



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

Continuous Survey of Australia's Migrants

Cohort 3 Report – Introductory Survey 2015

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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 conducted 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 introductory survey which was run between October and December of 2015.

Who we surveyed

The group of survey participants—known as **CSAM Cohort 3**—comprised more than 9000 migrants from both the Skill and Family streams. Eligibility for the 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.

Information was also collected about the partners of these migrants—yielding another 7500 responses.

Key findings

Skilled Migrants had positive labour market outcomes ...

At the six-month stage of settlement, almost nine-in-ten Skilled Migrants¹ were employed. More than three-quarters were working in full-time jobs and more than six-in-ten were in highly skilled employment. On the basis of these measures, Skilled Migrants significantly outperformed Australia's general population. Skilled Migrants also had higher earnings on average than the Australian population, but unemployment was slightly worse than the national average.

A high level of educational achievement contributed to these outcomes. Almost eight-in-ten had a university degree, and half (50 per cent) had attained an Australian qualification.

In terms of workforce impacts, health care and social assistance, and professional, scientific and technical services were the industries employing the greatest numbers of Skilled Migrants.

¹ Skill stream primary applicants

... with sponsored migrants performing best of all ...

Within the Skill stream, Employer Sponsored migrants (those sponsored for employment by an Australian business) reported near full-employment, with the vast majority of their jobs being full-time and highly skilled. Onshore Independent migrants (points tested migrants who applied from within Australia) also reported high rates of skilled full-time employment, but had slightly higher unemployment. Offshore Independent migrants (points tested migrants who applied from overseas) achieved mixed results—an unemployment rate above 20 per cent but higher average earnings than other Skilled Migrants.

These findings were consistent with what was observed with the earlier CSAM cohorts. Analysing these earlier cohorts also reveals that these outcomes improve with increased time in Australia as migrants adapt to the Australian labour market.

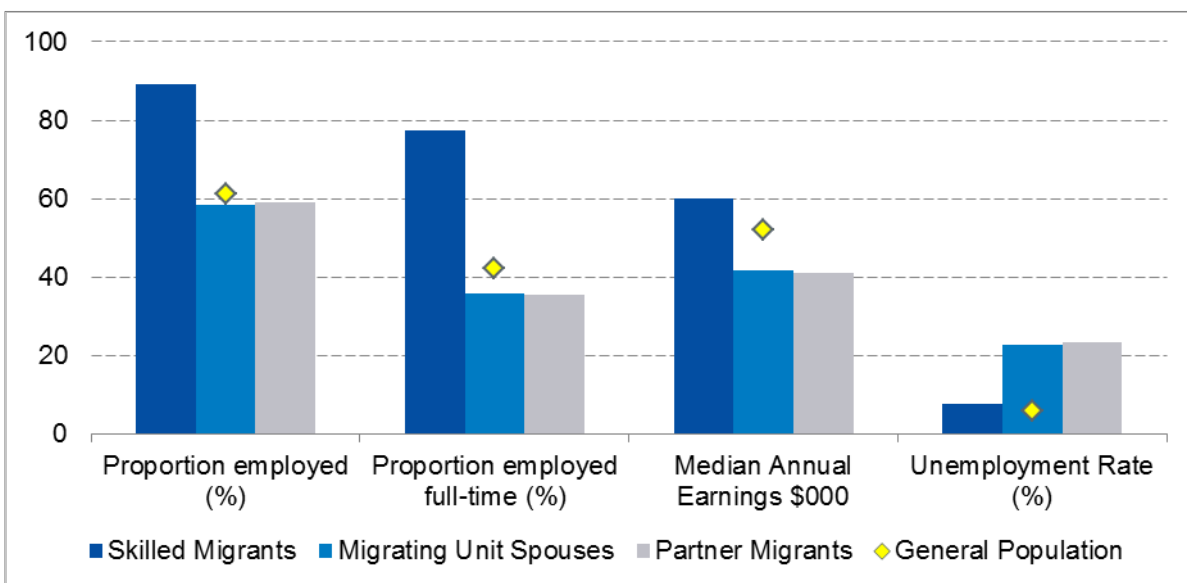
Other migrants had poorer outcomes ...

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 of these groups had higher rates of unemployment and lower rates of full-time and highly skilled employment compared to the general population.

... because of different motivations ...

These results are not unexpected—they were replicated in earlier cohorts of the CSAM—and they occurred because these migrants were not selected on the basis of their employability. Instead, these migrants have mostly non-economic motives for migration—to marry an Australian resident, or to accompany a skilled migrant to Australia for example. As a result, and because they are relatively new to the country, they were more likely to report non-economic activities such as undertaking unpaid domestic work or participating in study.

Figure 1: Employment outcomes at 6 months



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—includes employment measures such as unemployment rates, participation rates and hours worked, and occupational outcomes such as the type of occupation and industry people were 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 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.

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, 2 and 3. Remaining sections include more detailed findings from the introductory survey, but focus on Cohort 3 only. A future companion report will include findings from the follow-up survey for Cohort 3 and examine how outcomes have changed between the introductory and follow-up surveys.

Methodology

The Social Research Centre (SRC) commenced the introductory survey for Cohort 3 on 12 October 2015, with the mail-out of 20,000 forms to eligible migrants. Migrants with valid email addresses were then invited to complete an online survey, whereas others were asked to complete a survey booklet and return it to the SRC. Following two reminder mail-outs, fieldwork for the introductory survey closed on 15 December 2015. A total of 9405 migrants completed the survey—a response rate of 47 per cent.

While this is a high response rate for a voluntary survey, there will be some non-response bias. This bias can be accounted for, to an extent, through weighting of the survey data.

The sample for the survey and corresponding contact addresses were primarily sourced from the Department of Immigration and Border Protection. To improve the quality of the sample, state and territory governments then provided the Department 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

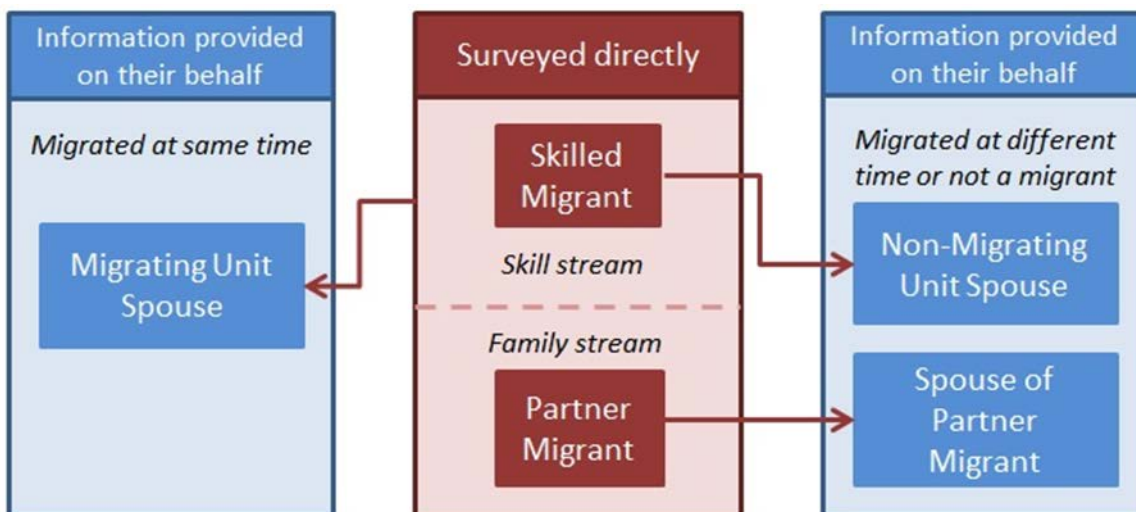
The CSAM collected information on the following groups of recent migrants:

- **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 to Australia.

Groups surveyed in the CSAM





About this report

This report includes results from the introductory survey of migrants from CSAM Cohort 3, that is, migrants who arrived in Australia or were granted a permanent or provisional visa in early 2015. Outcomes have been compared between different migrant groups and a comparison with Cohort 1, 2 and 3 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 20,000 migrants invited to participate in the survey and the 9405 migrants who completed 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 [Statistical Language - Types of Error](#).

Employment outcomes

Comparison between cohorts

Figure 2 shows key employment outcomes by all skilled migrant categories for Cohort 1 (surveyed between Oct-Dec 2013), Cohort 2 (surveyed between Oct-Dec 2014) and Cohort 3 (surveyed between Oct-Dec 2015).

Employer Sponsored

Given the nature of these visas, it was not surprising to see that this group reported full employment (at or above 97 per cent) and full participation (98 per cent) in all three cohorts. Reported median annual full-time earnings were \$70,000 in Cohort 3, down from \$73,000 in Cohort 2 but up from \$67,000 in Cohort 1. Consistent with these above average earnings was employment that was heavily concentrated in full-time and highly skilled jobs.

Onshore Independent

This group had high engagement with the labour market, attributable to having spent time living and possibly working in Australia before receiving their permanent visa. Evidence of this was a 90 per cent rate of employment for all three cohorts and participation rates that were above 95 per cent.

More than two-thirds (68 per cent) of these migrants reported working in highly skilled jobs at Cohort 3—a 7 per cent increase, compared to Cohort 1. Median annual full-time earnings reached \$61,000 in Cohort 3, compared to \$55,000 in Cohort 1.

Offshore Independent

These migrants also reported high participation in the labour force. However, what sets this group apart are the high rates of unemployment across all three cohorts, and the fact that this has risen from 14 per cent in Cohort 1 to 22 per cent in Cohort 3. As most of these migrants do not have a job offer before coming to Australia they are particularly vulnerable to the softer labour market currently operating in Australia. Consequences of this increased unemployment were falls in full-time employment (Cohort 1: 73 per cent; Cohort 3: 66 per cent) and highly skilled employment (Cohort 1: 66 per cent; Cohort 3: 62 per cent).

Provided work can be found, outcomes are positive for this group. At \$80,000 their median full-time annual earnings are the highest of all Skilled Migrants and were unchanged between Cohorts 1 and 3.

State/Territory Nominated migrants

This group also reported an increasing unemployment rate across the three cohorts of CSAM migrants, from 10.3 per cent for Cohort 1 to 16.1 per cent for Cohort 3. Rates of full-time employment also decreased from 70 per cent in Cohort 1 to 60 per cent in Cohort 3.

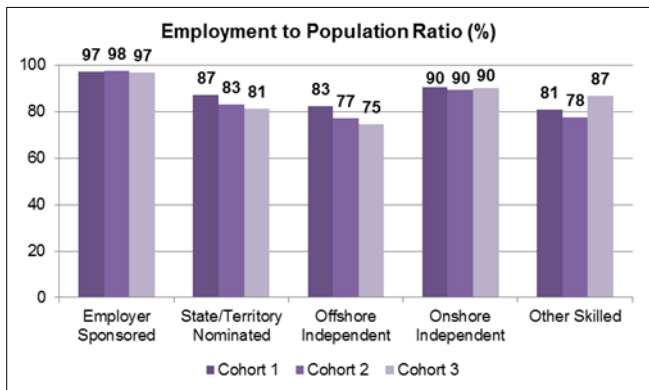
Median annual full-time earnings were consistent between the three cohorts at \$57,000 to \$60,000.

Other Skilled

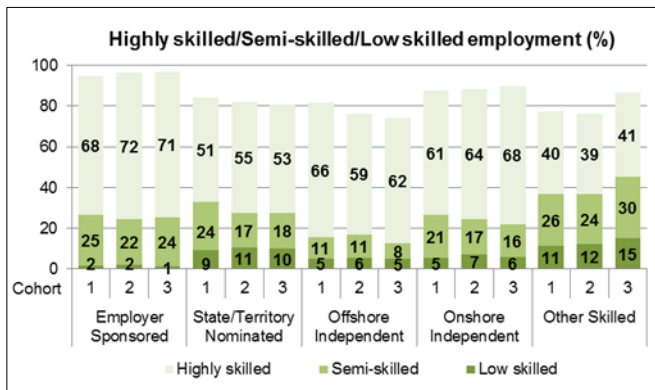
In Cohort 3 this group reported positive employment outcomes, including a 95 per cent participation rate (up around 6 percentage points since Cohort 1), 87 per cent in employment (also up around 6 percentage points since Cohort 1) and 72 per cent in full-time employment (up around 9 percentage points since Cohort 1).

Figure 2: Comparisons of key employment outcomes

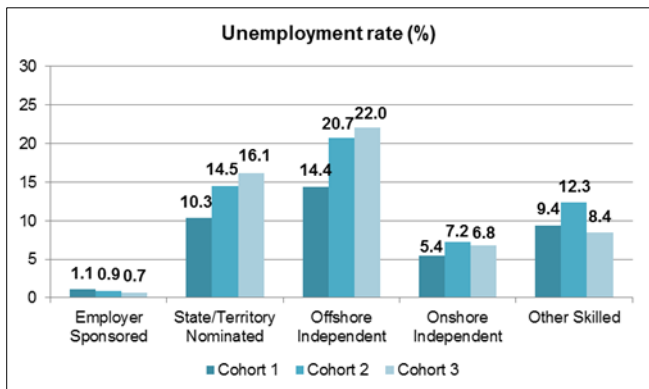
a) Employment to Population Ratio (per cent)



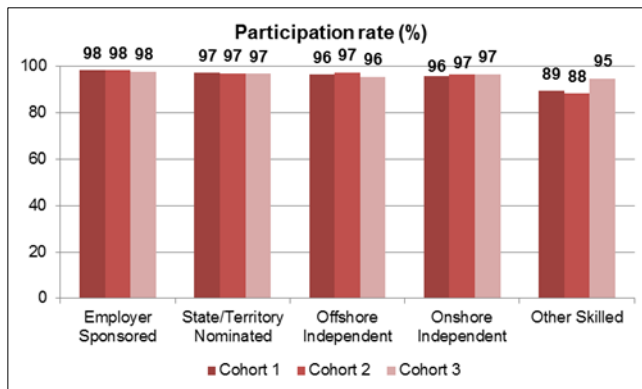
b) Highly skilled/Semi-skilled/Low skilled employment (per cent)



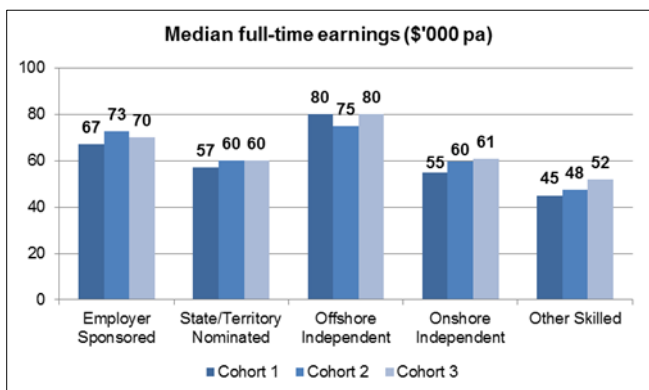
c) Unemployment rate (per cent)



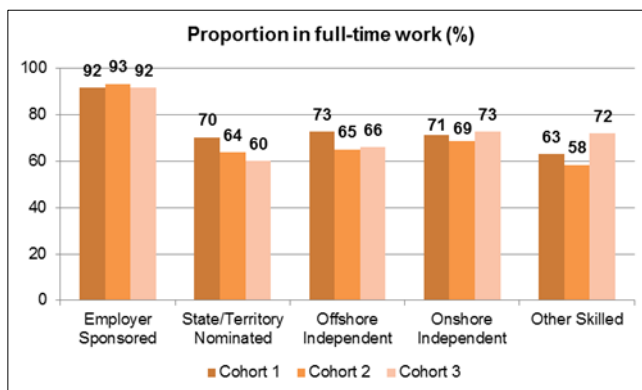
d) Participation rate (per cent)



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



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



Employment outcomes by visa stream

Table 1 shows Skilled Migrants had achieved good employment outcomes at the six-month stage of the survey—that is, 6 months after arrival or grant of a permanent or provisional visa whilst already in Australia on a temporary visa.

Skilled Migrants

Skilled Migrants reported full participation in the labour force (at 96.7 per cent) with over just under nine-in-ten (89.2 per cent) employed. This compared favourably to the general population (or Australians aged 15 years and over)—at November 2015 (the same time as the Cohort 3 CSAM survey) the labour force participation rate was 65.1 per cent and the proportion employed was 61 per cent. Three-quarters (77.3 per cent) reported working in full-time employment and six-in-ten (63.3 per cent) reported working in highly skilled jobs. An unemployment rate of 7.8 per cent was reported at Cohort 3—a higher rate compared to the general population (6 per cent). Median annual earnings were \$60,000—\$65,000 for Skilled Migrants in full-time jobs and \$31,200 for Skilled Migrants in part-time jobs.

Migrating Unit Spouses and Partner Migrants

Migrating Unit Spouses and Partner Migrants reported unemployment rates of 22.7 per cent and 23.5 per cent respectively—a rate almost four times higher than that of the general population. They also earned less on average than other migrants, with only one quarter of Migrating Unit Spouses and one-in-five Partner Migrants reporting employment in highly skilled jobs. These findings are not unexpected, as people in this situation are not selected for migration on the basis of their skills or employability. Instead, they are more likely to be involved in part-time work that is balanced against managing the household and childcare. They also tend to be not as well educated. Among Partner Migrants, for example, just under half had a university degree, compared with almost eight-in-ten Skilled Migrants (see Table 7). A more detailed discussion on post school qualifications appears later in the report.

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

Other Groups

Table 1 shows Spouses of Partner Migrants reported better employment outcomes compared to the general population. This included nine-in-ten (90.5 per cent) participating in the labour force and eight-in-ten (84.7 per cent) being employed (almost two-thirds, or 64.5 per cent, in full-time jobs). Median annual earnings for all jobs were \$54,000, with those in full-time jobs earning \$60,000 and those in part-time jobs earning \$31,200. These better findings can be partly explained by the fact that this group is already established in Australia (either by being born here or as a former migrant themselves), are more likely to be male, and tend to be within the 25 to 34 year age range—a stage of life where labour market participation is high.

Similarly, Non-Migrating Unit Spouses were more likely to be already established in Australia, and thus reported comparable employment outcomes to Spouses of Partner Migrants. Over three-quarters (78.8 per cent) reported being employed (mostly in full-time jobs) and 43.7 per cent employed in highly skilled jobs. Unemployment was at 6.8 per cent—a rate comparable to Spouses of Partner Migrants (6.5 per cent) and the general population (6.0 per cent).

Table 1: Employment outcomes by visa stream

	All Surveyed Migrants ¹	Skilled Migrant	Skill stream - Migrating Unit Spouse	Skill stream – Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. ²
Sample size³	13,593	6,982	4,188	993	2,423	2,357	
Employment Outcomes (weighted) (%)							
Employed	70.1	89.2	58.3	78.8	59.0	84.7	61.3
Highly skilled ⁴	37.2	63.3	25.0	43.7	20.0	41.7	N/A
Semi-skilled ⁴	21.1	20.0	19.7	20.9	22.7	30.8	N/A
Low skilled ⁴	10.9	5.6	11.7	8.1	15.3	9.6	N/A
Unemployed	14.0	7.5	17.1	5.8	18.1	5.8	3.9
Not in labour force	15.9	3.3	24.7	15.4	22.8	9.5	34.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	16.6	7.8	22.7	6.8	23.5	6.5	6.0
Participation rate	84.1	96.7	75.3	84.6	77.2	90.5	65.1
Proportion self-employed	4.4	3.8	4.7	7.1	4.9	10.5	10.5
Proportion in full-time work	51.2	77.3	35.9	58.4	35.5	64.5	42.3
Earnings and Hours (weighted)							
Median annual full-time earnings (\$'000)	58.0	65.0	52.0	62.0	50.4	60.0	69.6
Median annual part-time earnings (\$'000)	26.0	31.2	26.0	26.0	24.5	31.2	26.6
Median annual earnings ⁵ (\$'000)	51.0	60.0	41.8	57.3	41.1	54.0	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)	26.3	30.0	24.9	27.7	23.4	28.0	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=15 Partner responses missing in this table due to unknown Migrating Unit Spouse status.

2. General Pop. = General Population; Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 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 the stated income is markedly different between the introductory and follow-up surveys will be flagged to phone interviewers during the follow-up survey whereby respondents will be asked to confirm or rectify their income information.

Employment outcomes for Skilled Migrants

Table 2 shows that at the six-month stage of the survey, migrants from across all skilled categories had achieved better employment outcomes than the general population.

Employer Sponsored

This group, which comprises migrants sponsored by an Australian business to fill an identified skills shortage, had especially strong outcomes. With an unemployment rate under 1 per cent, an employment to population ratio of 97 per cent and 91.6 per cent working full-time, Employer Sponsored migrants had near full employment. Over seven-in-ten (71.2 per cent) were in highly skilled jobs—that is, occupations requiring a Diploma qualification or higher—and employed Employer Sponsored migrants reported median annual earnings of \$68,000.

Onshore Independent

These migrants—selected for skilled migration while residing in Australia—achieved good employment outcomes. Ninety per cent reported being employed—almost three-quarters (72 per cent) in full-time jobs and three-quarters (67.9 per cent) in highly skilled work. Their unemployment rate of 6.8 per cent was comparable to the general population rate of 6.0 per cent, although the participation rate (96.6 per cent) was well above the rate 30 percentage points higher than that of the general population (65.1 per cent).

Offshore Independent

This group, which undergoes a similar selection process to the Offshore Independent group, had an unemployment rate four times higher than the general population. This finding was offset by this group having the highest incomes of all Skilled Migrants, with median full-time earnings of \$80,000 per year. The high rate of unemployment occurred because most of these migrants arrived in Australia without a job-offer, and so finding work will take time. As these migrants tend to be more experienced and with specialist skills, they may be prepared to wait until the right sort of job comes along. Consequently, when they do find work, they tend to end up in better paying jobs.

State/Territory Nominated migrants

These migrants had high levels of participation and employment—96.7 per cent and 81.1 per cent respectively. However, only half (53.1 per cent) were in highly skilled employment, and their unemployment rate (16.1 per cent) was higher than for most skilled migrant categories. Concessions in the skilled migration points test, contributed to these outcomes.

Other Skilled migrants

This group which includes Skilled Migrants sponsored by family members and business migrants had mixed employment outcomes; they had the lowest rate of highly skilled employment (41.4 per cent), and lowest reported median annual earnings (\$49,000). Their participation rates (94.8 per cent) and unemployment rates (8.4 per cent), however, were comparable to other skilled migrant categories.

Table 2: Employment outcomes for primary applicant Skilled Migrants

	All Skilled Migrants	Employer Spon.	State/ Territory Nom.	Off-shore Indep.	On-shore Indep.	Other Skilled ¹	General Pop. ²
Sample size³	6,982	1,541	1,640	1,046	1,724	1,031	
Employment Outcomes (weighted) (%)							
Employed	89.2	97.0	81.1	74.5	90.0	86.8	61.3
<i>Highly skilled⁴</i>	63.3	71.2	53.1	61.6	67.9	41.4	N/A
<i>Semi-skilled⁴</i>	20.0	24.1	17.7	7.7	16.2	30.1	N/A
<i>Low skilled⁴</i>	5.6	1.4	9.9	4.9	5.7	15.0	N/A
Unemployed	7.5	0.7	15.6	21.0	6.6	7.9	3.9
Not in labour force	3.3	2.3	3.3	4.5	3.4	5.2	34.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	7.8	0.7	16.1	22.0	6.8	8.4	6.0
Participation rate	96.7	97.7	96.7	95.5	96.6	94.8	65.1
Proportion self-employed	3.8	2.5	2.9	1.5	4.8	10.0	10.5
Proportion in full-time work	77.3	91.6	60.0	66.0	72.6	71.9	42.3
Earnings and Hours (weighted)							
Median annual full-time earnings (\$'000)	65.0	70.0	60.0	80.0	60.8	52.0	69.6
Median annual part-time earnings (\$'000)	31.2	38.1	31.2	31.2	31.2	31.2	26.6
Median annual earnings (\$'000)	60.0	68.0	52.0	75.0	55.9	49.0	52.1
Median hours per week (hours/week)	40.0	40.0	38.0	40.0	40.0	38.0	N/A
Median hourly rate of pay (\$/hour)	30.0	31.9	28.8	36.9	28.6	25.0	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 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. 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.

Occupation and industry

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

Occupational outcomes

Table 3 shows that 44.2 per cent of employed Skilled Migrants 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 23 per cent rate for Australian employees aged 15 years and over, and well above the rate for most other migrant categories. This is another indicator of the positive employment outcomes these Skilled Migrants have achieved since arriving in Australia. Skilled Migrants were more likely working as managers (15.1 per cent) and technicians and trades workers (15 per cent) compared to Australian workers (12.9 per cent and 14.6 per cent respectively).

One-quarter of Skilled Migrants were employed 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, it is a substantially better result than that for other migrants and for Australian workers in general. For example, a majority of Partner Migrants (65 per cent), Migrating Unit Spouses (54.3 per cent) and the Australian workforce (49.5 per cent) were working outside of professional, managerial or trades fields.


The employment outcomes of Non-Migrating Unit Spouses were comparable to Skilled Migrants, with 37.9 per cent of Non-Migrating Unit Spouses working in professional fields and 14.7 per cent working as managers. Spouses of Partner Migrants (18.6 per cent) were more likely to be working as technicians and trades workers compared to other migrant categories. These positive outcomes for Non-Migrating Unit Spouses and Spouses of Partner Migrants can be attributed to the fact that in this category are Skilled Migrants who are already settled in Australia.

Industry of employment

The health care and social assistance industry was the main employer of migrants, accounting for 17.8 per cent of jobs held by Skilled Migrants, 18.8 per cent of jobs held by Migrating Unit Spouses and 16.7 per cent of jobs held by Non-Migrating Unit Spouses. Skilled Migrants were also twice as likely to be employed in professional, scientific and technical services (16.4 per cent) than the general population (8.6 per cent), and more likely to be employed in accommodation and food services (10.6 per cent) than the general population (6.9 per cent).

Job characteristics

Table 3 also shows that Skilled Migrants were most often found working as software and applications programmers (7.2 per cent) and registered nurses (4 per cent)—both jobs that require highly skilled workers. This strong concentration in particular fields also reflects the highly targeted nature of Australia's Skilled Migration programme and the skilled occupation lists which underpin it.



When applying for skilled migration, the vast majority of applicants are required to nominate an occupation that reflects their skills and experience and which appear 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, slightly over half (53.2 per cent) of all Skilled Migrants (including those not working) were working in their nominated occupation, while 14.7 per cent were employed in a field with an equivalent or higher level of skill than their nominated occupation. The remaining 22.1 per cent were working at a lower level of skill.

Table 4 indicates that 85.3 per cent of Skilled Migrants were employees working for wages and salaries and that 78.0 per cent 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 other migrant categories and 35.7 percentage points higher than that of Australian workers (as measured by the Australian Bureau of Statistics Labour Force survey in November 2015).

Rates of business ownership were lower compared to the general population rate of 10.5 per cent for all migrant categories, except Spouses of Partner Migrants (10.8 per cent). This reflects the fact that these people are already 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.

Consistent with their better employment outcomes, Skilled Migrants had been employed, on average, for a longer period of time in the past year (10.6 months out of 12 months), than Partner Migrants (9.3 months). Note that this includes any employment overseas, as well as in Australia. Further analysis of the data shows that Skilled Migrants who had their visa granted onshore and had been in Australia for at least a year had reported being employed on average for 11.3 months out of the previous 12 months. This was much longer than Skilled Migrants who had their visa granted offshore, who reported being employed for only 7.1 months on average, over the same period.

Table 3: Occupation, industry and nominated field, by visa stream

	All Surveyed Migrants ¹	Skilled Migrant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. ²
Sample size³	9,486	5,946	2,188	657	1,352	1,912	
Occupation category (weighted) (%)							
Managers	11.5	15.1	10.1	14.7	7.2	12.5	12.9
Professionals	31.4	44.2	26.2	37.9	16.5	28.5	23.0
Technicians and trades workers	12.8	15.0	9.4	10.9	11.3	18.6	14.6
Other occupations	44.4	25.7	54.3	36.5	65.0	40.4	49.5
Industry of employment (weighted) (%)							
Health care and social assistance	17.5	17.8	18.8	16.7	16.5	13.0	12.8
Professional, scientific and technical services	12.2	16.4	9.1	11.0	7.9	8.8	8.6
Accommodation and food services	13.1	10.6	13.6	9.2	16.4	9.2	6.9
Manufacturing	8.3	8.8	6.2	3.9	8.8	12.1	7.2
Construction	7.2	7.5	6.4	10.5	7.2	10.6	8.8
Other industries	41.6	38.9	46.0	48.6	43.1	46.2	55.6
Most common occupations (weighted) (%)							
Software and applications programmers	4.4	7.2	3.1	2.3	1.3	1.5	N/A
Registered nurses	2.3	4.0	0.5	1.9	0.8	1.9	N/A
ICT business and systems analysts	1.9	3.1	1.0	1.3	0.7	1.5	N/A
Accountants	2.1	3.0	1.9	3.1	1.1	2.1	N/A
Chefs	2.7	2.9	1.8	0.1	2.8	2.7	N/A
Other occupations	86.6	79.8	91.6	91.2	93.4	90.4	N/A
Nominated field of work (weighted) (%)³							
Working in nominated field ⁴	N/A	53.2	N/A	N/A	N/A	N/A	N/A
Working at the same or higher skill level as nominated field ⁴	N/A	14.7	N/A	N/A	N/A	N/A	N/A
Working at lower skill level as nominated field ⁴	N/A	22.1	N/A	N/A	N/A	N/A	N/A
Not working	N/A	10.0	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=5 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 2015 (supplement to Australian Labour Force Survey).

3. Base sizes exclude 'Not answered/known' responses where applicable; percentage results may not sum exactly to 100 per cent due to rounding. Results are for employed migrants only, except 'Nominated Field of Work' results that are for all migrants.

4. Further information provided in Appendix B.

Table 4: Employment: Full-time or part-time status by visa stream

	All Surveyed Migrants ¹	Skilled Migrant	Skill stream - Migrating Unit Spouse	Skill stream – Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. ²
Sample size³	13,593	6,982	4,188	993	2,423	2,357	
Employment status (weighted) (%)							
Employee	65.4	85.3	52.8	70.6	53.8	73.5	50.6
Business owner	4.5	3.8	4.7	7.3	4.9	10.8	10.5
Not working ⁴	30.2	10.9	42.5	22.1	41.3	15.7	38.7
Full-time, part-time status (weighted) (%)							
Full-time	52.0	78.0	36.9	63.5	36.0	68.1	42.3
Part-time	17.7	11.0	20.2	13.4	22.4	15.7	19.0
Not working ⁵	30.3	10.9	42.9	23.1	41.6	16.2	38.7
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.)	10.0	10.6	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	0.9	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=15 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 2015 (Trended); Employment Status for Australian civilian population aged 15 years and over sourced from ABS 6291.0.55.003 November 2015 (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.

Migrant characteristics

Demographic characteristics

Table 5 provides details of demographic characteristics across all migrant categories. The demographic profile indicates that Skilled Migrants were most likely to be aged in the 25 to 34 year age range (58.5 per cent) and male (66.6 per cent). By comparison, Partner Migrants were also young—with a slightly lower proportion in the 25 to 34 year age range—but more than two-thirds (70.8 per cent) were female. The high proportion of females in the Partner Migrant category and males among Skilled Migrants helps maintain a more balanced gender distribution in the Migration Programme, whereas the over-representation of younger people ensures that the programme is well attuned to Australia's labour market and economic needs. In 2014–15, Australia's Migration Programme comprised 47.1 per cent males and 52.9 per cent females, and 45.7 per cent were in the 25 to 34 year age range.

Over eight-in-ten Skilled Migrants and Partner Migrants were born in countries not considered to be the main English-speaking countries (see Table 5 for further details). The most popular country of origin for Skilled Migrants was India (21.3 per cent), with one-in-ten Skilled Migrants originating from China (10.8 per cent) and the United Kingdom (10.2 per cent). For Partner Migrants, around one-in-ten were from China and India, with six-in-ten (62.2 per cent) outside the top four countries of origin.

English proficiency

Despite Skilled Migrants coming predominantly from non-main English-speaking countries, more than half (56.1 per cent) of Skilled Migrants and one-third (37.6 per cent) of Partner Migrants spoke English as their main or only language at home. Furthermore, almost all (98.1 per cent) Skilled Migrants and 82.3 per cent of Partner Migrants claimed a good knowledge of English, being their best or only language, or they were able to speak English well or very well. The high standards of spoken English among surveyed migrants was a significant finding, as the ability to speak English fluently is an important pre-requisite for finding work in Australia.

Table 5: Demographic and language characteristics by visa stream

	All Surveyed Migrants ¹	Skill Migrant	Skill stream - Migrating Unit Spouse	Skill stream – Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant
Sample size²	13,593	6,982	4,188	993	2,423	2,357
Gender³ (weighted) (%)						
Male	46.7	66.6	NC	NC	29.2	NC
Female	53.3	33.4	NC	NC	70.8	NC
Age at arrival³ (weighted) (%)						
Less than 25	21.3	17.5	NC	NC	24.7	NC
25 to 34 years	56.2	58.5	NC	NC	54.2	NC
35 to 44 years	17.0	20.3	NC	NC	14.1	NC
45 to 54 years	4.5	3.6	NC	NC	5.3	NC
55 to 64 years	0.9	0.2	NC	NC	1.6	NC
65 years and over	0.1	-	NC	NC	0.2	NC
Birthplace³ (weighted) (%)						
Main English-speaking countries ⁴	16.6	18.7	NC	NC	14.8	NC
Other countries	83.4	81.3	NC	NC	85.2	NC
Main origin countries (weighted) (%)						
India	15.8	21.3	NC	NC	11.1	NC
China (PRC)	10.8	10.8	NC	NC	10.9	NC
United Kingdom ⁵	9.0	10.2	NC	NC	8.0	NC
Philippines	7.5	7.0	NC	NC	7.9	NC
Other countries	56.8	50.7	NC	NC	62.2	NC
Main languages spoken (weighted) (%)						
English	46.5	56.1	47.4	65.2	37.6	71.8
Chinese, nfd	6.3	6.1	5.4	4.9	7.0	4.0
Mandarin	4.2	4.3	3.7	4.2	4.5	2.3
Persian (excluding Dari)	2.5	3.0	3.9	0.7	1.3	1.1
Other languages	40.5	30.5	39.6	25.0	49.6	20.8
English proficiency (weighted) (%)						
English best or only language/very well	65.3	79.3	63.8	78.4	53.6	83.1
English spoken well	24.8	18.8	27.3	15.7	28.7	11.2
English spoken not well/not at all	9.9	1.8	8.9	5.9	17.7	5.7

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=15 Partner responses are missing in this table due to unknown Migrating Unit Spouse status.

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, UK (British Protected Person, British Subject, Britain, England, Scotland, Wales, Northern Ireland), Ireland, Ireland (So Stated), Canada, USA, South Africa.

5. 'United Kingdom' includes: England, Scotland, Wales, Northern Island, British Protected Person, British Subject, Britain.

NC = Not collected; PRC = People's Republic of China; nfd=not further defined.

The migration process

Table 6 provides further detail about migrants' backgrounds, and shows that almost one-third (34.3 per cent) of onshore primary applicants had been in Australia for three years or more at the time of the survey. This reflects a growing trend, where increasing numbers of migrants are receiving a permanent visa while living here on a temporary visa, such as a Student visa or temporary skilled visa. In the 2014–15 Migration Programme, half (48.3 per cent) of all permanent visas were issued to onshore applicants.

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

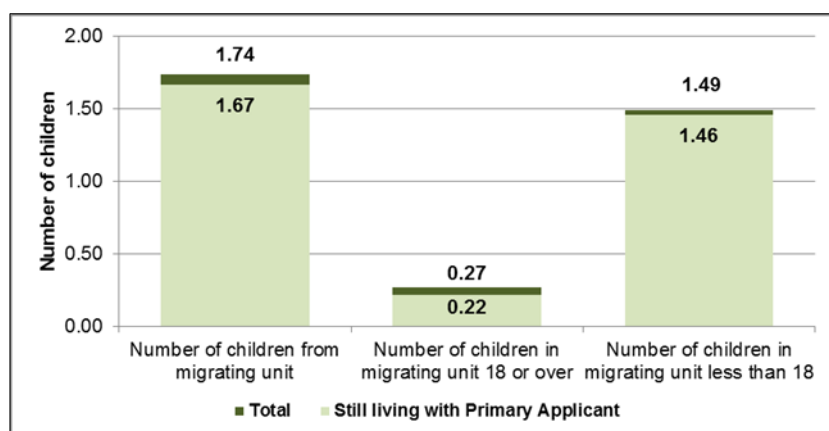
Over one-third (38.6 per cent) of Skilled Migrants migrated via the Employer Sponsored category, while around one-quarter (23.7 per cent) applied as an Onshore Independent. The proportion who nominated for migration by a state or territory government (14.0 per cent), migrating as an Offshore Independent (12.3 per cent) or as an Other Skilled migrant (11.5 per cent) were at similar levels.

Almost half of all Skilled Migrants (43.5 per cent) were unattached migrants without dependants. The remainder came as part of a family, with half of these families having children. Almost all Partner Migrants coming through the Family stream (94.1 per cent) migrated without children.

Excluding single Skilled Migrants without children, Skilled Migrants arrived with, on average, 2.6 dependants in their migrating unit (including children under and over 18 years of age). On a similar measure, Partner Migrants arrived with, on average, 1.6 dependants. The difference in the number of dependants between these two groups of migrants is due to Partner Migrants joining a partner who was likely already residing in Australia and who would not be considered part of their migrating unit.

Figure 3 shows that across all migrant categories there was an average of 1.74 children per migrating unit, with most of these children living at home at the time of the survey. These children were mostly young, with the average migrating unit comprising 1.49 children aged less than 18 years of age and 0.27 children aged 18 years of age or over.

Figure 3: Number of children (Total / Still 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	Skilled Migrants - primary applicant	Family stream - Partner Migrant
Sample size¹	9,405	6,982	2,423
Year of arrival (weighted) (%)			
2015 ²	28.9	26.9	30.7
2014	25.3	31.8	19.6
2013	20.0	14.8	24.5
2012	13.5	10.6	16.1
2011	5.2	6.0	4.5
2010 or earlier	7.1	9.9	4.6
Main reason for migration (weighted) (%)			
Better future for me or my family	30.6	52.6	11.2
A higher standard of living	6.4	11.4	2.0
Australia's features – beaches, climate, lifestyle, etc.	6.6	11.3	2.5
To join my partner, family or relatives	44.3	2.3	81.2
Work or business opportunities	10.6	21.1	1.5
Education/Study	1.1	0.9	1.3
Other reason	0.3	0.4	0.2
Visa reporting category (weighted) (%)			
Employer Sponsored	N/A	38.6	N/A
State/Territory Nominated	N/A	14.0	N/A
Offshore Independent	N/A	12.3	N/A
Onshore Independent	N/A	23.7	N/A
Other Skilled	N/A	11.5	N/A
Type of migrating unit (weighted)			
Couple only (%)	N/A	26.4	N/A
Couple with children (%)	N/A	29.1	N/A
Single migrant with children (%)	3.6	1.0	5.9
Single migrant without children (%)	70.5	43.5	94.1
<i>Average number of dependants³ (no.)</i>	2.4	2.6	1.6

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 2015, and comprise around 85 per cent of the 2015 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=2,522; Skilled Migrants: n=2,329; Family stream – Partner Migrant: n=193).

Educational profile

Table 7 shows that Skilled Migrants were a well-educated cohort. Almost all (95.4 per cent) had completed a qualification since leaving school and 79.3 per cent had a Bachelor Degree or higher. In comparison, 71.7 per cent of Partner Migrants had a post-school qualification and 48.3 per cent had a university degree. The educational performance of both groups overshadows that of Australia's general population; at the time of the 2011 Census, only 44.9 per cent of those aged 15 and over and not in full-time study had a post-school qualification and only 18.8 per cent had a university degree.

Bachelor's degrees were the most common form of post-school qualification reported by Skilled Migrants (43.9 per cent) and Partner Migrants (32.6 per cent) as their highest qualification. Master's degrees also figured strongly—27.2 per cent of Skilled Migrants and 12.3 per cent of Partner Migrants had these postgraduate degrees (with one-in-five Partner Migrants reported holding a diploma or certificate as their highest post-school qualification).

Four-in-five (80.4 per cent) Skilled Migrants had a qualification from overseas. While overseas qualifications were the dominant group, half (50.0 per cent) of Skilled Migrants had attained an Australian post-school qualification and 34.5 per cent had both an Australian and an overseas qualification. On the basis of this higher human capital, and the fact that many do have an Australian qualification, Skilled Migrants are well placed to achieve good employment outcomes.

Management and commerce was the most common field of study among those migrants with university degrees (i.e. Bachelor degrees or higher). At the Diploma/Certificate level, migrants were most likely to have studied engineering and related technologies, food, hospitality and personal services and management and commerce.

Table 7: Educational characteristics by visa stream

	All primary applicants	Skill stream - primary applicant	Family stream - Partner Migrant
Sample size¹	9,405	6,982	2,423
Country of highest education attainment (weighted) (%)			
Australian qualification only	12.9	15.5	10.6
Overseas qualification only	43.1	45.8	40.7
Both Australian and overseas qualification	27.0	34.5	20.4
No post-school qualification	17.0	4.2	28.3
Highest education attainment (weighted) (%)			
Doctor degree	2.7	4.5	1.1
Master degree	19.2	27.2	12.3
Other postgraduate qualification	3.0	3.7	2.3
Bachelor degree	37.8	43.8	32.5
Diploma level/certificate level	18.1	16.2	19.8
Other post-school qualification	2.0	0.4	3.5
No post-school qualification	17.2	4.3	28.5
Field of study (Australian qualification) (weighted) (%)			
<i>Australian qualification attained</i>	39.9	50.0	31.0
Main field of study for Australian qualification²			
Management and commerce	32.3	31.5	33.6
Health	14.3	16.7	10.8
Engineering and related technologies	11.8	15.3	6.7
Food, hospitality and personal services	9.7	10.6	8.4
Other field	31.9	25.9	40.5
Field of study (overseas qualification) (weighted) (%)			
<i>Overseas qualification attained</i>	70.1	80.4	61.1
Main field of study for overseas qualification³			
Engineering and related technologies	19.4	27.5	9.8
Management and commerce	23.6	19.6	28.3
Information technology	10.8	14.1	6.9
Health	12.3	12.9	11.6
Other field	34.0	25.9	43.5

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 respondents with Australian qualification where field of study for Australian qualification was available.

3. Base size includes respondents with overseas qualification where field of study for overseas qualification was available.

Table 8 examines these findings by Australian and overseas qualifications, and shows that the most common fields for Australian postgraduate qualifications were management and commerce (44.9 per cent), followed by information technology (11.8 per cent) and engineering and related technologies (11.5 per cent). The high rates of migrants with postgraduate qualifications in business, engineering and information technology corresponds to the most common occupations for primary applicants (e.g. software engineers and ICT business and systems analysts, see Table 3), which indicates that these migrants were utilising skills in their chosen field of study.

For holders of Australian Bachelor degrees, the most likely fields of study were management and commerce (39.5 per cent), followed by health (28.5 per cent).

Table 8: Highest education attained by field of study

	Postgraduate qualification ¹	Bachelor degree	Diploma/Certificate level
Highest education attained by field of study (highest qualification) (weighted) (%)			
Sample size²	3,087	3,931	1,255
Management and commerce	34.8	25.5	19.6
Engineering and related technologies	14.7	17.2	20.8
Information technology	14.3	10.4	3.4
Society and culture	9.9	12.2	11.5
Health	7.9	17.2	10.4
Education	4.4	4.1	3.5
Food, hospitality and personal services	1.0	1.3	20.4
Other field	13.0	12.2	10.4
Highest education attained by field of study (Australian qualification) (weighted) (%)			
Sample size³	1,318	1,185	1,398
Management and commerce	44.9	39.5	22.9
Information technology	11.8	5.0	1.6
Engineering and related technologies	11.5	10.7	11.8
Society and culture	9.3	4.4	24.5
Health	7.8	28.5	8.3
Education	3.3	1.2	4.7
Food, hospitality and personal services	1.0	1.4	19.6
Other field	10.5	9.3	6.6
Highest education attained by field of study (overseas qualification) (weighted) (%)			
Sample size⁴	2,151	3,785	1,049
Management and commerce	27.4	22.5	21.3
Engineering and related technologies	16.7	18.9	26.2
Information technology	15.2	11.1	5.6
Society and culture	11.0	14.4	3.9
Health	8.7	14.3	13.0
Education	5.4	4.5	3.1
Food, hospitality and personal services	1.0	1.0	15.4
Other field	14.5	13.3	11.5

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

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

2. 'Base size includes primary applicants with Australian and overseas post-school qualifications, and where field of study of qualification is available).

3. 'Base size includes primary applicants with Australian post-school qualifications and where field of study of Australian qualification is available.

4. 'Base size includes primary applicants with overseas post-school qualifications and where field of study of overseas qualification is available.

Other activities

Table 9 shows half of Migrating Unit Spouses had provided care or assistance to someone in the last two weeks—substantially more than any other migrant category. Among these migrants, 49.4 per cent reported providing unpaid care to children (whether their own or someone else's) and 4.8 per cent reported providing care or assistance to elderly, ill or disabled family members. Partner Migrants also reported high rates of care or assistance to someone in the last two weeks, albeit at a lower level.

This is consistent with Migrating Unit Spouses and Partner Migrants being less likely to be employed (see Table 1) and having more time to provide assistance to others. However, it should be noted that these groups also have a high workforce participation rate, which indicates that many are balancing the need to provide care or assistance, and either working or looking for work.

In addition to providing care or assistance and participating in the labour force, Migrating Unit Spouses and Partner Migrants most commonly reported undertaking unpaid domestic work around the household and undertaking full-time or part-time study in the last two weeks. This further supports other findings that show Migrating Unit Spouses and Partner Migrants are contributing to Australian society—whether via participation in the labour force, providing unpaid care or assistance to family members (including children), or undertaking further study to improve their ability to find work.

Table 9: Activities in last two weeks by visa stream

	All Surveyed Migrants ¹	Skilled Migrant	Skill stream - Migrating Unit Spouse	Skill stream – Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant
Sample size²	13,593	6,982	4,188	993	2,423	2,357
Provision of unpaid care or assistance in last 2 weeks (weighted) (%)						
<i>Provided care or assistance to anyone</i>	36.0	27.7	50.9	19.3	35.9	32.0
Provided care or assistance to elderly, ill or disabled family members	5.6	3.5	4.8	5.0	7.9	7.1
Provided any unpaid care to own or other children	32.9	25.8	49.4	16.4	31.0	27.0
Provided any unpaid care to own children	30.2	23.6	47.8	13.7	27.3	25.6
Provided any unpaid care to other people's children	3.4	2.5	2.8	2.9	4.3	1.7
Other activities in last 2 weeks (weighted) (%)						
Unpaid domestic work for household	56.1	49.9	60.6	54.9	59.3	52.3
Voluntary work through an organisation/group	6.9	7.1	7.0	5.5	6.5	5.2
Full/part-time study	13.4	10.7	13.4	12.7	15.8	8.6
None	35.9	43.0	32.6	38.2	31.2	42.4

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=15 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

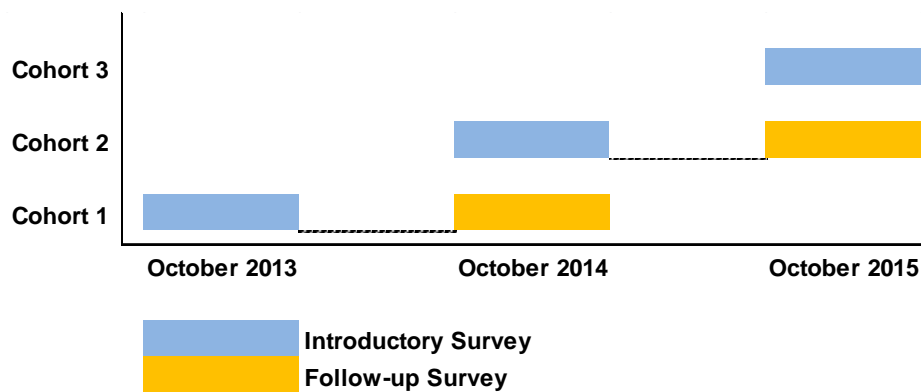
About the CSAM

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.

The 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 3—migrated to Australia or were granted a visa onshore around six months prior to the introductory survey. The survey itself was conducted between 12 October and 15 December 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. Respondents were also 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, educational attainment, spoken English proficiency, earnings and information on unemployment.

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.² To help respondents from non-English speaking backgrounds complete the survey, the Translating and Interpreting Service (TIS National) was made available to respondents via the CSAM 1800 hotline.

The primary applicant 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 Spouse) and the spouse/partner of 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 2015 and July 2015 was prepared from client records held by the Department of Immigration and Border Protection. A total of 76,368 sample records (the population file) was provided to the Social Research Centre (SRC) on 15 September 2015 and included name, address, visa category, language spoken and, in the case of Skilled Migrants, nominated occupation. For the first time in the CSAM survey, an email address was provided on the population file.

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 2015 (6 months before introductory survey)—the eligible window was approximately 3 months either side of this time point and was determined differently for migrants with visas granted while the client was outside Australia (offshore) and those where the client was granted a visa while in Australia already on a temporary visa (onshore):
 - Offshore visa—date of arrival: 1 January 2014 to 31 July 2015
 - Onshore visa—date of visa grant: 1 January 2014 to 31 July 2015
- 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.

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 75,868 records as the population frame.

²Such 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](#)

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. Migrants who had already completed or refused to participate in previous surveys (including the 2013 and 2014 CSAM surveys, and a SkillSelect survey conducted in July 2015) were removed from the population frame before sample selection.

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 17,452 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 no address details available. 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 20,000 sample records selected to participate in the introductory survey. Of these, 2969 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 a First Prize (1 x \$1,000 cash prize, cut off at 3rd week of fieldwork), Second Prize (2 x \$500 Coles-Myer vouchers, cut off at 6th week of fieldwork), and Third Prize (1 x \$500 Coles Myer voucher, cut off at 9th week of fieldwork).

Overall, the response rate for the survey, that is, the number of forms completed as a percentage of the number dispatched, was 47.0 per cent, with 63.9 per cent of those responding choosing to complete the form online.



As shown in Table 10, the response rate was highest for South Australia (54.0 per cent) and lowest for the Northern Territory (42.2 per cent). Table 10 also shows that within each state or territory, State/Territory Nominated and Offshore Independent visa categories generally achieved higher response rates compared to other visa categories.

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

Editing the survey data

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

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

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

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

Outliers

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

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

Weighting

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

Table 10: Response rate by state and visa category

State ¹	Visa Category	Total Selections	Completed Interviews	Per cent of Total Selections
NSW	Employer Sponsored	883	293	33.2
	State/Territory Nominated	526	291	55.3
	Offshore Independent	720	360	50.0
	Onshore Independent	789	354	44.9
	Other Skilled	422	130	30.8
	Family	960	413	43.0
	NSW TOTAL	4,300	1,841	42.8
VIC	Employer Sponsored	767	278	36.2
	State/Territory Nominated	583	376	64.5
	Offshore Independent	684	368	53.8
	Onshore Independent	753	346	45.9
	Other Skilled	698	275	39.4
	Family	887	374	42.2
	VIC TOTAL	4,372	2,017	46.1
QLD	Employer Sponsored	740	274	37.0
	State/Territory Nominated	247	140	56.7
	Offshore Independent	232	122	52.6
	Onshore Independent	662	355	53.6
	Other Skilled	124	47	37.9
	Family	939	440	46.9
	QLD TOTAL	2,944	1,378	46.8
SA	Employer Sponsored	439	170	38.7
	State/Territory Nominated	573	405	70.7
	Offshore Independent	61	33	54.1
	Onshore Independent	468	221	47.2
	Other Skilled	626	363	58.0
	Family	714	365	51.1
	SA TOTAL	2,881	1,557	54.0
WA	Employer Sponsored	790	300	38.0
	State/Territory Nominated	388	214	55.2
	Offshore Independent	236	129	54.7
	Onshore Independent	657	325	49.5
	Other Skilled	330	154	46.7
	Family	875	420	48.0
	WA TOTAL	3,276	1,542	47.1
TAS	Employer Sponsored	72	34	47.2
	State/Territory Nominated	49	32	65.3
	Offshore Independent	8	6	75.0
	Onshore Independent	51	23	45.1
	Other Skilled	34	17	50.0
	Family	255	125	49.0
	TAS TOTAL	469	237	50.5
NT	Employer Sponsored	247	101	40.9
	State/Territory Nominated	71	36	50.7
	Offshore Independent	11	9	81.8
	Onshore Independent	63	36	57.1
	Other Skilled	83	33	39.8
	Family	338	128	37.9
	NT TOTAL	813	343	42.2
ACT	Employer Sponsored	215	91	42.3
	State/Territory Nominated	204	146	71.6
	Offshore Independent	33	19	57.6
	Onshore Independent	120	64	53.3
	Other Skilled	34	12	35.3
	Family	339	158	46.6
	ACT TOTAL	945	490	51.9
GRAND TOTAL		20,000	9,405	47.0

1. State based totals in this table indicate migrants' state of residence at the time of applying for a visa, or state of residence sourced from state jurisdictions (for records 'matched' to state jurisdiction records). This may differ from state based totals used in the body of this report, which indicate respondents' state of residence when the survey was completed. In other words, results in this table do not account for the very small level of movement between states and territories after the commencement of the survey.

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 11: Glossary

Term	Definition
ABS	<u>Australian Bureau of Statistics</u>
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: <u>Australian Bureau of Statistics - ANZSCO - Australian and New Zealand Standard Classification of Occupations</u>
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: <u>Australian Bureau of Statistics Australian and New Zealand Standard Industrial Classification (ANZSIC)</u>
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: <u>Australian Bureau of Statistics Australian Standard Classification of Education (ASCED)</u>
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	<p>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:</p> <p>Department of Immigration and Border Protection Fact sheet—Sponsored Family stream</p>
Family stream	<p>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.</p>
Follow-up survey	<p>The follow-up survey is a CATI survey undertaken 12 months after the introductory survey.</p>
Highly skilled job or employment	<p>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.</p>
Introductory survey	<p>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.</p>
Labour force status	<p>Used to identify whether a migrant is employed, unemployed or not in the labour force.</p>
Low skilled job or employment	<p>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.</p>
Mail-out survey	<p>See introductory survey.</p>
Main English-speaking Countries	<p>Comprises the United Kingdom, Ireland, Canada, South Africa, the United States, New Zealand and Australia. For more information see: Australian Bureau of Statistics Educational Attainment: Migrants and education – Main English speaking countries (MESCS)</p>
Migrating Unit Spouse	<p>(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.</p>

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 main English-speaking countries.
Partner Migrant	Comprises migrants who have arrived on a prospective marriage or partner visas.
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><u>Department of Social Services Settlement and Multicultural Affairs Settlement Reporting Facility</u></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><u>Department of Immigration and Border Protection Processing of State Territory and Regional Nominated</u></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>
Working at the same or higher skill level as nominated field	<p>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.</p>

Appendix C: Visa reporting categories used in CSAM

Australia's Permanent Migration Programme has two major streams:

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

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

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

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

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

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

Table 12: Skill stream visa categories in CSAM

Skill stream Visa Categories 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)

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

Skill stream Visa Categories¹

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 Categories¹

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.