, and from 77 per cent to 92 per cent for employment overall
- a 15 percentage point fall in the unemployment rate, from 20.6 per cent to 5.3 per cent.

Most other categories in the skilled migration programme also reported substantial improvements—for example, unemployment among Onshore Independent, State/Territory Nominated and Other Skilled categories was less than half that of 12 months earlier. The proportion employed for these three categories was up between 4 and 8 percentage points over the same period.

The only group not to experience substantial improvements were Employer Sponsored migrants. They had reported very strong employment outcomes at the six-month settlement stage and continued to experience near full-employment and a high proportion in full-time and highly skilled jobs.

At the 18-month stage, the main employer of Skilled Migrants was the health care and social assistance industry, with professional jobs—that is, jobs requiring at least a Bachelor Degree—being the largest occupational category. There was also strong alignment with existing skills, with over two-thirds working in a field similar to, or the same as, the one nominated on their visa application, and three-quarters reporting that they 'liked' their job. However, one-in-six were actively looking to change jobs and one-in-thirty were seeking an extra job.

#### **... and for other migrant categories ...**

Also surveyed in the CSAM were the spouses of Skilled Migrants (Migrating Unit Spouses) and migrants from the partner category within the Family stream (Partner Migrants). Both these groups reported substantially improved employment outcomes. Typical of this was a 7 percentage point fall in the unemployment rate for both these groups at the 18-month stage of settlement.

This result, and others like it, indicates that as they have gotten more used to Australian life, a growing number of these recent migrants (who were not selected on the basis of their experience, skills or education) have been able to balance the competing demands of finding employment with other responsibilities. An important enabler in finding work is a high level of English proficiency, with eight-in-ten Partner Migrants reporting that they were good English speakers. This high level of English occurs even though eight-in-ten Partner Migrants were not born in the main English-speaking countries.

#### **... but varies slightly by cohort ...**

A feature of this report is that the employment outcomes for an earlier migrant cohort are also presented, enabling a time series of outcomes to be developed and to reflect how outcomes change under different labour market conditions and policy settings.

In the main, the differences between cohorts at the 18-month stage were modest:

- The proportions employed fell by 1 to 3 percentage points across all migrant categories.
- For most categories unemployment rates rose 1 to 2 percentage points.
- Full-time and highly skilled employment fell around 3 percentage points for offshore migrants, but increased for Onshore Independent migrants by a similar margin.
- Employer Sponsored migrants maintained very positive employment outcomes for both cohorts.
- Median full-time earnings increased slightly for Employer Sponsored, Onshore Independent and Other Skilled migrants, and decreased for Offshore Independent migrants.

# 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 Skilled Migrants, Partner Migrants and their spouses.
- Changes in employment outcomes—compares employment outcomes from the introductory and follow-up surveys for Skilled Migrants 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 comprised 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 comprises 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 6 months earlier on an offshore visa, or
- were granted a permanent residence visa or a provisional visa about 6 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 18-month stage of settlement. The migrants participating in these surveys are the **second 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 18-month stages of settlement for onshore and offshore migrants from Cohort 2, with some comparison of employment outcomes between Cohort 1 and Cohort 2 at the 18-month stage of settlement included.

## Methodology

The Social Research Centre (SRC) commenced the follow-up survey on 21 September 2015, with 9038 eligible migrants who had completed the introductory survey in 2014. Migrants with valid phone numbers (8960) were contacted to complete a Computer Assisted Telephone Interview (CATI). Migrants were called, on average, 5.2 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 7397 migrants completed the follow-up survey—a response rate of 82.6 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

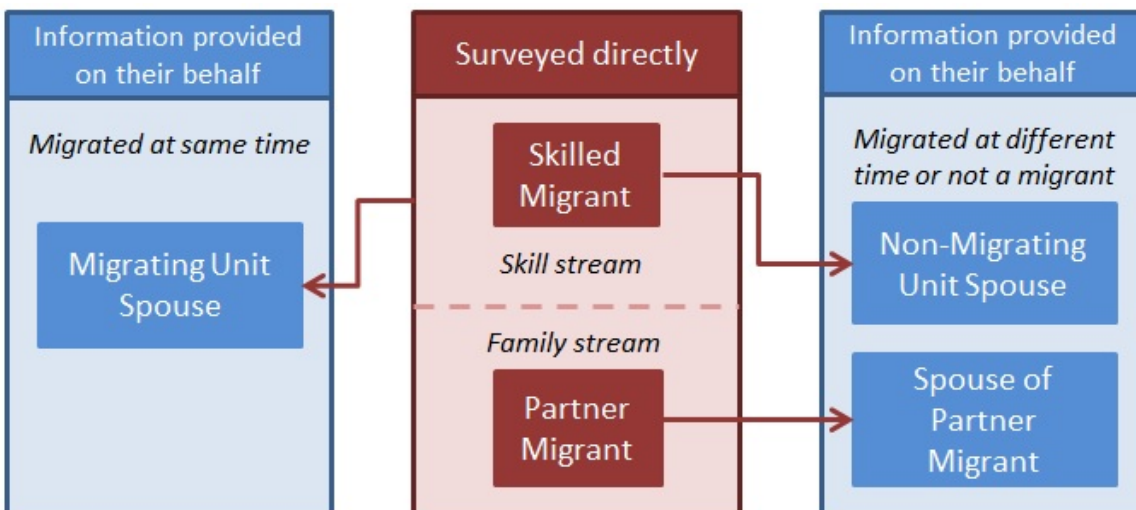
The CSAM collected information on the following groups of recent migrants:

- **Skilled Migrants**—migrants granted a visa through the Skill stream of Australia’s Migration Programme, based on their skills and qualifications. They are sometimes referred to as Skill stream primary applicants.
- **Migrating Unit Spouses**—spouses of Skilled Migrants who came to Australia as part of the same migrating unit.
- **Partner Migrants**—primary applicants granted a Partner visa through the Family stream of Australia’s Migration Programme, 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 the following groups:

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

### Groups surveyed in the CSAM







## About this report

This report includes results from the introductory survey and follow-up survey of migrants from CSAM Cohort 2, that is, migrants who arrived in Australia or were granted a permanent or provisional visa in early 2014. Outcomes have been compared between different migrant groups, as well as outcomes 12 months apart. Results are provided only for migrants who responded to both the introductory and follow-up surveys.

The report includes a comparison of Cohort 1 and Cohort 2 outcomes at the same stage of settlement. This time-series analysis enables the influence of changes in migration policy and the wider economy—and their impact on migrant employment outcomes—to be observed.

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 7397 migrants completing both the introductory and follow-up surveys. This reduces the effects of any respondent bias in the data, so that results can be more easily generalised to 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](#).

# Employment Outcomes

## Changes in outcomes

This section of the report compares the employment outcomes of recent migrants at the six and 18-month stages of settlement. Outcomes are shown for primary applicants of the Skill and Family visa streams—Skilled Migrants and Partner Migrants respectively. Results for spouses of Skilled Migrants (Migrating Unit Spouses and Non-Migrating Unit Spouses) and Spouses of Partner Migrants are also shown.

## Outcomes at six months

### Skilled Migrants

Table 1 shows Skilled Migrants achieved good employment outcomes at the six-month stage of settlement. Almost nine-in-ten reported being employed, predominantly in highly skilled jobs, and almost all reported participating in the labour force either being employed or actively looking for work. These outcomes compared favourably to the general population—Australian population aged 15 years and over—where six-in-ten were employed and under two-thirds were participating in the labour force. As these migrants were still relatively new to the country they did report a higher unemployment rate (8.2 per cent) than the general population (6.3 per cent) and slightly lower median annual full-time earnings of \$64,200 compared with \$69,600 for the general population.

### Other Migrants

Migrating Unit Spouses and Partner Migrants—migrants not granted a visa based on any skills or qualifications—reported levels of employment and median annual full-time earnings well below the general population. For example, they reported an unemployment rate more than triple the national average, and median full-time earnings \$20,000 less than the general population. Reflecting their younger age profile, participation rates were higher than those of the general population.

### Other Groups


Spouses of Partner Migrants and Non-Migrating Unit Spouses reported higher levels of employment and participation in the labour force compared to the general population. This was not unexpected. Most of these cohorts were established Australian residents, who tended to be younger than the average Australian, and therefore more likely to be participating in the labour market.

## At 18 months

### Skilled Migrants

Table 1 also shows Skilled Migrants reported improved employment outcomes between the six-month and 18-month stages of settlement. These improved employment outcomes included:

- an **increase** in the proportion employed—up 3.6 percentage points since the six-month stage of settlement
- an **increase** in the proportion in highly skilled employment—up 4.7 percentage points
- a **decrease** in the unemployment rate—down 4.4 percentage points
- **growth** in median annual full-time earnings—up \$5,800.



Employment outcomes also improved at a greater rate compared to the general population. Between the six and 18-month stages of settlement (from October 2014 to September 2015) unemployment for Skilled Migrants was down 4.4 percentage points, compared to a 0.3 percentage point drop nationally. These findings show that newly-arrived Skilled Migrants have adapted to their new environment and improved their employment outcomes given sufficient time in the labour force.

## Other Migrants

Partner Migrants also reported substantially improved employment outcomes. Employment rates increased 5.7 percentage points, to 66.4 per cent (compared to 61.3 per cent among the general population), with increases in employment split evenly between highly skilled, semi-skilled and low skilled jobs. Despite reporting an unemployment rate of 12.3 per cent at the 18-month stage of settlement (double the 6.0 per cent unemployment rate among the general population), unemployment had decreased 9.2 percentage points since the earlier survey.

Employment outcomes also improved for Migrating Unit Spouses. The proportion employed increased 2.5 percentage points, mostly in highly skilled and semi-skilled jobs. Their unemployment rate fell 7.8 percentage points and median annual full-time earnings rose \$5,100 since the six-month stage of settlement.

While employment was up, workforce participation was slightly down for both groups, indicating that some may be withdrawing from the labour market as their spouses find employment.

## Other Groups

Non-Migrating Unit Spouses and Spouses of Partner Migrants reported lower proportions employed (down 1.2 and 2.4 percentage points respectively) over the 12-month period, with Non-Migrating Unit Spouses also reporting a higher unemployment rate. Despite this, median annual full-time earnings increased \$8,200 for Spouses of Partner Migrants, and increased \$7,600 for Non-Migrating Unit Spouses—the largest increases in earnings among any of the migrant groups.

Table 1: Employment outcomes by visa stream

	All Surveyed Migrants <sup>1</sup>	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. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>10,573</b>	<b>5,423</b>	<b>3,176</b>	<b>586</b>	<b>1,974</b>	<b>1,833</b>	
<b>At six months</b>							
<b>Employment Outcomes (weighted) (%)</b>							
Employed	70.7	88.6	61.9	78.0	60.6	85.1	60.6
Highly skilled <sup>4</sup>	36.2	61.3	24.2	44.3	21.8	43.8	N/A
Semi-skilled <sup>4</sup>	22.5	19.5	21.9	25.2	24.9	30.9	N/A
Low skilled <sup>4</sup>	10.6	6.4	14.1	5.4	12.5	8.1	N/A
Unemployed	13.6	7.9	16.9	5.4	16.6	6.5	4.0
Not in labour force	15.7	3.5	21.2	16.6	22.8	8.4	35.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	16.1	8.2	21.5	6.5	21.5	7.1	6.3
Participation rate	84.3	96.5	78.8	83.4	77.2	91.6	64.6
<b>Earnings (weighted)</b>							
Median annual full-time earnings (\$'000) <sup>5</sup>	55.0	64.2	49.9	62.4	50.0	57.8	69.6
<b>At eighteen months</b>							
<b>Employment Outcomes (weighted) (%)</b>							
Employed	75.0	92.2	64.4	76.9	66.4	82.7	61.3
Highly skilled <sup>4</sup>	39.2	66.0	26.2	43.1	24.3	44.6	N/A
Semi-skilled <sup>4</sup>	24.2	20.3	24.4	26.8	27.1	29.6	N/A
Low skilled <sup>4</sup>	11.2	5.8	13.3	5.8	14.4	7.9	N/A
Unemployed	7.5	3.6	10.3	8.2	9.3	3.9	3.9
Not in labour force	17.5	4.2	25.3	15.0	24.3	13.4	34.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	9.1	3.8	13.7	9.6	12.3	4.5	6.0
Participation rate	82.5	95.8	74.7	85.0	75.7	86.6	65.1
<b>Earnings (weighted)</b>							
Median annual full-time earnings (\$'000) <sup>5</sup>	60.0	70.0	55.0	70.0	52.0	66.0	69.6
<b>Change in outcome</b>							
<b>Employment Outcomes (weighted) (%)</b>							
Employed	4.3	3.6	2.5	-1.2	5.7	-2.4	0.7
Highly skilled <sup>4</sup>	3.0	4.7	2.0	-1.1	2.5	0.8	N/A
Semi-skilled <sup>4</sup>	1.8	0.8	2.5	1.6	2.2	-1.4	N/A
Low skilled <sup>4</sup>	0.5	-0.6	-0.7	0.4	1.9	-0.2	N/A
Unemployed	-6.1	-4.3	-6.7	2.8	-7.3	-2.6	-0.1
Not in labour force	1.7	0.6	4.1	-1.6	1.5	5.0	-0.5
<b>Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Unemployment rate	-7.0	-4.4	-7.8	3.1	-9.2	-2.5	-0.3
Participation rate	-1.7	-0.6	-4.1	1.6	-1.5	-5.0	0.5
<b>Earnings (weighted)</b>							
Median annual full-time earnings (\$'000) <sup>5</sup>	5.0	5.8	5.1	7.6	2.0	8.2	N/A

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys.

1. 'All 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. The total number of responses (n=7,397) is the sum of Skilled Migrants and Family stream Partner Migrants.

2. General Pop. = General Population; Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2014 and November 2015 (Trended); Earnings figures for Australian employees sourced from ABS 6306.0 May 2014.

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

4. A 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. Excludes a small number of unknown occupations—totals do not add to per cent 'Employed'. See Appendix B: Glossary, for definitions of the skill levels.

5. Records 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 transitions

### Skilled Migrants

Figure 1 is a matrix that shows the employment outcomes of Skilled Migrants at the six and 18-month stages of settlement. A majority (57.8 per cent) of these migrants were in highly skilled employment at both stages of settlement—that is jobs requiring a Diploma level qualification or higher. Over one-in-five (22.4 per cent) remained employed in ‘other’ jobs (which included semi/low-skilled jobs and jobs of unknown skill level) at both stages of settlement.

The rate of upskilling—moving from a semi/low-skilled job at the six-month stage of settlement to a highly skilled job at the 18-month stage—was around one-in-thirty (3.4 per cent), while the rate of de-skilling (moving from a highly skilled job to a semi/low-skilled job) was only 1.1 per cent—a net gain of 2.3 per cent.

Consistent with the overall fall in unemployment between the two surveys of 4.4 percentage points, three-quarters of those that were unemployed at the six-month stage of settlement found work 12 months later, mostly in highly skilled jobs. A similar pattern of results were seen for those not in the labour force at the six-month stage of settlement (3.5 per cent); around one-half moved into employment between the six and 18-month stages, of which three-quarters were in highly skilled fields.

**Figure 1: Employment transitions for Skilled Migrants**

Labour market outcome at 6 months					Outcome at 18 months
In highly skilled job (61.3%)	In other job (27.3%)	Not in labour force (3.5%)	Unemployed (7.9%)		
57.8%	3.4%	1.3%	3.6%	←	In highly skilled job 66.1%, up 4.7pp*
1.1%	22.4%	0.4%	2.3%	←	In other job 26.2%, down 1.1pp*
1.4%	0.6%	1.4%	0.7%	←	Not in labour force 4.1%, up 0.6pp*
1.0%	0.9%	0.4%	1.3%	←	Unemployed 3.6%, down 4.2pp*

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys. An invalid response in either survey removes that migrants' response from this figure; hence some percentages vary marginally from Table 1.

\*pp: percentage points

### Partner Migrants

Figure 2 is a matrix that shows the lower set of employment outcomes for Partner Migrants compared with Skilled Migrants. Less than one-in-five (19.5 per cent) of these migrants remained in highly skilled jobs at both stages of settlement compared to one-third (33.3 per cent) remaining in ‘other’ lower skilled fields. Further to this, around one-in-six (16.5 per cent) were out of the labour force and 4.7 per cent were unemployed at both stages of settlement, compared to 1.4 per cent and 1.3 per cent for Skilled Migrants respectively.

Despite this, the outcomes of Partner Migrants do improve with an additional 12 months in Australia. One-in-ten (11.1 per cent) of these migrants moved from being unemployed or not in the labour force into employment by the 18-month stage of settlement, while just 4.7 per cent of Partner Migrants moved in the opposite direction. Almost half (44.6 per cent) of those unemployed and one-in-six (16.2 per cent) not in the labour force at the six-month stage of settlement, had found work by the 18-month stage of settlement (mostly in 'other' jobs).

The rate of upskilling for these migrants was 2.5 per cent, while the rate of de-skilling was 0.6 per cent—a net gain of 1.8 per cent. This is less than for Skilled Migrants 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 work over the long-term.

Results from Figures 1 and 2 also show that Skilled Migrants maintain higher levels of employment (particularly in higher skilled jobs). For example, 84.7 per cent of Skilled Migrants were employed at both the six and 18-month stages of the survey compared to just 55.9 per cent of Partner Migrants.

**Figure 2: Employment transitions for Partner Migrants**

Labour market outcome at 6 months					Outcome at 18 months
In highly skilled job (21.9%)	In other job (38.7%)	Not in labour force (22.8%)	Unemployed (16.6%)		
↓	↓	↓	↓	←	In highly skilled job 24.4%, up 2.5pp*
19.5%	2.5%	0.6%	1.9%	←	In other job 42.6%, up 3.8pp*
0.6%	33.3%	3.1%	5.5%	←	Not in labour force 23.8%, up 1.0pp*
0.8%	2.1%	16.5%	4.5%	←	Unemployed 9.2%, down 7.4pp*
0.9%	0.9%	2.6%	4.7%		

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys. An invalid response in either survey removes that migrants' response from this figure; hence some percentages vary marginally from Table 1.

\*pp: percentage points

## Skilled Migrants outcomes: a deeper look at employment outcomes

This section of the report focuses on primary applicant Skilled Migrants, providing cross-sectional and longitudinal commentary on the employment outcomes of different skilled migration categories. These categories comprise Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled. This latter group includes Family and Regional Sponsored migrants. Definitions of these categories are in the Appendix.

### Outcomes at 18 months

Table 2 shows that at the 18-month stage of settlement, over nine-in-ten (92.2 per cent) Cohort 2 Skilled Migrants reported being employed (two-thirds, or 66 per cent, in highly skilled jobs). The proportion employed was broadly similar across migrant groups, and was as high as 95.5 per cent for Employer Sponsored migrants, and as low as 82.6 per cent for Other Skilled. At a similar time, only 61.3 per cent of the general population were employed.


Only 2.0 per cent of Employer Sponsored and 3.6 per cent of Onshore Independent migrants reported being unemployed, while unemployment rates for other migrants were within the range of 5 per cent to 6 per cent. There was near full participation in the labour force among Skilled Migrants.

Nine-in-ten Employer Sponsored migrants were in full-time employment and seven-in-ten were in highly skilled jobs. Offshore Independent and Onshore Independent migrants reported similar levels of full-time employment (around eight-in-ten) and highly skilled employment (around seven-in-ten), followed by State/Territory Nominated migrants at slightly lower levels. Eight-in-ten Other Skilled migrants reported being employed, although this fell to only six-in-ten Other Skilled migrants in full-time employment and less than half in highly skilled jobs.

### Changes in outcomes

Table 2 also shows that the proportion of employed Skilled Migrants increased 3.6 per cent between the six and 18-month stages of settlement (almost all of these increases were in highly skilled jobs). An extra one-in-seven Offshore Independent migrants reported being employed by the 18-month stage (one-in-ten in highly skilled jobs)—the largest increase in employment among the Skilled Migrants groups. By the 18-month stage Offshore Independent migrants had caught up to Employer Sponsored migrants, reporting similar levels of highly skilled employment. Onshore Independent and State/Territory Nominated migrants also reported a surge in highly skilled employment, with an 8.1 and 7.1 percentage point increase in highly skilled employment respectively.

All Skilled Migrants except Employer Sponsored reported higher rates of full-time employment by the 18-month stage of settlement, with Offshore Independent and State/Territory Nominated migrants reporting the largest increases. Participation rates remained consistent between both stages of settlement, which indicates the vast majority of Skilled Migrants were maintaining efforts to remain employed (or gain employment) 18 months after settling in Australia.



Median annual full-time earnings reported at the 18-month stage of settlement were largest for Offshore Independent (\$80,000) and Employer Sponsored (\$79,000), followed by State/Territory Nominated (\$65,000), Onshore Independent (\$64,000) and Other Skilled migrants (\$53,000). Median annual full-time incomes increased by \$5,000 to \$5,500 between the six and 18-month stages of settlement, with Employer Sponsored migrants reporting the largest increase in median annual full-time earnings (\$5,500) and with all other skilled migrant groups reporting increases of around \$5,000.



**Table 2: Occupation outcomes for primary applicant Skilled Migrants**

	All Skilled Migrants	Employer Spon.	State/Territory Nom.	Off-shore Indep.	On-shore Indep.	Other Skilled <sup>1</sup>	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>5,423</b>	<b>1,270</b>	<b>1,676</b>	<b>640</b>	<b>1,064</b>	<b>773</b>	
<b>At six months</b>							
<b>Employment Outcomes (weighted) (%)</b>							
Employed	88.6	97.1	83.9	76.5	88.9	78.6	60.6
Highly skilled <sup>4</sup>	61.3	70.8	55.1	59.0	63.3	40.1	N/A
Semi-skilled <sup>4</sup>	19.5	22.6	16.9	10.8	17.5	24.2	N/A
Low skilled <sup>4</sup>	6.4	2.5	10.7	5.4	6.3	12.7	N/A
Unemployed	7.9	1.0	13.3	21.0	7.6	11.4	4.0
Not in labour force	3.5	1.8	2.8	2.5	3.6	10.0	35.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	8.2	1.1	13.7	21.6	7.8	12.7	6.3
Participation rate	96.5	98.2	97.2	97.5	96.4	90.0	64.6
<b>Earnings (weighted)</b>							
Median annual full-time earnings (\$'000) <sup>5</sup>	64.2	73.5	60.0	75.0	59.0	47.9	69.6
<b>At eighteen months</b>							
<b>Employment Outcomes (weighted) (%)</b>							
Employed	92.2	95.5	90.8	91.9	93.5	82.6	61.3
Highly skilled <sup>4</sup>	66.0	70.5	62.2	70.3	71.5	44.5	N/A
Semi-skilled <sup>4</sup>	20.3	22.2	19.0	16.1	16.8	26.4	N/A
Low skilled <sup>4</sup>	5.8	2.8	9.5	5.5	4.9	11.4	N/A
Unemployed	3.6	1.9	5.6	5.1	3.5	5.2	3.9
Not in labour force	4.2	2.6	3.6	3.0	3.0	12.2	34.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	3.8	2.0	5.8	5.3	3.6	6.0	6.0
Participation rate	95.8	97.4	96.4	97.0	97.0	87.8	65.1
<b>Earnings (weighted)</b>							
Median annual full-time earnings (\$'000) <sup>5</sup>	70.0	79.0	65.0	80.0	64.0	53.0	69.6
<b>Change in outcome</b>							
<b>Employment Outcomes (weighted) (%)</b>							
Employed	3.6	-1.7	6.9	15.5	4.6	4.0	0.7
Highly skilled <sup>4</sup>	4.7	-0.3	7.1	11.3	8.1	4.4	N/A
Semi-skilled <sup>4</sup>	0.8	-0.4	2.1	5.3	-0.6	2.2	N/A
Low skilled <sup>4</sup>	-0.6	0.3	-1.2	0.1	-1.4	-1.3	N/A
Unemployed	-4.3	0.9	-7.7	-15.9	-4.1	-6.1	-0.1
Not in labour force	0.6	0.8	0.8	0.5	-0.5	2.1	-0.5
<b>Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Unemployment rate	-4.4	0.9	-7.9	-16.3	-4.3	-6.7	-0.3
Participation rate	-0.6	-0.8	-0.8	-0.5	0.5	-2.1	0.5
<b>Earnings (weighted)</b>							
Median annual full-time earnings (\$'000) <sup>5</sup>	5.8	5.5	5.0	5.0	5.0	5.1	N/A

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys.

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

2. General Pop. = General Population; Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2014 and November 2015 (Trended); Earnings figures for Australian employees sourced from ABS 6306.0 May 2014.

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

4. A 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. Excludes a small number of unknown occupations, totals do not add to per cent 'Employed'. See Appendix B: Glossary, for definitions of the skill levels.

5. Records 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 of Skilled Migrants

Information on the occupation and industry of employment was collected for Skilled Migrants who reported being employed at the six and 18-month stages of settlement.

### Occupation

Table 3 indicates that employed Skilled Migrants were working in similar occupation categories at the six and 18-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. Around one-in-six were employed as Technicians and trades workers, while around one-in-eight were working as Managers. Collectively, 74.7 per cent of these migrants were working in these skilled and highly skilled fields at the 18-month stage of settlement. This was 24.2 percentage points higher than the figure for Australian workers (as measured by the Australian Bureau of Statistics Labour Force survey in November 2015).

### Industry


The health care and social assistance industry was the main employer of Skilled Migrants—employing 17.7 per cent of these migrants at the six and 18-month stages of settlement. The proportion working in professional, scientific and technical services (the industry employing the second largest number of Skilled Migrants) and accommodation and food services (the third largest employer) decreased, while the proportion working in other industries increased 3.5 percentage points. In total, 41.2 per cent of Skilled Migrants were working in the three most popular industries at the 18-month stage of settlement. For the Australian workforce, employment was more dispersed, with the three main industries accounting for only 28.3 per cent of workers.

### Earnings

As previously discussed, median annual full-time earnings were up \$5,800 between the six and 18-month stages of settlement. Similarly, part-time earnings increased \$5,200 during the same period. Overall, median annual earnings were up \$5,000, which translated to a \$3.50 hourly increase in earnings.

### Specific occupations

Skilled migrants most often reported working as software and applications programmers, registered nurses, accountants and chefs at both the six and 18-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.



When applying for migration, the vast majority of Skilled Migrants 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 18-month stage, over two-thirds (58.9 per cent) of employed Skilled Migrants were working in their nominated, or related, field—1.8 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 and the fact that a higher number of Skilled Migrants were working at the 18-month stage.

Among Skilled Migrants not working in their nominated, or related, field, the main reasons mentioned were as follows:

- Lack of jobs/work opportunities in their nominated, or related, field (35.2 per cent of those asked).
- No longer interested in working in their nominated, or related, field (22.2 per cent of those asked).
- Insufficient work experience to work in their nominated, or related field, including lack of experience in Australia (17.5 per cent of those asked).

## Finding work

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 34.9 per cent of Skilled Migrants) and hearing about a job through a friend or family member (24.8 per cent). Around one-in-seven (13.1 per cent) reported changing jobs during the 12 months following the introductory survey.

**Table 3: Employment characteristics of Skilled Migrants**

	At six months	At eighteen months	Change in outcomes
<b>Sample size<sup>1</sup></b>	<b>4,704</b>	<b>4,944</b>	<b>-</b>
<b>Occupation Category (weighted) (%)</b>			
Managers	12.9	13.3	0.4
Professionals	44.4	45.6	1.1
Technicians and trades workers	16.6	15.8	-0.9
Other occupations	26.0	25.3	-0.7
<b>Industry of Employment (weighted) (%)</b>			
Health care and social assistance	17.7	17.7	0.1
Professional, scientific and technical services	15.3	13.8	-1.5
Accommodation and food services	10.9	9.7	-1.2
Construction	9.2	9.0	-0.2
Manufacturing	8.2	7.6	-0.6
Other industries	38.8	42.2	3.5
<b>Most common occupations (weighted) (%)</b>			
Software and applications programmers	5.3	5.8	0.4
Registered nurses	4.8	4.6	-0.1
Accountants	4.0	4.0	0.0
Chefs	3.3	3.1	-0.2
Enrolled and mothercraft nurses	2.8	2.6	-0.2
Other occupations	79.8	79.8	0.0
<b>How job was found<sup>2</sup> (weighted) (%)</b>			
Through a general internet vacancy/job search site (e.g. Seek)	<b>N/A</b>	34.9	<b>N/A</b>
Heard about the job from a friend or family member	<b>N/A</b>	24.8	<b>N/A</b>
Other internet site	<b>N/A</b>	7.1	<b>N/A</b>
Approached employer/cold canvassing	<b>N/A</b>	6.4	<b>N/A</b>
Employment agency	<b>N/A</b>	6.1	<b>N/A</b>
Was approached by employer	<b>N/A</b>	5.9	<b>N/A</b>
Internal transfer	<b>N/A</b>	5.5	<b>N/A</b>
<b>Changed job since introductory survey (weighted) (%)</b>			
	<b>N/A</b>	13.1	<b>N/A</b>
<b>Earnings and Hours<sup>3</sup> (weighted)</b>			
Median annual full-time earnings (\$'000)	64.2	70.0	5.8
Median annual part-time earnings (\$'000)	31.2	36.4	5.2
Median annual earnings (\$'000)	60.0	65.0	5.0
Median hourly rate of pay (\$/hour)	29.4	32.9	3.5

Note: Table includes only Cohort 2 skilled migrant respondents who participated in both the introductory and follow-up surveys, and were employed at both surveys.

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

2. Respondents could mention more than one method for finding a job. Only responses greater than 5 per cent shown in table. Other methods (mentioned by 46.5 per cent of respondents) included: Started a business/became self-employed, Employer sponsored as part of visa application, Ad in newspaper, Through studies/study placement, and Job advertisement.

3. Records 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 of Skilled Migrants

Further details on the experiences of employed recent migrants were captured in the follow-up survey.

### Length of employment

In this survey, Skilled Migrants reported working for an average of 11.3 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.

Improvements were most marked for Offshore Independent migrants with an additional 3.4 months in employment on average—up from just 7.4 months to 10.8 months for the 12 months preceding the follow-up survey. State/Territory Nominated migrants also reported substantial improvements—up from 8.8 months to 11 months. Other skilled migrant categories also improved, but the improvements were less marked—up 0.5 months for Onshore Independent and 0.3 months for Other Skilled categories (Employer Sponsored migrants were unchanged at 11.7 months).

### Jobs held

While moving from one job to another is often a sign of improved career prospects, frequently changing jobs is a symptom of job insecurity. At the aggregate level there does not appear to be a high rate of change from one job to another. The average number of jobs held during the 12 months preceding the follow-up survey was 1.3, with 73 per cent of Skilled Migrants having only held one job over that period, 21 per cent having held 2 jobs and 5 per cent over 3 jobs. For the 12 months preceding the introductory survey the average number of jobs held was 1.4.

### Employment type

At the 18-month stage of settlement, around two-thirds (64.2 per cent) of Skilled Migrants were working on a permanent or ongoing basis. Across the various categories, the highest level of permanent employment was for Employer Sponsored migrants (72 per cent), followed by State/Territory Nominated migrants (63.7 per cent) and Offshore Independent migrants (62.4 per cent).

Between 16 per cent to 18 per cent of Onshore Independent and Offshore Independent migrants, State/Territory Nominated and Employer Sponsored migrants were employed on fixed term contracts. Other Skilled migrants—a group which includes business migrants—were more likely than other skilled migrant categories to be self-employed (31.2 per cent vs 10.6 per cent for all Skilled Migrants).

### Job seeking

One-in-five (20.5 per cent) employed Skilled Migrants were actively looking for another job—comprised of 17.5 per cent looking to change jobs and 3 per cent looking for an extra job. State/Territory migrants, at 28.2 per cent, were most likely to be actively looking to change jobs, while Employer Sponsored migrants were least likely, with only 11.3 per cent actively looking.



## Attitudes

When employed Skilled Migrants were asked to rate their attitude to their main job, almost three-quarters (72.6 per cent) reported that they 'liked' their job, a further one-quarter (24.5 per cent) thought their job was 'ok but could be better'. The proportion 'liking' their main job was highest for Employer Sponsored migrants (79.4 per cent) compared to around two-thirds of other skilled migrant group categories. Around 1 per cent of Skilled Migrants reported not liking their job, with Other Skilled migrants reporting the highest rate of not liking their job (and Onshore Independent the lowest).

## Changes between Cohort 1 and Cohort 2

Figure 3 compares employment outcomes at the 18-month stage of settlement for Cohort 1 migrants (surveyed October 2014 to December 2014) and Cohort 2 migrants (surveyed September 2015 to December 2015).

Results show that Employer Sponsored migrants maintained strong employment outcomes between Cohorts 1 and 2, with employment to population ratios around 2 percentage points lower and unemployment rates 0.5 percentage points higher for Cohort 2 migrants.

Employment to population ratios for both cohorts were within 1 to 2 per cent for State/Territory Nominated, Offshore Independent and Onshore Independent migrants, although around 3 per cent fewer migrants from the Other Skilled category were employed at Cohort 2. Cohort 2 unemployment rates were higher than for Cohort 1 for State/Territory Nominated (up 1.8 percentage points), Offshore Independent (up 1.6 percentage points) and Onshore Independent (up 0.8 percentage points).

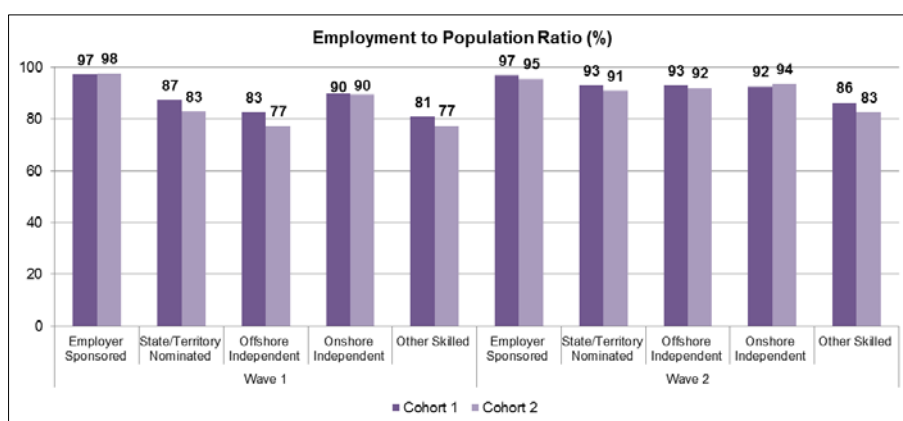
As Skilled Migrants have had 18 months since being granted a visa or permanent residency to gain employment in the Australian labour force, worsening unemployment rates for these Skilled Migrants may indicate a general softening in the Australian labour market.

Full-time employment was down around 8 percentage points for Other Skilled migrants and down 3 to 4 percentage points for State/Territory Nominated and Offshore Independent migrants. In contrast, Onshore Independent migrants reported a rate of full-time employment that was 3 percentage points greater, while the rate of full-time employment was steady for Employer Sponsored migrants.

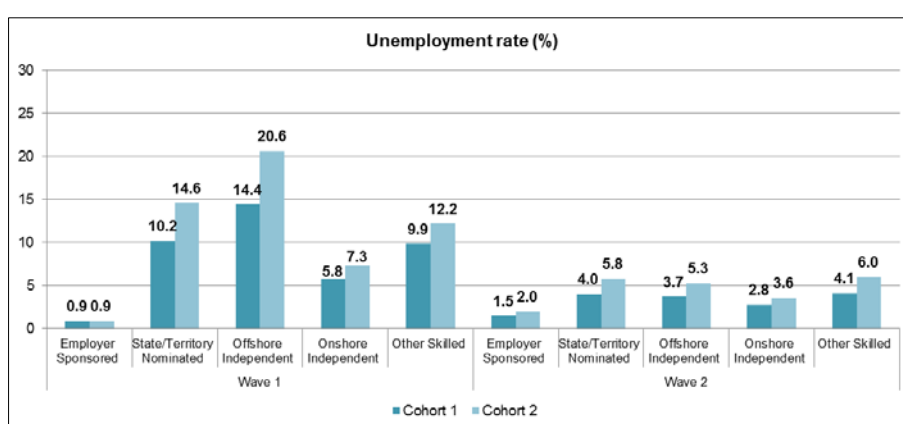
Figure 3 also shows that median annual full-time earnings grew by around \$3,000 to \$4,000 for Employer Sponsored, Onshore Independent and Other Skilled migrants between Cohorts 1 and 2. Median annual full-time earnings fell by around \$5,000 for Offshore Independent migrants, while State/Territory Nominated full-time earnings were unchanged.

Figure 3: Comparisons of key employment outcomes

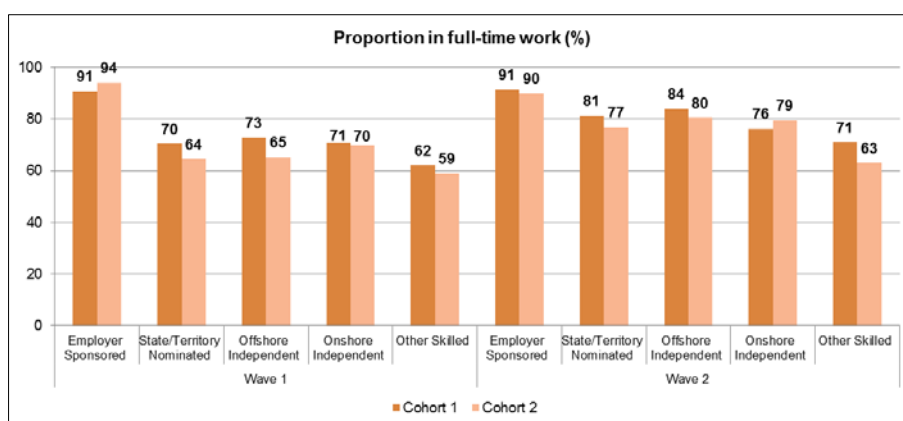
a) Employment to Population Ratio (per cent)



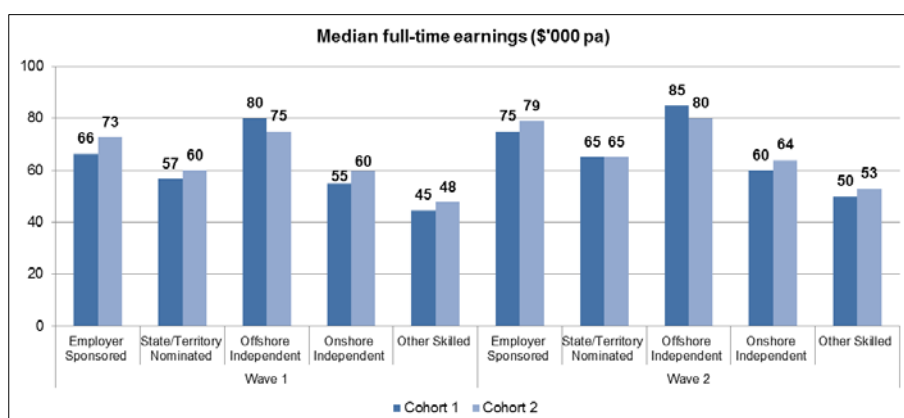
b) Unemployment rate (per cent)



c) Proportion in full-time work (per cent)



d) Median full-time earnings (\$'000 pa)





## Demographic and language characteristics

### Age

Table 4 provides details of demographic characteristics across all migrant categories responding to both the introductory and follow-up surveys from Cohort 2. The demographic profile of these migrants indicates that Skilled Migrants at the 18-month stage of settlement were a younger cohort, with over half (54.8 per cent) aged between 25 and 34 years, and around one-in-five (20.2 per cent) aged less than 25 years when arriving in Australia. Another one-in-five Skilled Migrants were aged between 35 and 44 years of age. Altogether, around 95 per cent of Cohort 2 migrants were aged less than 45 years. Partner Migrants had a similar age distribution to Skilled Migrants, although a higher proportion was aged less than 25 years (24.9 per cent) compared to Skilled Migrants.

### Gender

Skilled Migrants were predominantly male (63.8 per cent), while Partner Migrants were more likely to be female (69.1 per cent). The high proportion of females in the Partner Migrant category and males among Skilled Migrants 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 2014–15, Australia's Migration Programme as a whole comprised 47.1 per cent males and 52.9 per cent females, and 45.6 per cent were in the 25 to 34 year age range.

### Origin

Around eight-in-ten Skilled Migrants (78.7 per cent) and Partner Migrants (83.5 per cent) were not born in the main English-speaking countries (see Table 4 or Glossary for further details). The most popular country of origin for Skilled Migrants was India (19.7 per cent) followed by China (PRC) (15.2 per cent) and the United Kingdom (10.7 per cent). The countries of origin for Partner Migrants were more diverse, with one-in-ten Partner Migrants from China (PRC) and almost two-thirds from other countries not listed in Table 4.

### English proficiency

Despite Skilled Migrants coming predominantly from countries outside of the main English-speaking countries, over half (56.6 per cent) of Skilled Migrants and four-in-ten (41.1 per cent) Partner Migrants spoke English as their main or only language at home. The vast majority—95.7 per cent of Skilled Migrants, 90.3 per cent of their Migrating Unit Spouses and 80.9 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 were a significant finding, as the ability to speak English fluently is an important pre-requisite for finding work in Australia.

**Table 4: Demographic characteristics by visa stream at 18-month settlement stage**

	All Surveyed Migrants <sup>1</sup>	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
<b>Sample size<sup>2</sup></b>	<b>10,573</b>	<b>5,423</b>	<b>3,176</b>	<b>586</b>	<b>1,974</b>	<b>1,833</b>
<b>Gender<sup>3</sup> (weighted) (%)</b>						
Male	45.0	63.8	NC	NC	30.9	NC
Female	55.0	36.2	NC	NC	69.1	NC
<b>Age at arrival<sup>3</sup> (weighted) (%)</b>						
Less than 25	22.9	20.2	NC	NC	24.9	NC
25 to 34 years	53.9	54.8	NC	NC	53.3	NC
35 to 44 years	16.7	19.9	NC	NC	14.3	NC
45 to 54 years	4.8	4.6	NC	NC	4.9	NC
55 to 64 years	1.4	0.5	NC	NC	2.1	NC
65 years and over	0.3	0.0	NC	NC	0.5	NC
<b>Birthplace<sup>3</sup> (weighted) (%)</b>						
Main English-speaking countries <sup>4</sup>	18.6	21.3	NC	NC	16.5	NC
Other countries	81.4	78.7	NC	NC	83.5	NC
<b>Main origin countries (weighted) (%)</b>						
India	13.5	19.7	NC	NC	8.9	NC
China (PRC)	13.3	15.2	NC	NC	11.8	NC
United Kingdom	9.1	10.7	NC	NC	7.9	NC
Philippines	7.4	6.2	NC	NC	8.3	NC
Other countries	56.7	48.2	NC	NC	63.0	NC
<b>Main languages spoken (weighted) (%)</b>						
English	48.3	56.6	50.5	67.5	41.1	76.2
Mandarin	9.4	8.7	8.6	3.2	10.2	5.3
Chinese, nfd	3.6	5.1	3.8	5.4	2.4	1.2
Spanish	2.0	1.8	2.3	1.3	2.0	0.4
Other languages	36.8	27.7	34.8	22.5	44.4	17.0
<b>English proficiency (weighted) (%)</b>						
English best or only language/very well	61.1	70.8	64.1	79.8	52.6	87.0
English spoken well	26.7	24.9	26.2	14.8	28.2	9.5
English spoken not well/not at all	12.2	4.4	9.7	5.4	19.1	3.4

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys.


1. 'All 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.

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

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

4. Main 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.



At both the six and 18-month stages of settlement migrants were asked to self-assess their spoken English proficiency. When comparing levels of English proficiency between different groups at the 18-month settlement stage, seven-in-ten (71.1 per cent) Skilled Migrants 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 Partner Migrants, the corresponding figures were 64.3 per cent and 53.4 per cent respectively.

This particular result was not surprising, as 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 was surprising is that the reported level of English appeared to decline slightly between the six and 18-month stages of settlement. For example, at the six-month stage of settlement, 76.8 per cent of Skilled Migrants indicated that English was their best or only language or that they spoke English very well; by the 18-month stage this figure was just 71.1 per cent. At the six-month stage of settlement, 55.6 per cent of Partner Migrants indicated that English was their best or only language or they spoke English very well; the same measure had fallen to 53.4 per cent by the 18-month stage.

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.

## Migration characteristics

### Year of arrival

Table 5 provides further detail about migrants' backgrounds—indicating that at the 18-month stage of settlement around three-in-ten Skilled Migrants and one-quarter of Partner Migrants at the 18-month stage of settlement had arrived in Australia during 2014 (the year of completion for the introductory survey)—this includes both onshore and offshore migrants. Over half of Skilled Migrants had arrived in Australia during either 2013 or 2014, while one-quarter of Partner Migrants had arrived in Australia in 2012 compared to one-in-eight Skilled Migrants.

### Visa category

Over one-third (36.7 per cent) of Skilled Migrants migrated via the Employer Sponsored category, while around one-quarter (24.6 per cent) applied as an Onshore Independent. Over one-in-eight (13.2 per cent) Skilled Migrants were nominated for migration by a state or territory government, with almost one-in-ten having migrated as an Offshore Independent migrant.

### Migrating unit

Almost half of all primary applicant Skilled Migrants (44.3 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 (91.1 per cent) Partner Migrants coming through the Family stream migrated without children. At the 18-month stage of settlement, Skilled Migrants reported, on average, 2.5 dependants (including partners and children) compared to 1.4 dependants for Partner Migrants.

**Table 5: Migration characteristics by visa stream**

	All primary applicants	Skilled Migrant	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>7,397</b>	<b>5,423</b>	<b>1,974</b>
<b>Year of arrival (weighted) (%)</b>			
2014 <sup>2</sup>	27.4	29.6	25.7
2013	23.5	26.3	21.5
2012	21.0	14.9	25.5
2011	14.4	11.8	16.4
2010	4.9	5.3	4.6
2009 or earlier	8.8	12.1	6.3
<b>Visa reporting category (weighted) (%)</b>			
Employer Sponsored	N/A	36.7	N/A
State/Territory Nominated	N/A	15.7	N/A
Offshore Independent	N/A	9.8	N/A
Onshore Independent	N/A	24.6	N/A
Other Skilled	N/A	13.2	N/A
<b>Type of migrating unit (weighted)</b>			
Couple only (%)	N/A	23.8	N/A
Couple with children (%)	N/A	29.5	N/A
Single migrant with children (%)	6.1	2.4	8.9
Single migrant without children (%)	71.0	44.3	91.1
<i>Average number of dependants<sup>3</sup> (no.)</i>	2.2	2.5	1.4

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys.

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

2. All migrants granted an offshore visa arrived in 2014, and comprise around 80 per cent of the 2014 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. Base size excludes Single migrants without children (primary applicants: n=2300; Skill stream: n=2071; Family stream: n=229).

## Other characteristics

### Education

Table 6 shows that over 95.1 per cent of Skilled Migrants had a post-school qualification at the 18-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 41.8 per cent of Skilled Migrants and 29.8 per cent of Partner Migrants reporting this as their highest qualification. Master degrees also figured strongly—one-quarter of Skilled Migrants and one-in-eight Partner Migrants had these postgraduate degrees. Four-in-ten (40.8 per cent) Skilled Migrants 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.

The highest post-school qualification at the 18-month stage of settlement for Skilled Migrants was most commonly in the field of management and commerce (25 per cent), followed by engineering and related technologies (22.7 per cent). Health (13.7 per cent) and information technology (12.3 per cent) were other common fields of education. Over one-quarter (27.0 per cent) of Partner Migrants had attained their highest post-school qualification in management and commerce, followed by society and culture (20.3 per cent).

### Australian qualifications

Table 7 shows that 13.3 per cent of Skilled Migrants and 18.0 per cent of Partner Migrants obtained an Australian qualification between the six-month and 18-month stage of settlement. More than three-quarters (77.2 per cent) of these qualifications were at the Diploma/Certificate level, with management and commerce (25.2 per cent) and society and culture (22 per cent) the main fields of study for Australian qualifications obtained between the six-month and 18-month stages of settlement.


### Housing

Table 6 also shows details of skilled migrant housing arrangements at the 18-month stage of settlement. Almost three-quarters were paying rent and one-in-five were paying off a mortgage at this time. One-in-thirty owned their house outright, while 2.5 per cent were living with family/friends rent free.

Further to this, one-in-five (23.9 per cent) Skilled migrants reported owning (either fully or partially) house and/or land overseas at the 18-month stage of settlement.

### Satisfaction

Almost all Skilled Migrants were, to some extent, satisfied with their life in Australia at the 18-month stage of settlement. This included 54.1 per cent who were 'very satisfied' and 44.3 per cent who were 'satisfied'—less than 1 per cent 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 three-quarters of those dissatisfied), followed by one-in-ten mentioning cost of living issues. It should be noted, however, that the number dissatisfied with their life in Australia was very small (64 in total), so results should be interpreted with care.

## Mobility

Skilled migrants reported undertaking the following in the 12 months preceding the follow-up survey:

- 56.9 per cent travelled overseas to visit family/friends (43.7 per cent had done this once in the last 12 months and 13.2 per cent had done this more than once in the last 12 months)
- 49.4 per cent hosted visitors to Australia (once: 28 per cent; more than once: 21.4 per cent)
- 29.7 per cent travelled overseas for holiday/recreation (once: 22.3 per cent; more than once: 7.4 per cent)
- 11.1 per cent travelled overseas for business (once: 5.8 per cent; more than once: 5.3 per cent).

**Table 6: Other characteristics by visa stream**

	All primary applicants	Skilled Migrant	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>7,397</b>	<b>5,423</b>	<b>1,974</b>
<b>Highest education attainment (weighted) (%)</b>			
Doctor degree	2.5	4.3	1.2
Master degree	18.4	25.7	12.9
Other postgraduate qualification	4.2	4.6	3.9
Bachelor degree	35.0	41.8	29.8
Diploma level/certificate level	20.4	16.9	23.1
Other post-school qualification	3.9	1.8	5.5
No post-school qualification	15.5	4.9	23.6
<i>Australian qualification attained<sup>2</sup></i>	<i>31.4</i>	<i>40.8</i>	<i>24.2</i>
<b>Field of study (highest qualification) (weighted) (%)</b>			
Management and commerce	26.1	25.0	27.0
Information technology	8.6	12.3	5.1
Society and culture	14.0	7.5	20.3
Health	12.9	13.7	12.1
Engineering and related technologies	16.0	22.7	9.6
Education	3.8	2.1	5.4
Food, hospitality and personal services	5.3	5.5	5.1
Other field	13.3	11.0	15.5
<b>Current housing arrangements (weighted) (%)</b>			
Own outright	6.9	3.8	9.2
Pay mortgage	24.7	20.3	28.0
Pay rent	62.6	72.2	55.3
Living with family/friends rent free	5.0	2.5	6.9
Accommodation provided by employer	0.6	1.0	0.4
Other	0.2	0.2	0.2

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys.

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

2. Base size includes all respondents, excluding 'Not answered/known' responses where applicable.

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

	All primary applicants	Skilled Migrant	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>7,397</b>	<b>5,423</b>	<b>1,974</b>
<b>Australian education attainment (weighted) (%)</b>			
<i>Australian qualification attained in last 12 months<sup>2</sup></i>	16.0	13.3	18.0
<b>Qualification level<sup>3</sup></b>			
Doctor degree	2.1	4.4	0.8
Master degree	6.9	13.6	3.1
Other postgraduate qualification	5.5	6.3	5.0
Bachelor degree	7.8	13.4	4.7
Diploma level/Certificate level	77.2	60.9	86.4
Other post-school qualification	0.5	1.5	-
<b>Field of study<sup>3</sup></b>			
Management and commerce	25.2	27.8	23.8
Society and culture	22.0	11.1	28.0
Health	18.4	17.3	19.1
Education	5.7	5.0	6.0
Food, hospitality and personal services	6.3	5.2	7.0
Engineering and related technologies	10.8	17.0	7.4
Other field	11.5	16.7	8.6

Note: Table includes only Cohort 2 respondents who participated in both the introductory and follow-up surveys.

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

2. Base size includes all respondents, excluding 'Not answered/known' responses where applicable.

3. Base size includes respondents with Australian qualification attained in last 12 months.



# Appendix A: Explanatory notes

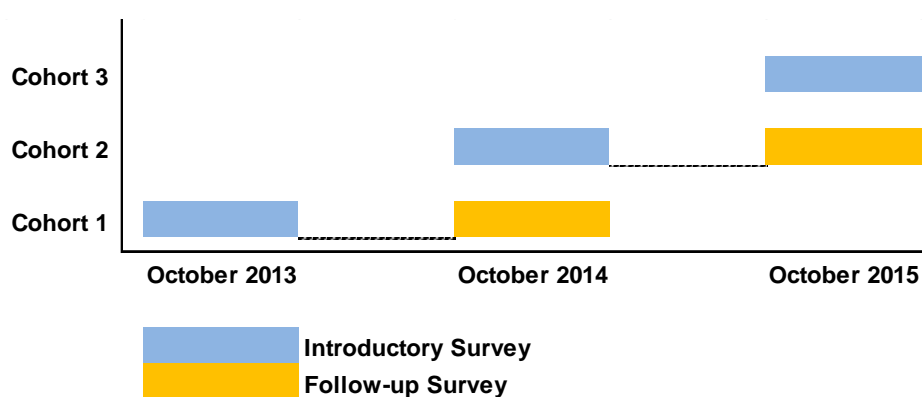
## About the CSAM

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 4 below for further details).

Figure 4: Timing of the CSAM



The migrants examined in this report—CSAM Cohort 2—migrated to Australia or were granted a visa onshore around 18 months prior to the follow-up survey. The follow-up survey itself was conducted between 21 September and 15 November 2015.

## What we collect

The introductory survey was based around a short 'pen and paper' (hardcopy) questionnaire designed to be completed in around 10 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 was a more comprehensive Computer Assisted Telephone Interview (CATI) for a trained interviewer to conduct. The follow-up survey looked 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 met.<sup>1</sup> To help respondents from non-English speaking backgrounds complete the introductory survey, the Translating and Interpreting Service (TIS National) was made available to respondents via the CSAM 1800 hotline. Migrants were able to complete the follow-up survey using the TIS National service and multi-lingual phone interviewers able to conduct interviews in a variety of languages (including Mandarin, Cantonese, Vietnamese, Italian and Arabic).

The primary applicant Skilled Migrant 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 Skilled Migrants (Migrating Unit and Non-Migrating Unit Spouses) and Family stream primary applicants (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 2014 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 Skilled Migrants, nominated occupation.

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

- Skilled Migrants or Partner Migrants from the Family stream
- Had been in Australia since mid-April 2014 (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 (for example name and address details) available.

---

<sup>1</sup>Such a survey is the Building a New Life in Australia Study, see: [Australian Institute of Family Studies—Building a New Life in Australia: The longitudinal study of humanitarian migrants](#)



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

## 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
- 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, 1845 sample records were matched to jurisdictional records.


## Preparing for the follow-up survey

To prepare for the Computer Assisted Telephone Interview (CATI) follow-up survey, a file containing the contact details of all people who responded to the introductory survey was created. These contact details—collected as part of the introductory survey—included up-to-date address information for the respondent, contact telephone numbers and email addresses.

## 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 a First Prize (1 x \$1,000 cash prize, cut off at 3<sup>rd</sup> week of fieldwork), Second Prize (2 x \$500 Coles-Myer vouchers, cut off at 6<sup>th</sup> week of fieldwork), and Third Prize (1 x \$500 Coles Myer voucher, cut off at 8<sup>th</sup> week of fieldwork).

Migrants completing the introductory survey (9038) were sent a 'thank you' letter three months before contact was made for the follow-up survey—the letter provided migrants the option of updating their contact details for the follow-up survey. Email versions of the 'thank you' letter were sent one week before fieldwork commencing to migrants with undeliverable address details—an email requesting further contact details was also sent at this time where a valid telephone number had not been collected. Migrants were contacted via email and SMS during fieldwork if there was difficulty making contact via the phone.

Migrants with valid phone numbers (8960) were contacted to complete a Computer Assisted Telephone Interview (CATI). Migrants were called, on average, 5.2 times to complete an interview. A total of 7397 migrants completed the follow-up survey—a response rate of 82.6 per cent. Response rates were highest for Offshore Independent migrants (85.2 per cent) and lowest for Other Skilled migrants (80.6 per cent).

## 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 (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

Weights were calculated for the introductory survey 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 raking (also known as iterative proportional fitting) to ensure that all the separate targets were met simultaneously, while minimising the occurrence of extreme weights.

Weights were calculated for the follow-up survey in two stages. First, to account for different levels of non-response since the introductory survey, data records were assigned a pre-weight based on the likelihood of responding to the follow-up survey. Pre-weights were determined based on selected migrant characteristics that were related to the likelihood of responding to the follow-up survey (those who were not employed at the introductory survey may have been less likely to respond to the follow-up survey than those that were employed, so were assigned a higher pre-weight). Second, the pre-weights were adjusted to accurately reflect the population characteristics (visa category, gender, birthplace, nominated occupation and age) of the introductory survey. This two-step process ensures that survey estimates are as representative as possible of the original population. Results at six and 18-month stages of settlement were weighted using the follow-up survey weighting variable.

## 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. 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:

[ABS Labour Force Definitions](#).

## 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	<a href="#">Australian Bureau of Statistics</a>
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:  <a href="#">Australian Bureau of Statistics - ANZSCO - Australian and New Zealand Standard Classification of Occupations</a>
ANZSIC	Australian and New Zealand Standard Industrial Classification (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:  <a href="#">Australian Bureau of Statistics Australian and New Zealand Standard Industrial Classification (ANZSIC)</a>
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:  <a href="#">Australian Bureau of Statistics Australian Standard Classification of Education (ASCED)</a>
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 participated in the follow-up survey in October 2014. CSAM Cohort 2 follow-up survey was conducted in October 2015, as was Cohort 3 introductory survey. Cohort numbering of the surveys have continued sequentially since.
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:  <a href="#">Department of Immigration and Border Protection Fact sheet—Sponsored Family stream</a>
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), or online questionnaire designed to be completed in around 10 minutes. All five cohorts of recent migrants undertook this survey around 6 months after being granted an onshore visa or 6 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.
Main English-speaking Countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States, New Zealand and Australia. For more information see:  <a href="#">Australian Bureau of Statistics Educational Attainment: Migrants and education – Main English speaking countries (MESOC)</a>
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.



Term	Definition
Nominated occupation	Migrants seeking to apply under Australia's Points Tested Skilled Migration 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 main English-speaking countries.
Partner Migrant	Comprises migrants who have arrived on a Prospective Marriage or Partner visa.
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 2013 and December 2013, the second round was between October 2014 and December 2014, the third round was between October 2015 and December 2015, and the fourth round will be between October 2016 and December 2016.
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)	<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><a href="#"><u>Department of Social Services Settlement and Multicultural Affairs Settlement Reporting Facility</u></a></p>
Skill stream	<p>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 Skilled Migrants are also counted as part of the Skill stream.</p>
Skilled Migrant	<p>Migrants granted a visa under the Skill stream and refers only to the primary applicant.</p>
Spouse of Partner Migrant	<p>Is the spouse of the Partner Migrant.</p>
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><a href="#"><u>Department of Immigration and Border Protection Processing of State Territory and Regional Nominated</u></a></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 current occupation is lower than the skill level of the respondent's nominated occupation when the current occupation and nominated occupation do not match.</p>

Term	Definition
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 <sup>1</sup>
<b>Employer Sponsored</b>
<ul style="list-style-type: none"> <li>Regional Sponsored Migration Scheme (subclass 119)</li> <li>Labour Agreement (subclass 120)</li> <li>Employer Nomination (subclass 121)</li> <li>Employer Nomination Scheme (subclass 186)</li> <li>Regional Sponsored Migration Scheme (subclass 187)</li> <li>Labour Agreement (subclass 855)</li> <li>Employer Nomination Scheme (subclass 856)</li> <li>Regional Sponsored Migration Scheme (subclass 857)</li> </ul>
<b>State/Territory Nominated</b>
<ul style="list-style-type: none"> <li>Skilled – Sponsored (subclass 176) (Sponsored by State/Territory government)</li> <li>Skilled – Nominated (subclass 190)</li> <li>Skilled – Regional Sponsored (subclass 475) (Sponsored by State/Territory government)</li> <li>Skilled – Regional Sponsored (subclass 487) (Sponsored by State/Territory government)</li> <li>Skilled – Regional (Provisional) (subclass 489) (Sponsored by State/Territory government)</li> <li>Skilled – Sponsored (subclass 886) (Sponsored by State/Territory government)</li> </ul>
<b>Offshore Independent</b>
<ul style="list-style-type: none"> <li>Skilled – Independent (subclass 175)</li> <li>Skilled Independent (subclass 189)</li> </ul>
<b>Onshore Independent</b>
<ul style="list-style-type: none"> <li>Skilled Independent (subclass 189)</li> <li>Skilled – Independent Overseas Student (subclass 880)</li> <li>Skilled – Independent (subclass 885)</li> </ul>
<b>Other Skilled</b>
<ul style="list-style-type: none"> <li>Distinguished Talent (Australian support) (subclass 124)</li> <li>Business Talent (subclass 132)</li> <li>Business Owner (Provisional) (subclass 160)</li> <li>State/Territory Sponsored Business Owner (Provisional) (subclass 163)</li> <li>State/Territory Sponsored Senior Executive (Provisional) (subclass 164)</li> <li>State/Territory Sponsored Investor (Provisional) (subclass 165)</li> <li>Skilled – Sponsored (subclass 176) (Sponsored by family member)</li> <li>Business Innovation and Investment (Provisional) (subclass 188)</li> <li>Skilled – Regional Sponsored (subclass 475) (Sponsored by family member)</li> <li>Skilled – Recognised Graduate (subclass 476)</li> <li>Skilled – Regional Sponsored (subclass 487) (Sponsored by family member)</li> <li>Skilled – Regional (Provisional) (subclass 489) (Sponsored by family member)</li> <li>Established Business in Australia (subclass 845)</li> <li>Distinguished Talent (subclass 858)</li> <li>Skilled – Sponsored (subclass 886) (Sponsored by family member)</li> <li>Skilled – Regional (subclass 887)</li> <li>Business Innovation and Investment (Permanent) (subclass 888)</li> <li>Business Owner (Residence) (subclass 890)</li> <li>Investor (Residence) (subclass 891)</li> <li>State/Territory Sponsored Business Owner (Residence) (subclass 892)</li> <li>State/Territory Sponsored Investor (Residence) (subclass 893)</li> </ul>

1. 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**

<b>Family stream Visa Categories<sup>1</sup></b>
Spouse (subclass 100)
Prospective Marriage (subclass 300)
Spouse (provisional) (subclass 309)
Spouse (subclass 801)
Spouse (Extended Eligibility) (subclass 820)

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