Australian Government
Department of Immigration and Border Protection

# Continuous Survey of Australia's Migrants

## Cohort 2 Report – Introductory Survey - 2014

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Communication and Media Branch
Department of Immigration and Border Protection

PO Box 25
BELCONNEN ACT 2616

comms@border.gov.au

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# Executive Summary

## About the Survey

Between October and December 2014, over nine thousand recent migrants participated in the second introductory survey of the Continuous Survey of Australia's Migrants (CSAM). This cohort – known as CSAM Cohort 2 – comprised Skill Stream Primary Applicants and Partner Migrants from the Family stream. Eligibility for the survey was limited to those migrants on a permanent or provisional visa who were at the six-month stage of settlement, that is, they had either:

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

Information was also collected about the partners, that is, the Migrating Unit Spouse or the Non Migrating Unit Spouse of the Skill Stream Primary Applicant, and the Spouse of the Partner Migrant.

The first section of this report compares key employment outcomes between Cohort 1 and Cohort 2 of the CSAM at the same six-month stage of settlement. The remaining sections in the report contain more detailed information on the outcomes of Cohort 2 migrants at this stage of settlement. A companion report (to be released in 2016) will show how these outcomes have changed in the ensuing 12 months.

## Key Findings

A comparison of Cohort 2 with Cohort 1 revealed a similar set of very positive employment outcomes among Employer Sponsored migrants. This similarity in employment outcomes was also repeated among Onshore Independent migrants – noting that this group generally fares less well in the labour market than other categories of skilled migrants. Offshore Independent and State/Territory Nominated migrants in Cohort 2 reported higher unemployment rates and lower rates of full-time employment compared to their Cohort 1 counterparts.

Overall however, the key finding of this report was that Skill Stream Primary Applicants in Cohort 2 achieved good employment outcomes at the six-month stage of settlement. This included a very high participation rate of 96.3 per cent, high income levels and high rates of employment in highly skilled and full-time work. Skill Stream Primary Applicants outperformed the general population on most of these measures.

Employment outcomes (particularly the unemployment rate) of Migrating Unit Spouses and Partner Migrants were generally not as good. This is not unexpected, given that these migrants were not selected for migration on the basis of their employment prospects, and will take longer to find suitable work. However, what is encouraging is a participation rate for these groups that is substantially higher than that of the general Australian population, and indicative of an interest in finding work.

Among Skill Stream Primary Applicants, Employer Sponsored migrants achieved the best employment outcomes – a less than one per cent unemployment rate, with almost all working full-time in skilled work. Onshore Independent migrants also achieved positive employment outcomes, although their unemployment rate of 7.3 per cent was higher than that of the general population.

Employed Skill Stream Primary Applicants were most likely to be working in Professional fields – that is, in jobs requiring at least a Bachelor degree – and in the Health care and social assistance industry. There was also strong alignment with existing skills, with the majority working in their nominated field, or in a field with a similar or higher skill level.

Skill Stream Primary Applicants were also well-educated – nine-in-ten had at least one post-school qualification – with over half having an Australian qualification and three quarters holding a qualification from overseas. Bachelor degrees, followed by Master degrees, were the most popular qualifications obtained by skilled migrants. The field of study for qualifications was largely consistent with the most common occupations of migrants, which shows most skilled migrants are utilising their skills in Australia.

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

Skill Stream Primary Applicants migrated to Australia mostly to improve the future for themselves and their family or for economic opportunities. As expected, Partner Migrants migrated to join family in Australia. Consistent with this different focus, Migrating Unit Spouses and Partner Migrants were more likely to have provided unpaid care and assistance for family members and children.

Employment outcomes for Migrating Unit Spouses and Partner Migrants were comparable to the general population with respect to employment rates and participation rates, although lower than other migrant groups. However, in terms of income and unemployment rates these two groups had substantially worse outcomes than that of the general population.

# Introduction

## Overview

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

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

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

The **introductory survey** covers migrants who either:

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

The **follow-up survey** covers migrants who participated in the previous introductory survey, 12 months earlier.

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

The first section of this report compares selected employment outcomes from the introductory survey between Cohorts 1 and 2. Remaining sections include more detailed findings from the introductory survey, but focus on Cohort 2 only. A future companion report will include findings from the follow-up survey for Cohort 2 and examine how outcomes have changed between the introductory and follow-up survey.

# Methodology

The Social Research Centre (SRC) commenced the introductory survey for Cohort 2 on 13 October 2014, with the mail-out of 19,936 forms to eligible migrants. Migrants with valid email addresses were then invited to complete an online survey, whereas others were asked to complete a survey booklet and return it to the SRC. Following two reminder mail-outs, fieldwork for the introductory survey closed on 17 December 2014. A total of 9,038 migrants completed the survey – a response rate of 45.3 per cent.

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

# Scope

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

- **Skill Stream Primary Applicants** – Migrants granted a visa through the Skill Stream of Australia's Migration Programme, based on their skills and qualifications.
- **Migrating Unit Spouses** – Spouses of Skill Stream Primary Applicants who came to Australia as part of the same migrating unit.
- **Partner Migrants** – Primary Applicants granted a partner visa through the Family Stream 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:

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

# About this report

This report includes results from the introductory survey with 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 (that is, cross-sectionally) and a comparison with Cohort 1 at the same stage of settlement has been made.

Results in the tables and figures have been weighted to help account for any discrepancies between the profile of the 19,936 migrants invited to participate in the survey and the 9,038 migrants completing the survey. This reduces the effects of any respondent bias in the data, so that results can be more easily generalised to the in-scope population.

Data obtained from this survey may differ from the "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 comparisons 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 Types of Error

# Research Findings

## Employment Outcomes

### Employment outcomes by Cohort

Figure 1 shows key employment outcomes by all skilled migrant categories for Cohort 1 (surveyed between Oct-Dec 2013) and Cohort 2 (surveyed between Oct-Dec 2014). Overall, Employer Sponsored migrants in both cohorts reported very positive employment outcomes, including a high employment to population ratio, a high participation rate and a low unemployment rate. Cohort 2 Employer Sponsored migrants reported higher rates of highly skilled employment and higher median full-time earnings compared to Cohort 1 Employer Sponsored migrants.

Onshore Independent migrants in both Cohorts 1 and 2 also reported positive employment outcomes, but to a lesser extent than Employer Sponsored migrants. Nine-in-ten Onshore Independent migrants were employed (mostly in highly skilled and full-time jobs) and almost all Onshore Independent migrants were participating in the labour force. This high rate of participation is a consequence of their relative youth (70.8 per cent were aged between 20 and 30) and the fact that they will have spent time living and possibly working in Australia before receiving their permanent visa.

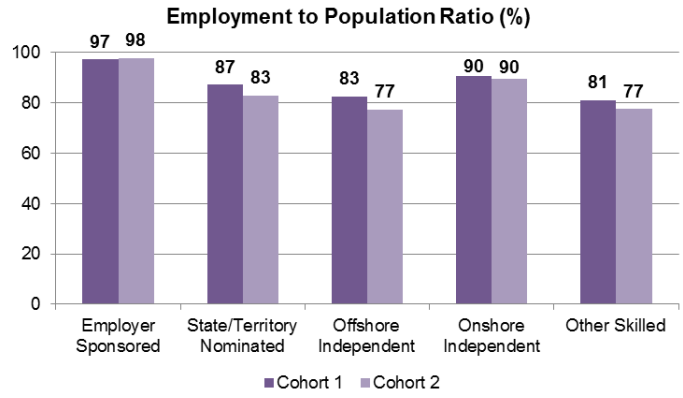
Offshore Independent migrants in both Cohorts 1 and 2 reported high rates of employment and participation in the labour force. Cohort 2 Offshore Independent migrants, however, reported a higher unemployment rate, lower rates of highly skilled and full-time employment, and slightly lower median full-time annual earnings, compared to Cohort 1 Offshore Independent migrants.

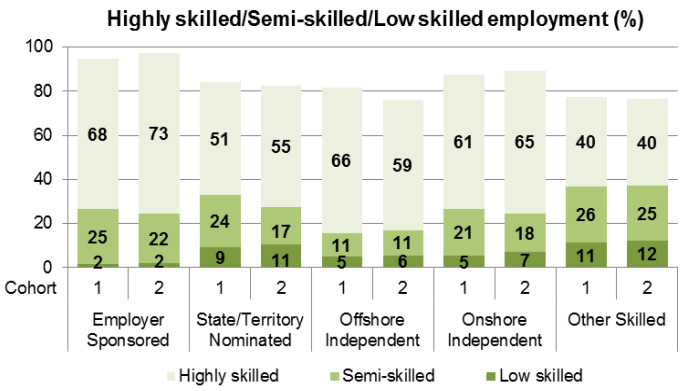
State/Territory Nominated migrants reported similar employment outcomes to Offshore Independent migrants. For example, Cohort 2 State/Territory Nominated migrants reported a higher unemployment rate and lower rate of full-time employment compared to Cohort 1 State/Territory Nominated migrants. On the other hand, Cohort 2 State/Territory Nominated migrants reported a higher rate of highly skilled employment, and slightly higher median full-time annual earnings, compared to Cohort 1 State/Territory Nominated migrants.

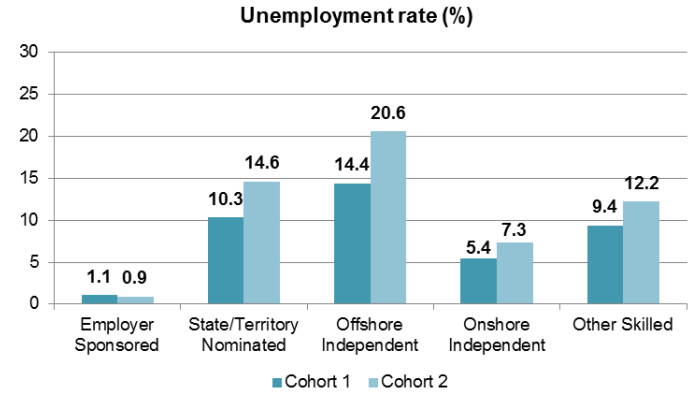
These shortcomings in employment outcomes in Cohort 2 are indicative of a softening labour market in Australia. In November 2013, the midpoint of the Cohort 1 introductory survey, Australia's unemployment rate stood at 5.8 per cent; 12 months later, at the corresponding time of the Cohort 2 introductory survey, Australia's unemployment rate was 6.3 per cent. This rise in unemployment has been accompanied by a slight fall in the participation rate from 64.8 per cent to 64.6 per cent and a fall in the rate of full time employment from 42.5 per cent to 42.0 per cent.

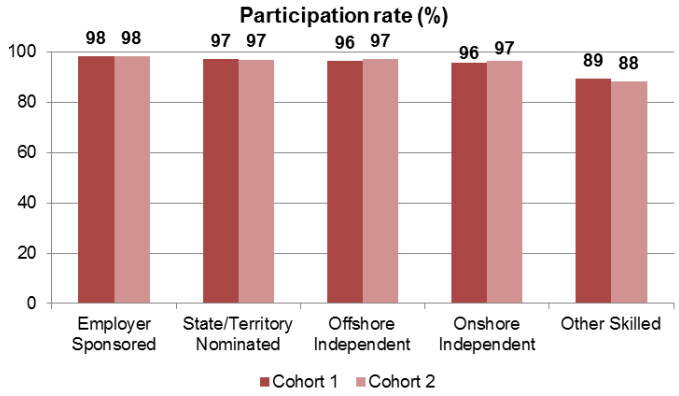
Among Other Skilled migrants, employment outcomes were mostly similar between the two cohorts, although Cohort 2 had a slightly higher unemployment rate and a lower proportion in full-time work.

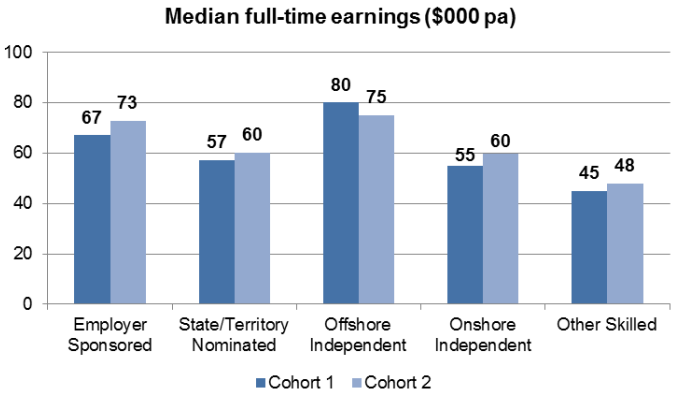
## Figure 1: Comparisons of key employment outcomes between Cohort 1 and 2 for skilled migrants

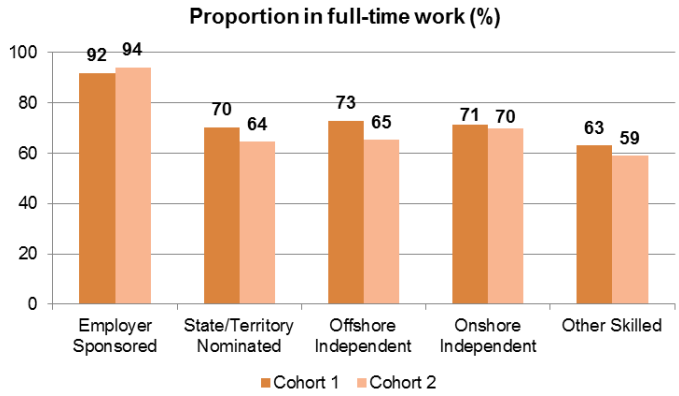


## Employment outcomes by visa stream

Table 1 shows Skill Stream Primary Applicants in Cohort 2 had achieved good employment outcomes at the six-month stage of the survey – that is, six months after arrival or grant of a permanent or provisional visa.

The unemployment rate for Primary Applicants (8.0 per cent) was above the national unemployment rate of 6.3 per cent at the time of the survey and substantially higher than the 5.7 per cent unemployment rate for Cohort 1 at the six-month stage of settlement.

Employment outcomes for recent migrants were very positive. Almost nine-in-ten (88.6 per cent) Skill Stream Primary Applicants were employed (mostly in highly skilled and full-time jobs) compared to 60.6 per cent of the general population aged 15 years and over, and almost all (96.3 per cent) were participating in the labour force compared to less than two thirds (64.6 per cent) of the general population. Reflecting these outcomes was a median income that was about 15 per cent higher than that of the general population – $60,000 compared to $52,100.

Spouses of Partner Migrants, a group comprising former migrants and people born in Australia, also reported positive employment outcomes. Over nine-in-ten (91.1 per cent) were participating in the labour force, more than eight-in-ten (84.5 per cent) were employed, around two thirds were in full-time jobs and more than four-in-ten were in highly skilled jobs. Median annual earnings for this group were on par with the general population. Spouses of Partner Migrants have resided in Australia for some time (either by being born here or being former migrants themselves), are more likely to be male and tend to be within the twenty-five to thirty-four age range – a stage of life where labour market participation is greatest.

Non Migrating Unit Spouses (a group which may include non-migrants) reported positive employment outcomes, but to a lesser extent than Skill Stream Primary Applicants and Spouses of Partner Migrants. Three quarters (75.6 per cent) of this group were employed (four-in-ten in highly skilled jobs), while eight-in-ten (81.8 per cent) were participating in the labour force. Non Migrating Unit Spouses were earning higher median annual earnings ($56,000) than the general population ($52,100).

Migrating Unit Spouses and Partner Migrants reported similar employment outcomes six months after being granted permanent residency. Over six-in-ten Migrating Unit Spouses and Partner Migrants (61.2 per cent and 60.7 per cent respectively) were employed, and over three quarters (77.9 per cent and 77.8 per cent) were participating in the labour force. Although employment outcomes of Migrating Unit Spouses and Partner Migrants were not as favourable as those of other migrant groups, employment outcomes for Migrating Unit Spouses and Partner Migrants were comparable to the general population with respect to employment rates and participation rates.

In terms of income and unemployment rates, the outcomes of Migrating Unit Spouses and Partner Migrants were substantially worse than that of the general population – a situation that arises because these migrants were not selected on the basis of employability and because their focus is more likely to be on raising the family and managing the household. Compounding this situation is a weaker labour market.

### Table 1: Employment outcomes by visa stream

| | All Surveyed Migrants[1] | Skill Stream - Primary Applicant | Skill Stream - Migrating Unit Spouse | Skill Stream - Non Migrating Unit Spouse | Family Stream - Partner Migrant | Family Stream - Spouse of Partner Migrant | General Pop.[2] |
|---|---|---|---|---|---|---|---|
| **Sample size[3]** | **12,962** | **6,562** | **3,924** | **912** | **2,476** | **2,382** | |
| **Employment Outcomes (weighted) (%)** | | | | | | | |
| Employed | 70.6 | 88.6 | 61.2 | 75.6 | 60.7 | 84.5 | 60.6 |
| *Highly skilled*[4] | 36.6 | 62.4 | 24.8 | 40.8 | 21.8 | 42.1 | *N/A* |
| *Semi-skilled*[4] | 22.4 | 19.5 | 21.7 | 24.5 | 24.9 | 31.0 | *N/A* |
| *Low skilled*[4] | 11.0 | 6.4 | 13.2 | 5.2 | 13.6 | 9.2 | *N/A* |
| Unemployed | 13.7 | 7.7 | 16.7 | 6.3 | 17.1 | 6.6 | 4.0 |
| Not in labour force | 15.7 | 3.7 | 22.1 | 18.2 | 22.2 | 8.9 | 35.4 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| Unemployment rate | 16.3 | 8.0 | 21.4 | 7.7 | 22.0 | 7.2 | 6.3 |
| Participation rate | 84.3 | 96.3 | 77.9 | 81.8 | 77.8 | 91.1 | 64.6 |
| Proportion self-employed | 6.2 | 5.3 | 6.4 | 6.5 | 6.9 | 10.4 | 10.0 |
| Proportion in full-time work | 51.3 | 75.9 | 38.6 | 56.2 | 37.8 | 66.2 | 42.0 |
| **Earnings and Hours (weighted)** | | | | | | | |
| Median annual full-time earnings ($'000) | 55.0 | 64.2 | 50.0 | 64.0 | 50.0 | 58.0 | 69.6 |
| Median annual part-time earnings ($'000) | 26.0 | 31.2 | 25.8 | 23.4 | 24.0 | 30.6 | 26.6 |
| Median annual earnings[5] ($'000) | 49.0 | 60.0 | 41.6 | 56.0 | 39.5 | 52.0 | 52.1 |
| Median hours per week (hours/week) | 38.0 | 40.0 | 38.0 | 40.0 | 38.0 | 40.0 | N/A |
| Median hourly rate of pay ($/hour) | 25.3 | 29.4 | 23.7 | 27.9 | 22.6 | 26.3 | N/A |

[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=13 Partner responses missing in this table due to unknown Migrating Unit Spouse status. The total number of responses (n=9,038) is the sum of Skill Stream Primary Applicants 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 (Trended); except Proportion self-employed sourced from ABS 6291.0.55.003 November quarter 2014. 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. See Appendix B for definition of skill level.
[5]Records flagged as outliers will be flagged to phone interviewers during the follow-up survey whereby respondents will be asked to confirm or rectify their income information.

## Employment outcomes for skilled migrants

Table 2 shows that at the six-month stage of the survey, skilled migrants from all categories had achieved better employment outcomes than the general population across most measures. In particular, Employer Sponsored migrants, that is, migrants sponsored by an Australian business to fill an identified skills shortage, reported especially strong outcomes. This includes near-full employment (an employment rate of 97.6 per cent), especially in highly skilled and full-time jobs, and a high participation rate in the labour force (98.4 per cent). Median annual earnings for Employer Sponsored migrants ($72,000) were almost 40 per cent higher than that of the national workforce ($52,100).

Onshore Independent migrants (migrants selected for skilled migration while residing in Australia) also reported high rates of employment (89.5 per cent), with almost two thirds (64.8 per cent) in highly skilled jobs. Other employment outcomes were comparable to the general population, including the unemployment rate of 7.3 per cent and median annual earnings of $52,000.

Offshore Independent migrants (selected using similar criteria to Onshore Independent migrants but applying outside of Australia) reported high rates of employment (77.2 per cent) and participation in the labour force (97.3 per cent) compared to the general population (60.6 per cent and 64.6 per cent respectively). Full-time median annual earnings for Offshore Independent migrants ($75,000) were above that of the general population ($69,600). The unemployment rate (20.6 per cent) was, however, higher compared to that of the general population and other skilled migrants. High incomes, combined with a high rate of unemployment, are indicative of the higher level of human capital for this cohort, plus the fact that because they applied from offshore they are relatively new to Australia and will take some time to find suitable work.

State/Territory Nominated migrants reported similar employment outcomes to other skilled migrants, including a high participation rate (97.0 per cent), employment rate (82.8 per cent) and proportion in full-time employment (64.4 per cent). Much like Offshore Independent migrants, State/Territory Nominated migrants reported a higher unemployment rate (14.6 per cent) compared to the general population and other skilled migrants. Part of the reason for the worse unemployment outcomes for these migrants are the differences in the way points are allocated for receiving a State/Territory Nominated position in the skilled migration point test. These differences mean that they do not have to score as highly as other points tested skilled migrants on criteria based around educational qualifications, English ability or work experience.

Three-in-four (77.4 per cent) Other Skilled migrants (a group that includes Family and Regional Sponsored migrants) were employed six months after being granted permanent residency, although around one-in-eight (12.2 per cent) were unemployed and actively looking for work at the time of the survey. Median annual earnings for Other Skilled migrants ($44,200) were below general population levels ($52,100), although one-in-five (20.9 per cent) was self-employed at the time of the survey. The high rate of self-employment among this group occurs because it includes migrants on business visas.

### Table 2: Employment outcomes for skilled migrants

| | All Skill Stream Primary Applicants | Employer Spon. | State/ Territory Nom. | Off-shore Indep. | On-shore Indep. | Other Skilled[1] | General Pop.[2] |
|---|---|---|---|---|---|---|---|
| **Sample size[3]** | **6,562** | **1,545** | **1,984** | **759** | **1,317** | **957** | |
| **Employment Outcomes (weighted) (%)** | | | | | | | |
| Employed | 88.6 | 97.6 | 82.8 | 77.2 | 89.5 | 77.4 | 60.6 |
| *Highly skilled[4]* | *62.4* | *72.8* | *55.1* | *59.3* | *64.8* | *39.7* | *N/A* |
| *Semi-skilled[4]* | *19.5* | *22.3* | *16.8* | *11.4* | *17.5* | *24.7* | *N/A* |
| *Low skilled[4]* | *6.4* | *2.1* | *10.7* | *5.6* | *7.1* | *12.3* | *N/A* |
| Unemployed | 7.7 | 0.8 | 14.2 | 20.1 | 7.1 | 10.8 | 4.0 |
| Not in labour force | 3.7 | 1.6 | 3.0 | 2.7 | 3.5 | 11.8 | 35.4 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| Unemployment rate | 8.0 | 0.9 | 14.6 | 20.6 | 7.3 | 12.2 | 6.3 |
| Participation rate | 96.3 | 98.4 | 97.0 | 97.3 | 96.5 | 88.2 | 64.6 |
| Proportion self-employed | 5.3 | 1.9 | 3.3 | 3.7 | 3.8 | 20.9 | 10.5 |
| Proportion in full-time work | 75.9 | 93.9 | 64.4 | 65.2 | 69.8 | 58.9 | 42.0 |
| **Earnings and Hours (weighted)** | | | | | | | |
| Median annual full-time earnings ($'000) | 64.2 | 72.8 | 60.0 | 75.0 | 59.8 | 47.8 | 69.6 |
| Median annual part-time earnings ($'000) | 31.2 | 39.0 | 30.0 | 27.3 | 31.2 | 28.6 | 26.6 |
| Median annual earnings ($'000) | 60.0 | 72.0 | 52.0 | 70.0 | 52.0 | 44.2 | 52.1 |
| Median hours per week (hours/week) | 40.0 | 40.0 | 38.0 | 40.0 | 38.0 | 38.0 | N/A |
| Median hourly rate of pay ($/hour) | 29.4 | 33.7 | 27.8 | 34.6 | 28.0 | 23.0 | N/A |

[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 (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]See explanatory notes for definition of skill level.

# Occupation Outcomes

## Occupation outcomes by visa stream

For migrants who reported being employed at the time of the survey, the occupation and industry of their employment was collected.

Table 3 shows that slightly less than half (44.9 per cent) of employed Skill Stream Primary Applicants were working in a Professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. This was almost twice the 22.6 per cent rate for Australian employees aged 15 years and over, and is another indicator of the positive employment outcomes these skilled migrants have achieved since arriving in Australia. Around one-in-six (16.4 per cent) Primary Applicants coming through the Skill Stream were employed as Technicians and trades workers and, similar to the general population, one-in-eight (13.0 per cent) were working as Managers.

One quarter of employed Skill Stream Primary Applicants were working in other occupation categories – these occupations are generally lower skilled than those at the Professional, Manager or Technician/trades level – and indicate that it does take time for some new migrants to find a job that is commensurate with their skills. Nonetheless, this compares favourably to other migrant categories and the general Australian population – for example, 60.3 per cent of employed Partner Migrants, 57.2 per cent of employed Migrating Unit Spouses and 49.6 per cent of the national workforce were employed outside of these fields.

Compared with Partner Migrants and Migrating Unit Spouses, Non Migrating Unit Spouses and the Spouses of Partner Migrants tended to be employed in more highly skilled jobs. Over one third of employed Non Migrating Unit Spouses and one quarter of employed Spouses of Partner Migrants were working as Professionals, and one-in-ten employed Non Migrating Unit Spouses and one-in-eight employed Spouses of Partner Migrants were working as Managers. These favourable outcomes can be attributed to the fact that these categories include migrants and non-migrants who are already settled in Australia.

Health care and social assistance was the main employment category of migrants, accounting for 17.6 per cent of jobs held by Skill Stream Primary Applicants. Skill Stream Primary Applicants were also commonly employed in Professional, scientific and technical services (15.5 per cent), and Accommodation and food services (11.0 per cent) – at higher rates than the general population (8.2 per cent and 7.0 per cent respectively).

In terms of specific occupations, Skilled Primary Applicants most often reported working as Software and applications programmers (5.4 per cent), Registered Nurses (4.7 per cent) and Accountants (4.1 per cent). 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 Skill Stream Primary Applicants are required to nominate an occupation that reflects their skills and experience and which appears on a skilled occupations list. These lists are aligned with different categories of skilled visas, and having a nominated occupation that matches one of these lists is essential for all but Business, Innovation and Investment visas.

At the time of the survey, over half (55.1 per cent) of the Skill Stream Primary Applicants reported working in their nominated occupation, while over one-in-eight (13.5 per cent) were working in a field with an equivalent or higher level of skill than their nominated occupation. A further one-in-five (21.9 per cent) were working at a lower level of skill. The remainder were not working at the time of the survey.

### Table 3: Occupation/Industry/Nominated field by visa stream (All employed persons)

| | All Surveyed Migrants[1] | Skill Stream - Primary Applicant | Skill Stream - Migrating Unit Spouse | Skill Stream - Non Migrating Unit Spouse | Family Stream - Partner Migrant | Family Stream - Spouse of Partner Migrant | General Pop.[2] |
|---|---|---|---|---|---|---|---|
| **Sample size[3]** | **12,962** | **6,562** | **3,924** | **912** | **2,476** | **2,382** | |
| **Occupation Category (weighted) (%)** | | | | | | | |
| Managers | 10.2 | 13.0 | 9.4 | 10.3 | 7.4 | 12.2 | 13.1 |
| Professionals | 31.1 | 44.9 | 23.8 | 37.4 | 18.9 | 28.6 | 22.6 |
| Technicians and trades workers | 14.1 | 16.4 | 9.6 | 13.6 | 13.4 | 17.5 | 14.7 |
| Other occupations | 44.6 | 25.8 | 57.2 | 38.8 | 60.3 | 41.7 | 49.6 |
| **Industry of Employment (weighted) (%)** | | | | | | | |
| Health care and social assistance | 16.2 | 17.6 | 15.9 | 17.9 | 14.8 | 11.6 | 12.0 |
| Professional, scientific and technical services | 11.0 | 15.5 | 8.2 | 10.6 | 7.1 | 9.7 | 8.2 |
| Accommodation and food services | 13.3 | 11.0 | 14.2 | 10.3 | 15.5 | 8.9 | 7.0 |
| Construction | 8.3 | 8.8 | 5.9 | 11.3 | 8.7 | 10.5 | 9.0 |
| Retail trade | 10.2 | 8.4 | 10.8 | 8.0 | 12.1 | 10.3 | 10.7 |
| Other industries | 41.0 | 38.6 | 44.9 | 41.9 | 41.9 | 49.0 | 53.0 |
| **Most Common Occupations (weighted) (%)** | | | | | | | |
| Software and Applications Programmers | 3.2 | 5.4 | 2.7 | 3.1 | 1.0 | 2.3 | N/A |
| Registered Nurses | 2.6 | 4.7 | 1.1 | 1.8 | 0.8 | 1.1 | N/A |
| Accountants | 2.8 | 4.1 | 1.5 | 2.5 | 1.9 | 3.6 | N/A |
| Chefs | 2.3 | 3.2 | 1.3 | 0.6 | 1.8 | 2.7 | N/A |
| Enrolled and Mothercraft Nurses | 1.8 | 3.0 | 1.3 | 2.1 | 0.8 | 0.8 | N/A |
| Other occupations | 87.3 | 79.7 | 92.1 | 89.9 | 93.7 | 89.3 | N/A |
| **Nominated Field of Work (weighted) (%)** | | | | | | | |
| Working in nominated field[4] | N/A | 55.1 | N/A | N/A | N/A | N/A | N/A |
| Working at the same or higher skill level as nominated field[4] | N/A | 13.5 | N/A | N/A | N/A | N/A | N/A |
| Working at lower skill level as nominated field[4] | N/A | 21.9 | N/A | N/A | N/A | N/A | N/A |
| Not working | N/A | 9.5 | N/A | N/A | N/A | N/A | N/A |

[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=13 Partner responses are missing in this table due to unknown Migrating Unit Spouse status.
[2]General Pop. = General Population; Occupation Category and Industry of Employment for Australian civilian population aged 15 years and over sourced from ABS 6291.0.55.003 November 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]Further information provided in Appendix B.

Table 4 indicates that 83.2 per cent of Skill Stream Primary Applicants were employees working for wages and salaries and over three quarters were working full-time – that is, working 35 hours or more per week. This rate of full-time employment was substantially higher than that of Australian workers (as measured by the Australian Bureau of Statistics Labour Force survey). Spouses of Partner Migrants and Non Migrating Unit Spouses also reported high rates of full-time employment, consistent with the fact that they have already settled in Australia.

Rates of business ownership were highest among the Spouses of Partner Migrants, with more than one-in-ten (10.6 per cent) working for themselves. This reflects the fact that these people were likely to have already been established in Australia – having been a former migrant themselves or having been born here – and therefore have had the additional time needed to familiarise themselves with local business conditions and to seek entrepreneurial opportunities. The likelihood that Spouses of Partner Migrants were self-employed was comparable to Australian workers in general.

Consistent with their better employment outcomes, Skill Stream Primary Applicants reported being employed for on average 10.4 months of the previous 12 months compared with on average 9.3 months for Partner Migrants. Note that this includes any employment overseas, as well as in Australia. Further analysis of the data shows that among Skill Stream Primary Applicants, those who had their visa granted onshore and had been in Australia for at least a year reported being employed on average for 11.2 of the previous 12 months, compared to 6.9 months for those who had their visa granted offshore.

### Table 4: Employment/Full or Part-time status by visa stream

| | All Surveyed Migrants[1] | Skill Stream - Primary Applicant | Skill Stream - Migrating Unit Spouse | Skill Stream - Non Migrating Unit Spouse | Family Stream - Partner Migrant | Family Stream - Spouse of Partner Migrant | General Pop.[2] |
|---|---|---|---|---|---|---|---|
| **Sample size[3]** | **12,962** | **6,562** | **3,924** | **912** | **2,476** | **2,382** | |
| **Employment Status (weighted) (%)** | | | | | | | |
| Employee | 64.0 | 83.2 | 54.0 | 68.1 | 53.6 | 73.7 | 50.1 |
| Business owner | 6.3 | 5.3 | 6.5 | 6.7 | 6.9 | 10.6 | 10.0 |
| Not working[4] | 29.7 | 11.5 | 39.4 | 25.2 | 39.5 | 15.7 | 39.4 |
| **Full-time, Part-time status (weighted) (%)** | | | | | | | |
| Full-time | 51.8 | 76.6 | 39.5 | 60.3 | 38.0 | 68.9 | 42.0 |
| Part-time | 18.5 | 11.9 | 20.8 | 13.4 | 22.4 | 15.1 | 18.6 |
| Not working[5] | 29.7 | 11.5 | 39.7 | 26.2 | 39.5 | 16.1 | 39.4 |
| **Working Hours (weighted)** | | | | | | | |
| Median working hours per week (hours/week) | 38.0 | 40.0 | 38.0 | 40.0 | 38.0 | 40.0 | N/A |
| **Time Held Job (weighted)** | | | | | | | |
| Average number of months held a job in last 12 months including current job (no.) | 9.9 | 10.4 | N/A | N/A | 9.3 | N/A | N/A |
| **Number of Jobs (weighted)** | | | | | | | |
| Average number of jobs held in last 12 months including current job (no.) | 1.1 | 1.3 | N/A | N/A | 1.0 | N/A | N/A |

[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=13 Partner responses are missing in this table due to unknown Migrating Unit Spouse status.
[2]General Pop. = General Population; Full-time, Part-time status for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2014 (Trended); Employment Status for Australian civilian population aged 15 years and over excluding persons living in remote Aboriginal and Torres Strait Islander areas sourced from ABS 6359.0 November 2013 (supplement to Australian Labour Force Survey) – Base size for calculations derived from estimates of employed persons/not working/civilian population from 6202.0 (see above).
[3]Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.
[4]Discrepancies from Table 1 due to small number of records for which labour force status is unknown.
[5]A small number of records have unknown full-time/part-time status, resulting in minor discrepancies from previous figures.

# Demographic and Language Characteristics

## Demographic characteristics

Table 5 provides details of demographic characteristics across all migrant categories. The demographic profile indicates that Skill Stream Primary Applicants had arrived in Australia at a young age, with over half (54.5 per cent) arriving when aged between 25 and 34 years. One-in-five Skill Stream Primary Applicants had arrived aged less than 25 years with another one-in-five arriving between 35 and 44 years of age. Partner Migrants had a similar age distribution when arriving in Australia, although a higher proportion had arrived when aged less than 25 years (25.4 per cent) compared to Skill Stream Primary Applicants.

Skill Stream Primary Applicants were predominantly male (63.9 per cent), while Partner Migrants were more likely to be female (69.2 per cent). The high proportion of females in the Partner Migrant category and males among Skill Stream Primary Applicants helps maintain an even gender distribution in the Migration Programme, whereas the over-representation of young people ensures that the programme is well attuned to Australia's current and future labour market and economic needs. In 2013-14, Australia's Migration Programme as a whole comprised 47.3 per cent males and 52.7 per cent females, and 45.6 per cent were in the 25 to 34 year age range.

Three quarters (78.7 per cent) of Skill Stream Primary Applicants and eight-in-ten (83.5 per cent) Partner Migrants were born in countries where English was not the main language spoken. The most popular country of origin for Skill Stream Primary Applicants was India (19.6 per cent) followed by China (15.2 per cent) and the United Kingdom (11.2 per cent). The countries of origin for Partner Migrants were more diverse, with over one-in-ten Partner Migrants from China and almost two thirds from other countries not listed in Table 5.

Despite Primary Applicants coming predominantly from non-English speaking countries, more than half (52.4 per cent) of Skill Stream Primary Applicants and one third (35.9 per cent) of Partner Migrants spoke English as their main or only language at home. Almost all (96.5 per cent) Skill Stream Primary Applicants, 87.7 per cent of their Migrating Unit Spouses and 81.4 per cent of Partner Migrants claimed a good knowledge of English – that is, English was either their best or only language or they were able to speak English well or very well. The high standards of spoken English among recently arrived migrants are a significant finding, as the ability to speak English fluently is an important pre-requisite for finding work in Australia.

### Table 5: Demographic characteristics by visa stream

| | All Surveyed Migrants[1] | Skill Stream - Primary Applicant | Skill Stream - Migrating Unit Spouse | Skill Stream - Non Migrating Unit Spouse | Family Stream - Partner Migrant | Family Stream - Spouse of Partner Migrant |
|---|---|---|---|---|---|---|
| **Sample size[2]** | **12,962** | **6,562** | **3,924** | **912** | **2,476** | **2,382** |
| **Gender[3] (weighted) (%)** | | | | | | |
| Male | 45.0 | 63.9 | NC | NC | 30.8 | NC |
| Female | 55.0 | 36.1 | NC | NC | 69.2 | NC |
| **Age at Arrival[3] (weighted) (%)** | | | | | | |
| Less than 25 | 23.2 | 20.3 | NC | NC | 25.4 | NC |
| 25 to 34 years | 53.6 | 54.5 | NC | NC | 53.0 | NC |
| 35 to 44 years | 16.8 | 20.1 | NC | NC | 14.2 | NC |
| 45 to 54 years | 4.8 | 4.5 | NC | NC | 5.0 | NC |
| 55 to 64 years | 1.3 | 0.5 | NC | NC | 1.9 | NC |
| 65 years and over | 0.3 | 0.1 | NC | NC | 0.5 | NC |
| **Birthplace[3] (weighted) (%)** | | | | | | |
| Mainly English speaking countries[4] | 18.6 | 21.3 | NC | NC | 16.5 | NC |
| Other countries | 81.4 | 78.7 | NC | NC | 83.5 | NC |
| **Main Origin Countries (weighted) (%)** | | | | | | |
| India | 13.9 | 19.6 | NC | NC | 9.6 | NC |
| PRC | 13.1 | 15.2 | NC | NC | 11.5 | NC |
| United Kingdom | 9.3 | 11.2 | NC | NC | 8.0 | NC |
| Philippines | 7.2 | 6.3 | NC | NC | 7.8 | NC |
| Other countries | 56.5 | 47.7 | NC | NC | 63.2 | NC |
| **Main Languages Spoken (weighted) (%)** | | | | | | |
| English | 43.4 | 52.4 | 45.0 | 61.4 | 35.9 | 71.6 |
| Chinese, nfd | 7.5 | 9.0 | 8.8 | 6.6 | 5.8 | 3.1 |
| Mandarin | 6.0 | 5.4 | 5.7 | 3.3 | 6.6 | 4.0 |
| Nepali | 1.4 | 1.8 | 2.2 | 2.3 | 0.8 | 0.6 |
| Other languages | 40.0 | 32.1 | 39.6 | 28.0 | 46.2 | 18.4 |
| **English Proficiency (weighted) (%)** | | | | | | |
| English best or only language/very well | 63.6 | 76.1 | 61.9 | 76.0 | 54.7 | 84.3 |
| English spoken well | 24.3 | 20.4 | 25.8 | 17.3 | 26.7 | 11.4 |
| English spoken not well/not at all | 12.1 | 3.5 | 12.3 | 6.6 | 18.5 | 4.3 |

[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=13 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]Mainly English speaking countries refers to: Australia, New Zealand, United Kingdom (England, Scotland, Wales, Northern Ireland, British Protected Person, British Person, Britain), Ireland, Ireland (So Stated), Canada, USA, South Africa.
NC = Not collected; PRC = People's Republic of China; nfd=not further defined

## Migration characteristics

Table 6 provides further detail about migrants' backgrounds – indicating that around three-in-ten Skill Stream migrants (i.e. Skill Stream Primary Applicants) and one quarter of Family Stream migrants (i.e. Partner Migrants) had arrived in Australia the same year as the survey – this includes both onshore and offshore migrants. Over half of Skill Stream Primary Applicants 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-seven Skill Stream migrants.

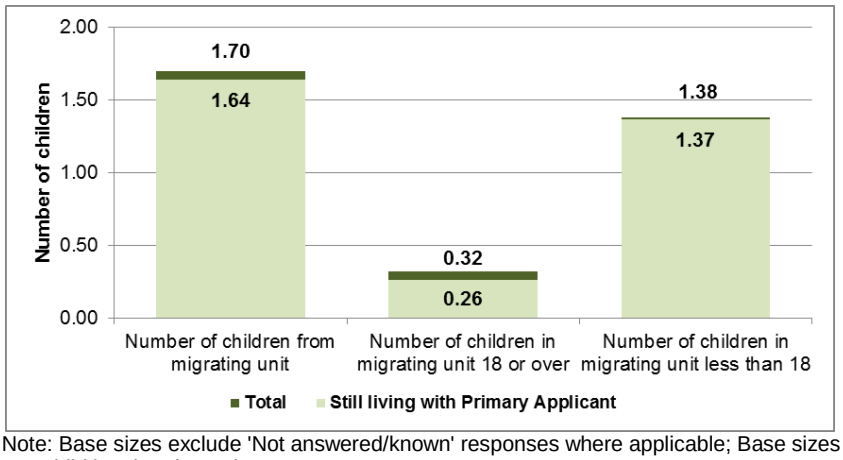
Table 6 also shows that Skill Stream Primary Applicants most often mentioned migrating to Australia either to improve the future for themselves and their family, or for work and business opportunities. Given the purpose of their visa, it is not surprising that Partner Migrants most often reported migrating to join partners and other family members in Australia.

Over one third (36.7 per cent) of Skill Stream Primary Applicants migrated via the Employer Sponsored category, while one quarter (24.6 per cent) applied as an Onshore Independent. Around one-in-seven skilled migrants were nominated for migration by a state or territory government, with around one-in-ten having migrated as an Offshore Independent migrant.

Almost half of all Skill Stream Primary Applicants (45.1 per cent) were unattached migrants without dependants. A further 29 per cent of the migrating units came as part of a family, either a couple with children or a single migrant with children. Almost all Partner Migrants coming through the Family Stream (93.6 per cent) migrated without children. At the time of the survey, Skill Stream Primary Applicants reported, on average, 2.7 dependants (including partners and children) compared to 1.4 dependants for Partner Migrants.

Figure 2 shows the average number of children in the migrating unit (excluding migrants with no children in the migrating unit). Migrants with children in the migrating unit reported having on average 1.7 children in the migrating unit. These children were mostly young, with the average migrating unit comprising 1.4 children aged less than 18 and 0.3 children aged 18 or over. Almost all children in the migrating unit were living at home at the time of the survey.

**Figure 2: Number of children (Total/Living with Primary Applicant) in migrating unit**




Note: Base sizes exclude 'Not answered/known' responses where applicable; Base sizes include respondents with at least one child in migrating unit.

### Table 6: Migration characteristics by visa stream

| | All Primary Applicants | Skill Stream - Primary Applicant | Family Stream - Partner Migrant |
|---|---|---|---|
| **Sample size**[1] | **9,038** | **6,562** | **2,476** |
| **Year of Arrival (weighted) (%)** | | | |
| 2014[2] | 27.6 | 29.5 | 26.1 |
| 2013 | 23.1 | 26.3 | 20.7 |
| 2012 | 21.1 | 14.6 | 26.1 |
| 2011 | 14.6 | 12.0 | 16.5 |
| 2010 | 4.9 | 5.5 | 4.5 |
| 2009 or earlier | 8.7 | 12.1 | 6.2 |
| **Main Reason for Migration (weighted) (%)** | | | |
| Better future for me or my family | 29.6 | 50.6 | 13.9 |
| A higher standard of living | 6.1 | 11.1 | 2.3 |
| Australia's features – beaches, climate, lifestyle, etc. | 7.0 | 13.3 | 2.2 |
| To join my partner, family or relatives | 46.3 | 2.8 | 79.0 |
| Work or business opportunities | 9.8 | 20.8 | 1.5 |
| Education/Study | 1.0 | 1.1 | 1.0 |
| Other reason | 0.2 | 0.3 | 0.2 |
| **Visa Reporting Category (weighted) (%)** | | | |
| 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 |
| **Type of Migrating Unit (weighted)** | | | |
| Couple only (%) | N/A | 25.8 | N/A |
| Couple with children (%) | N/A | 27.8 | N/A |
| Single migrant with children (%) | 4.2 | 1.2 | 6.4 |
| Single migrant without children (%) | 73.1 | 45.1 | 93.6 |
| *Average number of dependants*[3] *(no.)* | *2.4* | *2.7* | *1.4* |

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

[2]The vast majority of 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.

## Educational characteristics

Table 7 shows that Skill Stream Primary Applicants in Cohort 2 were well-educated. According to the introductory survey, 94.3 per cent had completed a qualification since leaving school and 75.8 per cent had a Bachelor degree or higher. In comparison, 73.2 per cent of Partner Migrants had a post-school qualification and just under half had a university degree. 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.

Bachelor degrees were the most common form of post-school qualification, with 41.8 per cent of Skill Stream Primary Applicants and 30.7 per cent of Partner Migrants reporting this as their highest qualification. Master degrees also figured strongly – one quarter of Skill Stream Primary Applicants and one-in-eight Partner Migrants had these postgraduate degrees.

More than three quarters (78.8 per cent) of Skill Stream Primary Applicants had a qualification from overseas. While overseas qualifications were commonly held by all migrants, half (50.3 per cent) of Skill Stream Primary Applicants had attained an Australian post-school qualification and 34.8 per cent had both an Australian and an overseas qualification. Given almost all Skill Stream Primary Applicants held at least one post-school qualification (most likely a Bachelor degree or higher), Skill Stream Primary Applicants are well placed to achieve good employment outcomes over the longer term.

### Table 7: Educational characteristics by visa stream

| | All Primary Applicants | Skill Stream - Primary Applicant | Family Stream - Partner Migrant |
|---|---|---|---|
| **Sample size[1]** | **9,038** | **6,562** | **2,476** |
| **Country of Highest Education Attainment (weighted) (%)** | | | |
| Australian qualification only | 12.5 | 15.6 | 10.1 |
| Overseas qualification only | 42.5 | 44.0 | 41.4 |
| Both Australian and overseas qualification | 27.3 | 34.8 | 21.7 |
| No post-school qualification | 17.7 | 5.7 | 26.8 |
| **Highest Education Attainment (weighted) (%)** | | | |
| Doctor degree | 2.4 | 4.1 | 1.2 |
| Master degree | 18.1 | 25.7 | 12.4 |
| Other postgraduate qualification | 3.6 | 4.2 | 3.3 |
| Bachelor degree | 35.5 | 41.8 | 30.7 |
| Diploma level/certificate level | 18.0 | 16.2 | 19.4 |
| Other post-school qualification | 4.1 | 2.2 | 5.6 |
| No post-school qualification | 17.7 | 5.7 | 26.8 |
| **Field of Study (Australian qualification) (weighted) (%)** | | | |
| *Australian qualification attained* | *39.8* | *50.3* | *31.8* |
| **Main Field of Study for Australian Qualification** | | | |
| Management and Commerce | 32.9 | 32.4 | 33.6 |
| Health | 13.4 | 16.5 | 9.6 |
| Engineering and related technologies | 9.9 | 13.9 | 5.1 |
| Food, Hospitality and Personal Services | 10.5 | 11.1 | 9.7 |
| Other field | 33.3 | 26.1 | 42.0 |
| **Field of Study (Overseas qualification) (weighted) (%)** | | | |
| *Overseas qualification attained* | *69.8* | *78.8* | *63.0* |
| **Main Field of Study for Overseas Qualification** | | | |
| Engineering and related technologies | 18.7 | 26.4 | 11.3 |
| Management and Commerce | 22.7 | 20.0 | 25.2 |
| Health | 12.6 | 13.5 | 11.8 |
| Information Technology | 9.3 | 13.0 | 5.8 |
| Other field | 36.7 | 27.2 | 45.9 |

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

Across all surveyed migrants, the highest qualification attained (whether obtained in Australia or overseas) was Management and Commerce for postgraduate qualifications (e.g. Doctorate, Master etc.) and Bachelor degrees (see Table 8). At the Diploma/Certificate level, migrants were most likely to have studied both Management and Commerce, and Food, Hospitality and Personal Services.

Examining this issue a little further, among those with Australian postgraduate qualifications, the most common field of study was Management and Commerce (43.6 per cent), followed by Information Technology (13.4 per cent), while holders of Bachelor degrees were likely to have qualified in Health and Engineering behind Management and Commerce. As Software engineers, Accountants and Registered nurses are common occupations for Primary Applicants (see Table 3), most Primary Applicants with Australian Bachelor degrees appear to be utilising skills in their chosen field of study.

### Table 8: Highest education attained by field of study

| | Postgraduate qualification[2] | Bachelor degree | Diploma/ Certificate level |
|---|---|---|---|
| **Highest Education Attained by Field of Study (Highest qualification) (weighted) (%)** | | | |
| **Sample size[1]** | **2,726** | **3,639** | **1,274** |
| Management and Commerce | 35.2 | 24.7 | 20.6 |
| Information technology | 13.2 | 17.3 | 18.1 |
| Society and Culture | 12.3 | 9.3 | 4.5 |
| Health | 12.1 | 13.9 | 13.4 |
| Engineering and related technologies | 9.4 | 17.8 | 8.5 |
| Education | 3.9 | 3.6 | 2.8 |
| Food, Hospitality and Personal Services | 0.5 | 0.8 | 20.2 |
| Other field | 13.3 | 12.6 | 11.9 |
| **Highest Education Attained by Field of Study (Australian qualification) (weighted) (%)** | | | |
| **Sample size[1]** | **1,203** | **972** | **1,357** |
| Management and Commerce | 43.6 | 38.0 | 26.6 |
| Information Technology | 13.4 | 7.9 | 2.7 |
| Health | 9.6 | 27.7 | 6.0 |
| Society and Culture | 9.2 | 5.6 | 23.3 |
| Engineering and related technologies | 8.8 | 11.7 | 9.5 |
| Education | 3.9 | 1.0 | 3.5 |
| Food, Hospitality and Personal Services | 0.6 | 0.7 | 20.7 |
| Other field | 10.9 | 7.3 | 7.7 |
| **Highest Education Attained by Field of Study (Overseas qualification) (weighted) (%)** | | | |
| **Sample size[1]** | **1,811** | **3,583** | **998** |
| Management and Commerce | 28.7 | 22.1 | 20.9 |
| Society and Culture | 15.7 | 18.3 | 23.5 |
| Information Technology | 14.4 | 16.2 | 7.3 |
| Health | 11.6 | 10.0 | 6.8 |
| Engineering and related technologies | 9.9 | 15.1 | 12.2 |
| Education | 4.1 | 3.7 | 3.9 |
| Food, Hospitality and Personal Services | 0.6 | 0.7 | 11.5 |
| Other field | 15.0 | 13.8 | 14.0 |

[1]Table results filtered to Primary Applicants with Australian or overseas post-school qualifications (respondents with no post-school qualification excluded from results); Base sizes exclude 'Not answered/known' responses where applicable; Percentage results may not sum exactly to 100 per cent due to rounding.
[2]'Postgraduate qualification' includes doctor, master and other postgraduate degrees.

## Other characteristics

Table 9 shows over half of Migrating Unit Spouses reported providing care or assistance to someone in the last two weeks – a higher rate compared to other migrants. Almost all Migrating Unit Spouses who reported providing care or assistance had done so for children (whether their own or someone else's), while 7.4 per cent reported providing care or assistance for elderly, ill or disabled family members. Partner Migrants were also quite likely to have provided unpaid care or assistance to someone in the last two weeks, albeit at a lower rate. This is consistent with the finding that Migrating Unit Spouses and Partner Migrants were less likely to be employed (see Table 1), thus having more time to provide assistance to others. However, it should be noted that these groups also reported a high workforce participation rate, which indicates that the majority were also working or looking for work.

Around half of migrants reported undertaking unpaid domestic work for the household in the last two weeks, although Migrating Unit Spouses and Partner Migrants (56.2 per cent and 56.3 per cent respectively) were more likely to have undertaken this activity than other migrants. Although Migrating Unit Spouses and Partner Migrants reported less positive employment outcomes than other migrants (see Table 1), over one-in-seven were undertaking full-time or part-time study.

### Table 9: Activities in last two weeks by visa stream

| | All Surveyed Migrants[1] | Skill Stream - Primary Applicant | Skill Stream - Migrating Unit Spouse | Skill Stream - Non Migrating Unit Spouse | Family Stream - Partner Migrant | Family Stream - Spouse of Partner Migrant |
|---|---|---|---|---|---|---|
| **Sample size[2]** | **12,962** | **6,562** | **3,924** | **912** | **2,476** | **2,382** |
| **Provision of Unpaid Care or Assistance in last 2 weeks (weighted) (%)** | | | | | | |
| *Provided care or assistance to anyone* | *37.3* | *30.3* | *51.6* | *23.5* | *36.6* | *34.8* |
| Provided care or assistance to elderly, ill or disabled family members | 8.3 | 6.1 | 7.4 | 8.2 | 10.3 | 9.1 |
| Provided any unpaid care to own or other children | 33.0 | 26.9 | 49.7 | 17.8 | 30.6 | 29.4 |
| Provided any unpaid care to own children | 30.2 | 24.0 | 47.3 | 14.5 | 27.7 | 27.3 |
| Provided any unpaid care to other people's children | 3.5 | 3.3 | 3.8 | 3.3 | 3.5 | 2.5 |
| **Other Activities in last 2 weeks (weighted) (%)** | | | | | | |
| Unpaid domestic work for household | 52.7 | 45.8 | 56.2 | 49.7 | 56.3 | 51.2 |
| Voluntary work through an organisation/group | 7.2 | 8.0 | 8.2 | 8.9 | 6.2 | 5.9 |
| Full/part-time study | 15.6 | 13.3 | 15.6 | 16.7 | 17.3 | 11.1 |
| None | 37.7 | 44.5 | 33.5 | 40.4 | 34.3 | 41.3 |

[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=13 Partner responses are missing in this table due to unknown Migrating Unit Spouse status.
[2]Base sizes exclude 'Not answered/known' responses where applicable.

# Appendix A: Explanatory Notes

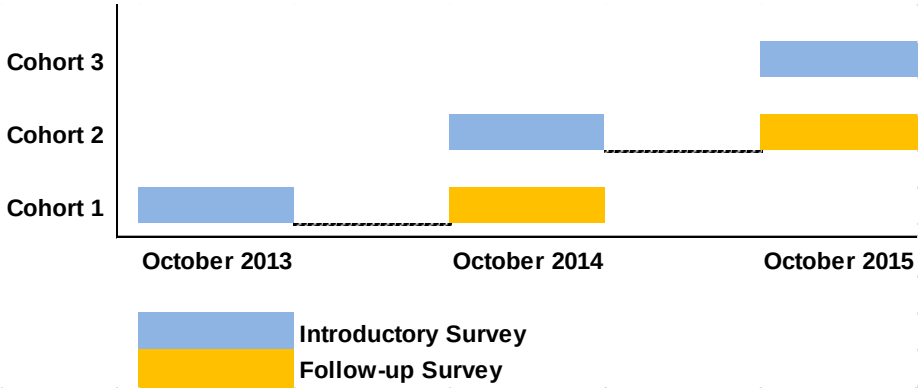
## About the CSAM

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

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

Under its current design, a cohort of recent migrants is selected to participate in a mail-out introductory survey 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. Through this process, a migrant will be surveyed on two occasions 12 months apart (see Figure 3 below for further details).

**Figure 3: Timing of the CSAM**




The migrants examined in this report – CSAM Cohort 1 – 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 6 October and 8 December 2014.

## What we collect

The introductory survey was based around a short 'pen and paper' (hardcopy) questionnaire designed to be completed in around ten minutes. 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.[1] 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 is intended to complete the introductory and follow-up surveys. In addition, Primary Applicants are able to provide information on the outcomes and experiences (including labour market outcomes and English proficiency) on behalf of their current spouse or partner. This can include the spouse/partner of Skill Stream Primary Applicants (i.e. Migrating Unit and Non Migrating Unit Spouse) and Family Stream Primary Applicants (i.e. Spouses of Partner Migrants) – see Appendix B for further details. Spouse-related questions were only asked if the spouse/partner was living with the Primary Applicant at the time of the survey.

# Preparing for the introductory survey

The introductory survey sample included the following preparatory steps:

**1. Extraction of the population file**

The population file of migrants who had been granted permanent residency or provisional visas between January and July 2013 was prepared from client records held by the Department of Immigration and Border Protection. A total of 92,931 sample records (the population file) was provided to the Social Research Centre (SRC) on 5 September 2013 and included name, address, visa category, language spoken and, in the case of Skilled Primary Applicants, nominated occupation.

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

- Skill Stream Primary Applicants or Partner Migrants from the Family Stream
- Had been in Australia since mid-April 2013 (i.e. 6 months before introductory survey) – the eligible window was approximately three months either side of this time point and was determined differently for migrants with visas granted offshore and onshore:
    - Offshore visa – Date of arrival: 1 January 2013 to 31 July 2013
    - Onshore visa – Date of visa grant: 1 January 2013 to 31 July 2013
- The Primary Applicant's visa category was within scope for the CSAM (eligible visa categories include Employer Sponsored, State/Territory Nominated, Onshore Independent, Offshore Independent, Other Skilled and Family visa categories for each state and territory)
- Adequate contact information (e.g. name and address details) available.

Initial cleaning of the data file removed duplicate records and migrants aged less than 18 years prior to jurisdictional file matching (see details below), which left 77,035 records as the population frame.

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

### 2. Jurisdictional file matching process

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

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

### 3. Sample selection

The first step of sample selection commenced with a random selection of 600 records for each of the survey's 36 reporting categories – where each category was a combination of State/Territory and visa information – a target sample of just over 21,000 records. Sufficient sample was available to achieve target quotas for 21 of these 36 categories, with the remaining 15 fully enumerated before reaching the quota of 600 records. After this step 17,388 sample records were selected, with 3,027 sample records still to be selected.

The second step was to redistribute surplus sample records across visa categories where sample records were available, with an emphasis on State/Territory Nominated categories. A further 2,612 sample records were selected, with a total of 20,000 sample records selected to participate in the introductory survey. Of these, 837 sample records were matched to jurisdictional records.

## Survey response

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

1. All sample records were initially sent a hardcopy booklet to complete and return.
2. If a valid email address was available, an email invitation and two follow-up reminders were sent to complete via the online survey.
3. If a valid email address was not available, a letter invitation and two follow-up reminders were sent to complete via the online survey.

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

Migrants completing the introductory survey (n=8,756) 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 prior to 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 (n=8,689) were contacted to complete a Computer Assisted Telephone Interview (CATI). Migrants were called, on average, 5.4 times to complete an interview. A total of 7,070 migrants completed the follow-up survey – a response rate of 81.4 per cent. Response rates were highest for State/Territory Nominated migrants (87.4 per cent) and lowest for Other Skilled migrants (76.1 per cent).

### Table 10: Response rate by state and visa category

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

## Editing the survey data

For the introductory survey, survey data was edited according to questionnaire logic. Hardcopy data required cleaning of single response questions where multiple responses were provided. A general rule was determined whereby the first mentioned code was chosen.

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

For the follow-up survey, minimal data cleaning was required as data was provided by interviewers that conformed to pre-existing questionnaire logic. Raw data variables for the follow-up survey were created and merged with raw data variables from the introductory survey.

Derivations were created on the data file of raw variables for the introductory and follow-up surveys, 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. 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 from the introductory survey (i.e. the six-month stage of settlement) and records where stated income was markedly different between introductory and follow-up surveys (i.e. between the six and eighteen-month stages of settlement) were flagged to phone interviewers during the follow-up survey, enabling respondents to confirm or rectify their income information. Records with annual earnings flagged as outliers at the six-month stage of settlement, but that were confirmed by respondents during the follow-up survey, were not imputed.

## 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 (e.g. 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 eighteen-month stages of settlement are 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: 6202.0 - Labour Force, Australia, May 2014

## 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 11: Glossary**

| Term | Definition |
|---|---|
| ABS | Australian Bureau of Statistics |
| ANZSCO | Australian and New Zealand Standard Classification of Occupations. ANZSCO is intended to provide an integrated framework for storing, organising and reporting occupation-related information. For more information see:<br><br>1220.0 - ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1 |
| ANZSIC | Australian and New Zealand Standard Industrial Classification. The ANZSIC provides a standard framework under which business units carrying out similar productive activities can be grouped together, with each resultant group referred to as an industry. For more information see:<br><br>1292.0 - Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) |
| ASCED | Australian Standard Classification of Education. ASCED comprises two component classifications: Level of Education and Field of Education. It provides a basis for comparable administrative and statistical data on educational activities and attainment classified by level and field. For more information see:<br><br>1272.0 - Australian Standard Classification of Education (ASCED), 2001 |
| CATI | Computer Assisted Telephone Interviewing. See follow-up survey. |
| Cohorts | A group of migrants surveyed at the same time. Under the current design CSAM Cohort 2 took part in the introductory survey in October 2014, and will participate in the follow-up survey in October 2015. |
| Employer Sponsored | One of the five CSAM reporting categories within the Skill Stream. Under employer sponsored migration programmes, employers may recruit highly skilled employees to Australia to work in a position that they have been unable to fill through the Australian labour market or through their own training programmes. There are three different categories under this scheme: the Employer Nomination Scheme, the Regional Sponsored Migration Scheme (RSMS) and Labour Agreements (LAs). |
| English Proficiency | In CSAM, the spoken English Proficiency is self-assessed by the participants choosing one of the following levels: Very well, Well, Not well or Not at all. |

| Term | Definition |
|---|---|
| Family Sponsored | A permanent visa for applicants who have an eligible relative living in Australia willing to sponsor them. It has a lower pass mark than the Skilled – Independent visa. For more information see: Working in Australia |
| Family Stream | Those categories of the Migration Programme where the core eligibility criteria are based on a close family relationship with a sponsor who is an Australian citizen, Australian permanent resident or eligible New Zealand citizen. The immediate accompanying families of principal applicants in the Family Stream (e.g. children of spouses) are also counted as part of the Family Stream. |
| Follow-up survey | The follow-up survey is a CATI survey undertaken 12 months after the introductory survey. |
| Highly skilled job or employment | A migrant is classified as having highly skilled employment if they are working in occupations defined either in ANZSCO skill level 1 or 2, which requires an Associate Degree, Advanced Diploma or Diploma level qualification or higher. |
| Introductory survey | The introductory survey is based around a short 'pen and paper' (or hardcopy) questionnaire designed to be completed in around 10 minutes. All five cohorts of recent migrants undertook this survey around six months after being granted an Onshore visa or six months after arriving in Australia following the grant of an Offshore visa. |
| Labour force status | Used to identify whether a migrant is employed, unemployed or not in the labour force. |
| Low skilled job or employment | A migrant is classified as having low skilled employment if they are working in occupations defined in ANZSCO skill level 5, which requires Certificate I or II level qualification or lower. |
| Mail-out survey | See introductory survey. |
| Mainly English Speaking Countries | Comprises the United Kingdom, Ireland, Canada, South Africa, the United States, New Zealand and Australia. For more information see: 4102.0 - Australian Social Trends, 1996 |
| Migrating Unit Spouse | (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 General Skilled Migration Programme are required to nominate an occupation from Australia's skilled occupation lists that is relevant to their qualifications and experience and to have a favourable skills assessment for this particular occupation. |
| Offshore visa | Visa granted to a person arriving in Australia, who has applied from outside of Australia. |
| Onshore visa | Visa granted to a person already on a temporary visa who has applied from within Australia. |
| Other countries | All countries other than those listed under the mainly English speaking countries. |
| Permanent visa | A permanent residence visa to remain in Australia indefinitely. |
| Primary Applicant | The person who applied and was accepted to migrate to Australia (also termed 'primary visa holder'). |
| Provisional visa | A provisional visa is a temporary visa that may lead to the grant of a permanent visa if the holder meets certain conditions. |
| Response rate | The number of completed introductory surveys returned as a percentage of the number of survey forms that were sent out. |
| Retention Rate | The number of people participating in the follow-up telephone survey as a percentage of those completing the introductory survey. |
| Rounds | A round represents each time that the CSAM is conducted. The first round of CSAM under the current design was through October and December 2013, the second round was between October and December 2014 and the third round will be between October and December 2015. |
| Semi-skilled job or employment | A migrant is classified as having semi-skilled employment if they are working in occupations defined either in ANZSCO skill level 3 or 4, which requires Certificate III or IV level qualification. |
| Settlement Database (SDB) | The Settlement Database has been developed to provide statistical data for government and community agencies involved in the planning and provision of migrant settlement services. It brings together data from various departmental systems used to process migration applications both in Australia and in overseas posts. For more information see: Settlement Reporting Facility |

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

# Appendix C: Visa reporting categories used in CSAM

Australia's Permanent Migration Programme has two major streams:

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

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

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

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

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

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

### Table 12: Skill Stream visa categories in CSAM

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

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

### Table 13: Family Stream visa categories in CSAM

| Family Stream Visa Categories[1] |
|---|
| 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.