

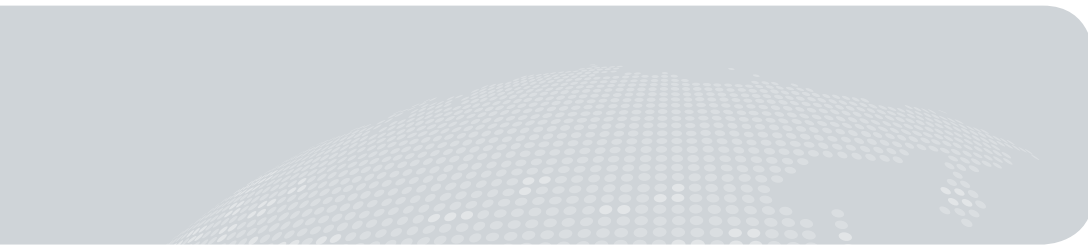


Australian Government
**Department of Immigration
and Citizenship**

The Continuous Survey of Australia's Migrants

Cohorts 1 to 5 Report

2009–11



This report was prepared by:
David Smith, Eugen Kovac and Mark Woods
Economic Analysis Unit
Department of Immigration and Citizenship

The department's website at www.immi.gov.au contains this publication as well as additional information on the Continuous Survey of Australia's Migrants and other departmental activities.

Comments about this publication can be emailed to Economic.Analysis@immi.gov.au

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Highlights

Survey participants

The Continuous Survey of Australia's Migrants (CSAM) is a departmental survey primarily designed to produce timely information on the labour market outcomes of recent migrants. Every six months a new group of recently arrived migrants is surveyed. These migrants have either been granted a permanent visa or have a provisional visa and are on the pathway to permanent residency. The migrants surveyed come from the Family Stream and Skill Stream and will be the subject of another survey starting in 2013. Migrants coming to Australia via the Humanitarian Program were not surveyed.

Scope of the report

This document reports on findings from the first five rounds of the CSAM. The first round was comprised of migrants who arrived in Australia, or were granted their visa Onshore, around April 2009, with subsequent survey rounds of new migrants conducted at six-monthly intervals. Each cohort of migrants undertook an introductory survey six months after their arrival/grant date, and a follow-up survey six months later. The exception was the fifth Cohort which did not undertake the follow-up survey.

Outcomes

Employment outcomes of Skilled migrants were strong.

The average unemployment rate across all five cohorts was 5 per cent for Skilled Primary Applicant migrants participating in the introductory survey (Table H-1). This was comparable with the average national unemployment rate of 5.2 per cent. It also compares favourably with the 5.5 per cent rate of unemployment for Australia's migrant population and the 5.1 per cent unemployment rate for the Australia-born population.¹

Skilled migrants also had particularly high participation rate of 96 per cent. This was substantially higher than the national rate of 67 per cent and much higher than the rate for our Australia-born and overseas-born populations—of 69 per cent and 62 per cent respectively. However, at \$52 000, their annual median full-time wage was \$7900 below the national average of \$59 900. The main reasons for this lower earnings outcome was the inclusion of former international students who had either received a Skilled Independent visa Onshore or who were on a Skilled Graduate visa. These former students have little or no relevant work experience, and will have more difficulty securing skilled employment. Furthermore, even if skilled work is found they are more likely to be in lower paying entry-level positions.

Table H-1 also shows that the participation rate for all recent Family and Skill stream migrants was relatively high at 82 per cent. This is largely a reflection of the fact that a high proportion of these migrants are in the prime age-range of 25 to 44 years.

¹ Unless stated otherwise, labour outcomes for Australia's general population are the average over the survey period of September 2009 to September 2011.

Table H-1: Employment outcomes 6 months after arrival or visa grant, pooled cohorts 1 to 5

Employment outcome	Skill Stream		Family Stream		All Skill and Family Stream migrants	General Australian population
	Primary Applicant	Migrating Unit Spouse	Partner	All migrants		
	(Per cent)					
In skilled job	68	30	24	21	44	31
In other job	24	35	31	28	28	32
Unemployed	4	12	20	18	11	3
Not in labour force	4	23	25	33	18	33
Total	100	100	100	100	100	100
Unemployment rate	5	15	26	28	13	5
Participation rate	96	77	75	67	82	67
Earnings	(\$'000)					
Median full-time earnings	52	46	43.5	43	49.3	60

Note : Skilled employment is defined as working in an ANZSCO skill levels 1 to 3 occupation, that is, in a job classified under the categories of managers, professionals, or technicians and trade workers. Results are for adult migrants only.

Employer Sponsored migrants were the standout performers.

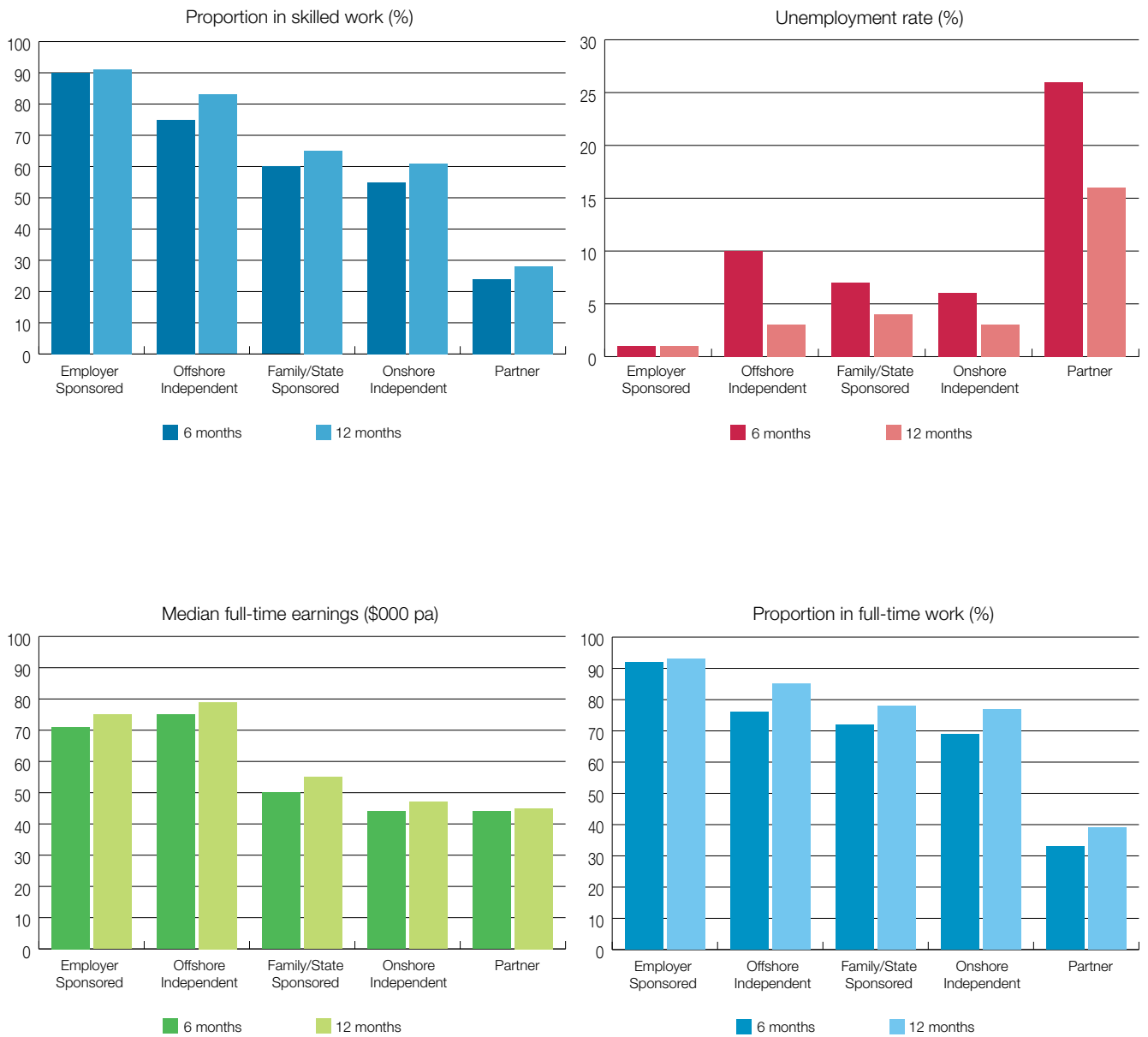
After only a year as a permanent resident Employer Sponsored migrants had almost no unemployment (only 0.5 per cent), the highest rate of workforce participation of all Skilled migrant categories (99 per cent) and the second highest median full-time earnings of \$75 000. They also had the greatest likelihood of being in skilled work (91 per cent). This was to be expected, as employer sponsored programs like the Employer Nomination Scheme and the Regional Sponsored Migration Scheme are built around the recruitment of skilled overseas workers who are able to meet the specific skill needs of Australian businesses.

Outcomes improved significantly with increased time in Australia.

Six months after arriving in Australia (or being granted their Onshore visa), Skill Stream and Family Stream migrants (including the Primary Applicants and spouses) had a combined unemployment rate of 13 per cent and an annual income of \$49 300. By the time of the follow-up survey six months later, unemployment had fallen to 8 per cent and median full-time earnings had risen to \$50 000 (Figure H-1). These improvements included:

- A fall in the unemployment rate for Skilled Primary Applicant migrants from 5 per cent to 2 per cent and a \$3000 increase in median full-time earnings—from \$52 000 to \$55 000.
- A \$1500 improvement in the annual full-time income of Partner migrants from \$43 500 to \$45 000, combined with an unemployment rate that fell from 26 per cent to 16 per cent.
- Small increases in full-time and skilled employment for both skilled migrants and partner migrants.

Figure H-1: Comparison of outcomes at the 6 and 12 month stage of settlement by major visa categories



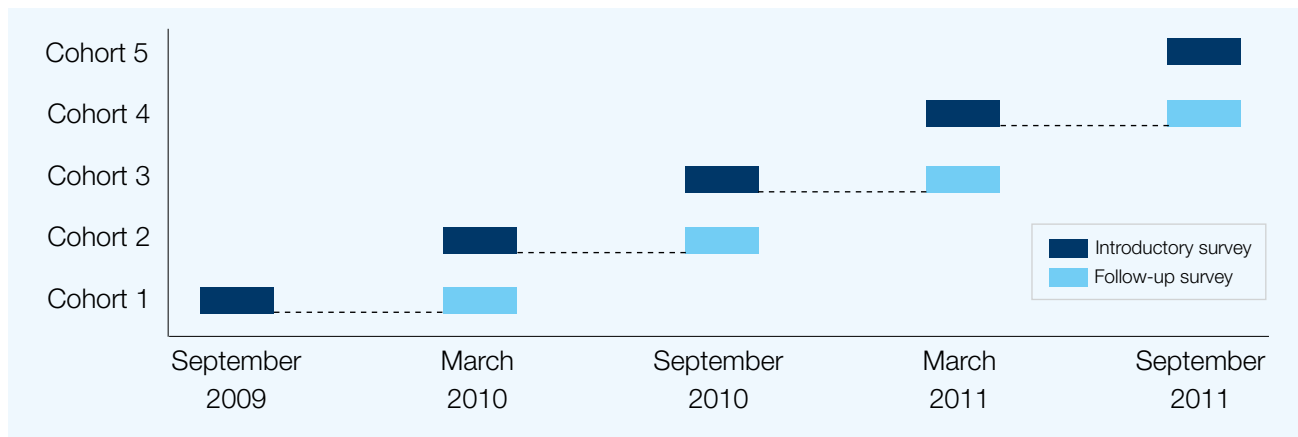
Introduction

This report is a summary of key findings from the Continuous Survey of Australia's Migrants (CSAM), which was conducted from late 2009 to late 2011. Over this period, there were nine separate surveys and five cohorts of migrants (Figure I-1) giving the report characteristics of both a longitudinal and cross-sectional study.

This report's focus is on the employment outcomes of recent permanent migrants, spread across the five individual cohorts. Each cohort undertook an introductory survey and then a follow-up survey approximately six months later. In terms of timing, the introductory survey was conducted around six months after the migrant either:

- arrived in Australia on an Offshore visa
- was granted a permanent residence visa after residing in Australia on a temporary visa such as a student visa, temporary work visa or working holiday visa.

Figure I-1: Timing of CSAM



How the data can be analysed

With a one-off survey you only get one set of results, for example, you might find out that migrant unemployment is 10 per cent. Such a result is of limited value as it will quickly be out of date and there is no way of telling whether the situation is improving or getting worse. Within the CSAM, the outcomes of migrants can be looked at in two ways:

1. Cross-sectionally—as the survey was run every six months, outcomes of different migrant groups can be compared. For example, the unemployment rate of migrants who arrived in 2010 can be compared with the unemployment rate of migrants who came to Australia a year later
2. Longitudinally—as migrants were surveyed on two occasions, six months apart, changes in outcomes can be measured. For example, how does the unemployment rate of Skill Stream migrants change in the six months between the introductory survey and follow-up survey.

Accessing and analysing the data

This report uses key variables from the survey to provide information on a range of labour market outcomes, and provides a good example of how the survey can help inform policy and evaluate programs. However, it is not intended to cater for every conceivable data need.

Requests for customised data or for access to the survey's unit record file will be considered on a case-by-case basis and should be sent to the Economic Analysis Unit of the Department of Immigration and Citizenship via economic.analysis@immi.gov.au

Part 1: Employment outcomes by visa stream

This section of the report looks at the outcomes of Primary Applicants and their migrating unit spouse across the range of relevant visa subclasses.¹ Within the Family Stream the report's focus is on Partner visa migrants—this is the largest component of the Family Stream, comprising three quarters of all Primary Applicants. Within the Skill Stream the focus is on Skilled Primary Applicants—those people who met the skilled migration criteria. To help with readability these Primary Applicants are referred to as skilled migrants. Spouses who came in on the same visa application as skilled migrants or Family Stream migrants are referred to as migrating unit spouses.

At six months

Table 1.1 shows a clear pattern of better employment outcomes for Skilled migrants compared to other migrant groups. At the time of the introductory survey, Skilled migrants were almost three times more likely to be working in skilled employment than a Partner visa migrant coming through the Family Stream, and two-and-a-half times more likely than a migrating unit spouse. Skilled migrants also had a significantly lower unemployment rate (5 per cent) and higher participation in the labour force (96 per cent) than other migrant groups. The upshot of this high rate of participation and low rate of unemployment is that not only did they have the highest proportion working in a skilled job (68 per cent), but they also had a large proportion working in lower-skilled jobs (24 per cent) which is comparable to other migrants.

Table 1.1 also allows examination of two potentially similar migrant groups:

1. Partner migrants—a subset of the Family Stream, made up of Primary Applicants typically coming to Australia to join their partner who is already here
2. Spouses of Skilled migrants—a subset of the Skill Stream, made up of people who came to Australia in the same migrating unit as a Skilled migrant.

With a participation rate of 75 per cent for Partner migrants and 77 per cent for the spouses of Skilled migrants, the results of the CSAM indicate a similar desire to work for both of these groups, but slightly better employment outcomes for spouses of Skilled migrants.

For example, at the time of the five introductory surveys, the averaged unemployment rate for spouses of Skilled migrants was 15 per cent compared to 26 per cent for Partner migrants. Not shown in Table 1.1 is that spouses of Skilled migrants make up the vast majority (92 per cent) of all migrating unit spouses in the CSAM, and according to the survey, are 10 times more likely to be employed in a skilled job as the spouse of a Family Stream migrant—30 per cent compared to 3 per cent respectively. This is not unexpected as those spouses who are attached to a Family Stream migrant are predominantly older people migrating under the Parent visa category.

Also not shown in Table 1.1, but notable, is that among the spouses of Skill Stream and Family Stream Primary Applicants, it is the females that dominate, making up 71 per cent of this group. Among these spouses, females are however less likely to be found in skilled work than males with 44 per cent of working females in skilled employment compared with 50 per cent of working males.²

1. Unless otherwise stated, in this report "spouse" refers to a migrating unit spouse, that is, they migrated as a Secondary Applicant attached to a Primary Applicant's visa (as opposed to migrating on a Partner visa as the Primary Applicant).

2. The genders of spouses were not captured by the CSAM and for the purposes of this report are assumed to be opposite to that of the corresponding Primary Applicant. Any statistical error this may produce would be negligible given that in 2008–09 the number of Interdependency (or same sex) visa grants was less than 2 per cent of all Spouse visas granted in that year—the Interdependency visa was discontinued 1 July 2009.

Table 1.1: Employment outcomes by visa stream/category of introductory survey and follow-up survey, pooled Cohorts 1 to 5

Reporting Category	In skilled job	In other job	Unemployed	Not in labour force	Unemployment rate	Participation rate	Median full-time earnings
	(Per cent)						(\$'000)
At six months							
Skill Stream							
Primary Applicant	68	24	4	4	5	96	52.0
Migrating unit spouse	30	35	12	23	15	77	46.0
Total Skill Stream	56	28	7	10	8	91	52.0
Family Stream							
Partner	24	31	20	25	26	75	43.5
Other Primary Applicant ¹	6	13	13	68	40	32	35.4
Migrating unit spouse ²	3	9	10	78	45	22	48.0
Total Family Stream	21	28	18	33	28	67	43.0
Skill and Family Stream							
Primary Applicant	49	26	10	15	12	85	50.0
Migrating unit spouse	28	33	12	27	16	73	46.0
Total Skill and Family Stream	44	28	11	18	13	82	49.3
At twelve months							
Skill Stream							
Primary Applicant	73	22	2	4	2	96	56.0
Migrating unit spouse	26	40	9	25	11	75	48.0
Total Skill Stream	57	28	4	11	5	89	55.0
Family Stream							
Partner	28	34	12	27	16	73	45.0
Other Primary Applicant	5	15	9	70	31	30	33.8
Migrating unit spouse	4	13	6	77	26	23	33.8
Total Family Stream	23	30	11	35	17	65	44.2
Skill and Family Stream							
Primary Applicant	52	26	6	16	7	84	52.0
Migrating unit spouse	24	38	8	30	12	70	48.0
Total Skill and Family Streams	45	29	7	19	8	81	50.0

Note: Cohort 5 did not undertake the follow-up survey and do not contribute to the "At twelve months" portion of this table.

1. Within the Family Stream, this represented only 14 per cent of all Primary Applicants.

2. Only 6 per cent of Primary Applicants in the Family Stream had a Migrating Unit Spouse.

At twelve months

Table 1.1 also incorporates results from the follow-up survey. Over the six month period between the introductory survey and the follow-up survey, Skilled migrants showed the greatest increase in skilled employment (up 5 percentage points) and were the only group with a decrease in lower-skilled employment (down from 24 per cent to 22 per cent). Later in this report, Table 2.1 will show how the increases in lower-skilled employment for Partner migrants appears to be linked to a corresponding fall in the unemployment rate, and not to de-skilling (moving from a skilled job into a lower-skilled job). By comparison, migrating unit spouses within the Skill Stream had the highest increase in lower-skilled employment (up 5 percentage points) and a decrease in skilled employment (down 4 percentage points). This suggests that some of these spouses may have chosen to move to other employment once the Skilled migrant was able to find skilled work and become the main income earner in the household.

An important change in employment outcomes from spending an additional six months in Australia was the significant falls in unemployment across all migrant groups. The extent of this decline varied between the groups, ranging from a 3 percentage point improvement for Skilled migrants (down from 5 per cent to 2 per cent) to a substantial 19 percentage point improvement for Family Stream migrating unit spouse (down from 45 per cent to 26 per cent). At the same time the workforce participation rates fell slightly for most migrant groups, by up to 3 percentage points.

With an overall improvement of labour outcomes but a slight fall in participation rates, the general picture is one where migrants are able to improve their labour situation quite quickly after migrating to Australia, which may then allow some migrants who may not wish to work to exit the labour market, such as Partner migrants and migrating spouses.

Part 2: Changes in employment outcomes

This section of the report compares employment outcomes from the introductory and follow-up surveys to provide more in-depth analysis on the changing employment outcomes of Partner migrants and Skilled migrants.

Figure 2.1 shows the employment outcomes for Partner migrants at the 6 and 12 month stage. From this figure we see that 26.0 per cent of Partner migrants were in a skilled job at the time of the introductory survey, 31.5 per cent were in other employment and the rest were either not working or not in the labour force.

By the time of the follow-up survey the proportion of skilled employment increased to 29.6 per cent. This is a result of 22.5 per cent maintaining skilled employment, 2.9 per cent moving from unskilled work to skilled work, 1.1 per cent moving into the labour force and into skilled employment and 3.1 per cent moving out of unemployment.

The result of these and other changes in employment outcomes between the introductory and follow-up survey is that the percentage in skilled work at 12 months increased by 3.6 percentage points, the percentage in other jobs grew by 2.0 percentage points and the proportion of unemployment fell by 7.7 percentage points.

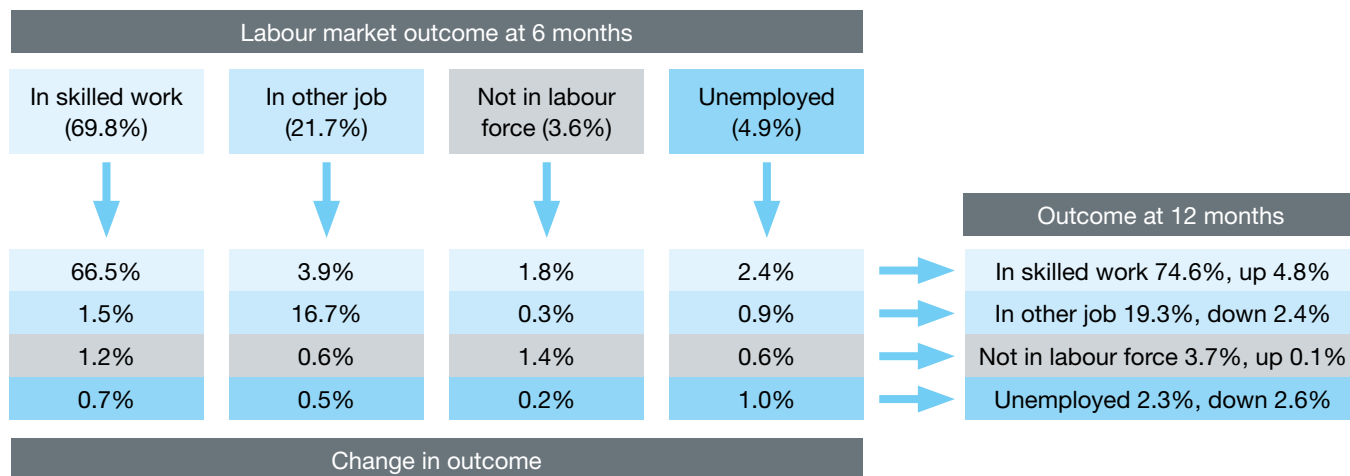
Figure 2.1: Change in employment outcomes of Partner migrants, pooled Cohorts 1 to 4

Labour market outcome at 6 months					
In skilled work (26.0%)	In other job (31.5%)	Not in labour force (23.2%)	Unemployed (19.3%)		
22.5%	2.9%	1.1%	3.1%	→	In skilled work 29.6%, up 3.6%
1.4%	24.9%	2.3%	4.9%	→	In other job 33.5%, up 2.0%
1.5%	2.2%	16.7%	4.9%	→	Not in labour force 25.3%, up 2.1%
0.5%	1.5%	3.1%	6.4%	→	Unemployed 11.6%, down 7.7%
Change in outcome					

Note: Table includes only those respondents who participated in both the introductory and the follow-up survey. An invalid response in either survey removes that person's response from this table; as such some percentages vary marginally from those in Table 1.1.

In comparison Figure 2.2, shows that 69.8 per cent of Skilled migrants were in a skilled job at the time of the introductory survey and that this figure increased to 74.6 per cent by the time of the follow-up survey. This increase was the result of 66.5 per cent of migrants maintaining skilled employment, plus 3.9 per cent of migrants up-skilling, 1.8 per cent of migrants moving into the labour force and into skilled employment and 2.4 per cent moving out of unemployment into skilled work.

Figure 2.2: Change in employment outcomes of Skilled Primary Applicant migrants, pooled Cohorts 1 to 4



Note: Table includes only those respondents who participated in both the introductory and the follow-up survey. An invalid response in either survey removes that person's response from this table; as such some percentages vary marginally from those in Table 1.1.

By comparing the proportion in skilled work at both the 6 month and 12 month survey with the proportion in skilled work at the 12 month survey, it can be shown that skilled migrants were more likely to remain in skilled employment than Partner migrants. 95 per cent of skilled migrants who were in a skilled job at the introductory survey were in a skilled job 6 months later, compared with just 85 per cent of partner migrants.

The two figures also provide insights into up-skilling and de-skilling, that is movement between high skilled jobs and low skilled jobs. Between the introductory and follow-up survey 3.9 per cent of skilled migrants had up-skilled and 1.5 per cent had de-skilled, meaning a net increase in skills of 2.4 per cent. In comparison only 2.9 per cent of Partner migrants had up-skilled and 1.4 per cent had de-skilled—a net gain of 1.5 per cent.

One final piece of information derived from Table 2.1 is that a large proportion of Partner migrants were still unemployed six months after arriving in Australia (19.3 per cent). By the 12 month survey, just over 40 per cent of these previously unemployed migrants had found employment—mostly in lower-skilled work—but a third remained unemployed and another quarter were no longer looking for work.

Part 3: Employment outcomes of Skilled migrants

Part 3 of the report takes a deeper look at the employment outcomes of Skilled migrants and provides cross-sectional and longitudinal commentary on the employment outcomes of different categories of Skilled migrants. These categories include Employer Sponsored, Family/State Sponsored, Skilled Independent and Skilled Graduates. This latter group comprises recently graduated international students who were unable to meet the Skilled Independent points test or find an employer or state/territory government to sponsor them. The Skilled Independent category is then broken up into Onshore applicants (predominantly recently graduated international students) and Offshore applicants.

At six months

In terms of immediate economic return from skilled migration, the CSAM validates the government's policies that promote skilled migration and in particular Employer Sponsored migration. Some of the findings from the introductory survey shown in Table 3.1 are as follows:

- There is very high participation in the labour force by recently arrived Skilled migrants—close to 100 per cent for most skilled categories.
- Employer Sponsored migrants had virtually no unemployment (0.5 per cent unemployment rate) and by far the highest proportion in both skilled employment (90 per cent) and full-time employment (92 per cent).
- Amongst Skilled Independent migrants:
 - Onshore migrants had an unemployment rate that was 4 percentage points lower than Offshore migrants, but had less likelihood of finding skilled work (20 percentage points lower) and of being in full-time work (7 percentage points lower). When considering that the Onshore component is comprised almost entirely of former international students who are typically young and with limited work experience, their employment outcomes are relatively good. For example, they had a comparable unemployment rate (6 per cent) to that of the Australian population (5.2 per cent), and better outcomes in terms of: participation rate (98 per cent versus 66.5 per cent); skilled employment (55 per cent versus 31.1 per cent); and full-time employment (69 per cent versus 44.3 per cent).
 - At \$74 600 per year, Offshore Independent migrants had the highest median full-time earnings of any group—well above the \$44 400 per annum of Onshore migrants, and higher even than the \$71 300 per annum for migrants with employer sponsorship. There are two reasons why these Offshore Skilled Independent migrants end up in this more favourable situation. Firstly, unlike Employer Sponsored migrants, they have had to meet the requirements of a strict points test in order to be granted their visa. Secondly, because of the way the test is structured, most will also have acquired considerable work experience, meaning that provided they are able to find work they are likely to be further advanced in terms of career and pay.

Table 3.1 also shows that the labour outcomes of Skilled migrants six months after arrival (or six months after visa grant for Onshore migrants) compares well with the general population, including with people born in Australia.

For example, 75 per cent of Skilled migrants were in full-time employment and their unemployment rate was only 5 per cent—compared to 45.4 per cent and 5.1 per cent respectively for Australia-born. To some extent this would be expected; Skilled migrants have higher level qualifications and skills than the general population and thus the proportion of Skilled migrants in a skilled job is high (68 per cent). Nonetheless, given that these people are relatively new to the country, their high employment outcomes are a positive result. In particular, note should also be given to the significantly higher participation rate of Skilled migrants over that of Australia-born—96 per cent compared to 68.6 per cent—and the close to zero unemployment rate of Employer Sponsored migrants.

Table 3.1: Employment outcomes for Skilled (Primary Applicant) migrants, pooled Cohorts 1 to 5

Visa Reporting Category	In skilled job	In other job	Not working	Working full-time	Participation rate	Unemployment rate	Median full-time earnings
At six months	(Per cent)						(\$'000)
Employer Sponsored	90	7	3	92	98	0.5	71.3
Family/State Sponsored	60	31	9	72	98	7	50.0
Offshore Independent	75	12	12	76	97	10	74.6
Onshore Independent	55	37	8	69	98	6	44.4
Skilled Graduates	58	36	5	65	98	3	40.0
Other Skilled	47	33	20	61	86	7	43.0
All Skilled	68	24	8	75	96	5	52.0
At twelve months	(Per cent)						(\$'000)
Employer Sponsored	91	7	1	93	99	0.5	75.0
Family/State Sponsored	65	28	7	78	97	4	55.0
Offshore Independent	83	10	7	85	96	3	79.0
Onshore Independent	61	33	6	77	97	3	47.0
Skilled Graduates	62	32	6	74	96	2	41.6
Other Skilled	56	31	13	71	90	3	48.0
All Skilled	73	22	6	81	96	2	56.0
Change¹	(Per cent)						(\$'000)
Employer Sponsored	1	0	-2	1	1	0	3.7
Family/State Sponsored	5	-3	-2	6	-1	-3	5.0
Offshore Independent	8	-2	-5	9	-1	-7	4.4
Onshore Independent	6	-4	-2	8	-1	-3	2.6
Skilled Graduates	4	-4	1	9	-2	-1	1.6
Other Skilled	9	-2	-7	10	4	-4	5.0
All Skilled	5	-2	-2	6	0	-3	4.0
General population	31.1	31.9	36.9	44.3	66.5	5.2	59.9
Australia-born	n/a	n/a	34.9	45.4	68.6	5.1	n/a
Overseas-born	n/a	n/a	41.8	41.7	61.6	5.5	n/a

1. Source data for General Population: "Median full-time earnings" obtained from Employee Earnings and Hours May 2010 (ABS catalogue 6306.0); remainder of data obtained from Labour Force, Australia, Detailed - Electronic Delivery (ABS catalogue 6291.0.55.001 - Cube LM6) based on monthly data averaged over September 2009 to September 2011 and "In skilled work" and "In other work" ratio obtained from Labour Force, Australia, Detailed, Quarterly (ABS catalogue 6291.0.55.003 - Cube E08) based on quarterly data averaged over August 2009 to November 2011.

Note: Cohort 5 did not undertake the follow-up survey and do not contribute to the "At twelve months" portion of this table. General population median full-time earning is for persons 18 years and over—which is comparable with CSAM respondents who must be at least 18 years of age to be included in the survey.

At twelve months

By incorporating data from the follow-up survey, Table 3.1 shows a general improvement in employment outcomes for Skilled migrants. In particular, Offshore Independent migrants showed strong improvements in labour outcomes, with significant falls in unemployment (down 7 percentage points) and significant increases in full-time work (up 9 percentage points).

Offshore Independent migrants also had a relatively large increase in skilled employment, with the proportion employed in a skilled job increasing by 8 percentage points.

At the 12 month survey, Employer Sponsored migrants showed only modest improvement in labour outcomes—essentially because the vast majority were already in skilled work at the time of the introductory survey, leaving limited room for improvement. The exception was earnings where the annual median full-time earnings of Employer Sponsored migrants improved by \$3700—from \$71 300 to \$75 000.

Overall, between the six month and 12 month surveys, recently arrived Skilled migrants exhibited a slight decline in lower-skilled employment. This phenomenon should be examined in conjunction with the general trend of stable participation rates and increases in the proportion with skilled employment. The picture that then arises is one where, on average, migrants are up-skilling their employment status relatively soon after arriving in Australia—although admittedly only small percentages are involved.

Employment characteristics

Table 3.2 reports on some of the other employment characteristics collected in the surveys of Skilled migrants. As can be seen from the table:

- Ten per cent of recent migrants changed their job in the six months between the introductory survey and the follow-up survey but there was essentially no growth in the top five occupations—of which accounting was the most common occupation at 7 per cent.
- There was a disproportionately high number of recent migrants in the ‘health care and social assistance’ and ‘accommodation and food services’ industries—17 per cent and 12 per cent respectively after 12 months. By comparison, ABS labour force data shows that ‘health care and social assistance’ accounts for only 12 per cent of the Australian workforce and only 7 per cent of Australia’s workers are employed in the ‘accommodation and food services’ industry. Industries that are under-represented among the recent migrant cohort are ‘public administration and safety’ (2 per cent of recent migrants compared to 7 per cent of the Australian workforce) and construction (1 per cent compared to 4 per cent).
- Job search sites and family/friend connections were the most important pathways to obtaining employment for Skilled migrants—with around one in five migrants utilising each of these methods.
- Even during a relatively tight labour market period for Australia, there was significant growth in the median earnings of recent migrants over six months (8 per cent for full-time earnings and 15 per cent for part-time earnings).

Table 3.2: Employment characteristics of Skilled (Primary Applicant) migrants, pooled Cohorts 1 to 4

Employment outcome of those working	At 6 months	At 12 months	Change in outcomes
Occupation category	(Per cent)		
Managers	9	11	2
Professionals	41	42	1
Technicians and trades workers	18	18	0
Other occupations	32	29	-3
Most common occupations (%)¹	(Per cent)		
Accountants	6	7	1
Registered nurses	5	5	0
Business and systems analysts, and programmers	5	5	0
Enrolled and mothercraft nurses	4	4	0
Generalist medical practitioners	3	3	0
Other occupations	78	77	-1
Changed job since introductory survey	(Per cent)		
	n/a	10	n/a
Industry of employment²	(Per cent)		
Health care and social assistance	17	17	0
Accommodation and food services	13	12	-1
Professional, scientific and technical services	9	9	0
Retail trade	9	9	0
Manufacturing	9	9	0
Other industries	42	45	3
How job was found	(Per cent)		
Through job search site	not asked	22	n/a
Through family or friend	not asked	19	n/a
Employment agency	not asked	7	n/a
Direct approach	not asked	6	n/a
Other internet site	not asked	4	n/a
Newspaper advertisement	not asked	5	n/a
Approached by employer	not asked	4	n/a
Started own business	not asked	4	n/a
Employer sponsored	not asked	3	n/a
Other	not asked	1	n/a
Earnings	(\$'000)		
Median full-time earnings	52.0	56.0	4.0
Median part-time earnings	26.0	30.0	4.0
Median earnings	48.0	52.0	4.0
Median hourly rate of pay	24.0	26.0	2.0

Note: Findings are based on only those respondents who participated in both the introductory and the follow-up survey.

- Order of 'Most common occupations' is based on the average of the introductory surveys. 'Enrolled and mothercraft nurses' and 'Generalist medical practitioners' swapped positioning in the average of the follow-up surveys.
- Order of 'Industry of employment' remained unchanged between the average of the introductory surveys and that of the follow-up surveys.

Part 4: Characteristics of migrants

The characteristics of migrants, such as age, gender, educational attainment and English ability are important factors affecting the migrant's employment outcomes. Part 4 of the report examines some of these characteristics tabulated by visa stream.

Table 4.1: Demographic characteristics of (Primary Applicant) migrants by stream, pooled Cohorts 1 to 5

Characteristic	Family Stream		Skill Stream		Overall	
	(Per cent)					
Gender						
Male		32.7		64.8		51.3
Female		67.3		35.2		48.7
Age						
Less than 25		15.2		11.1		12.8
25 to 34 years		50.2		56.3		53.7
35 to 44 years		15.9		23.9		20.5
45 to 54 years		6.3		7.7		7.1
55 to 64 years		4.8		1.0		2.6
65 years and over		7.6		0.0		3.2
Origin						
Main English speaking countries		18.9		18.1		18.4
Other countries		81.1		81.9		81.6
Main origin country						
1st	PRC	13.2	PRC	20.3	PRC	17.3
2nd	United Kingdom	10.7	India	18.4	India	14.9
3rd	India	10.0	United Kingdom	10.4	United Kingdom	10.6
4th	Vietnam	6.9	Philippines	5.2	Philippines	5.3
Main languages spoken						
1st	English	28.8	English	36.0	English	33.0
2nd	Chinese, nfd	7.7	Chinese, nfd	13.2	Chinese, nfd	10.9
3rd	Vietnamese	6.5	Mandarin	6.4	Mandarin	5.9
4th	Mandarin	5.3	Hindi	3.2	Vietnamese	3.4

Note: PRC = People's Republic of China and nfd = not further defined

Table 4.2: Migration characteristics of (Primary Applicant) migrants by stream, pooled Cohorts 1 to 5

Characteristic	Family Stream	Skill Stream	Overall
	(Per cent)		
Visa reporting category			
Partner	86.3	n/a	36.3
Other family migrants	13.7	n/a	5.8
Employer Sponsored	n/a	27.9	16.1
Family/State Sponsored	n/a	11.3	6.6
Offshore Independent	n/a	13.9	8.0
Onshore Independent	n/a	13.8	8.0
Other Skilled migrants	n/a	11.5	6.6
Skilled Graduates	n/a	21.7	12.6
Time since arrival (Onshore only)			
Less than one year	20.2	8.3	11.7
One to two years	52.7	34.4	39.6
Two to three years	14.0	25.7	22.4
Three to four years	6.2	18.9	15.3
Four to five years	2.0	8.4	6.6
Five years or more	4.8	4.2	4.4
Type of Migrating Unit			
Couple only	3.1	20.4	13.2
Couple with children	2.9	32.5	20.1
Single migrant with children	19.4	2.4	9.5
Single migrant without children	74.6	44.7	57.3
Average number of dependants	0.3	0.6	0.4

Table 4.3: Other characteristics of (Primary Applicant) migrant by stream, pooled Cohorts 1 to 5

Characteristic	Family Stream	Skill Stream	Overall
	(Per cent)		
English proficiency (spoken)			
English Best or only language/very well	44.9	65.5	56.8
English spoken well	29.3	29.5	29.4
English spoken not well/not at all	25.8	5.0	13.8
Education attainment			
Doctorate degree	0.7	2.6	1.8
Master degree	9.5	25.7	19.0
Other post-graduate qualification	1.7	3.1	2.5
Bachelor degree	30.4	38.1	34.9
Diploma level/certificate level	22.6	21.8	22.2
No post school qualification	35.1	8.5	19.6
Australian qualifications	17.1	55.2	39.2
Field of study (where applicable)			
Information technology	7.5	9.8	9.0
Health	11.0	13.1	12.4
Education	8.6	2.8	4.8
Engineering and related technologies	8.7	19.7	16.0
Other	64.2	54.6	57.9
Current housing arrangements			
Own outright	5.5	2.5	3.7
Paying mortgage	17.6	11.1	13.8
Paying rent	51.6	80.2	68.2
Living with family rent free	23.3	5.4	12.9
Other	2.1	0.9	1.4

Tables 4.1 to 4.3 above provide a rich source of information on some of the characteristics of recent Family Stream and Skill Stream migrants. Some key findings from these tables include:

- When compared with Family Stream migrants, Skill Stream migrants are on average: younger, more likely to be male, have higher level qualifications and better English. They are also more likely to have an Australian qualification, have lived in Australia longer and are more likely to have migrated with children.
- More Family Stream migrants own their home outright than Skill Stream migrants (5.5 per cent compared to 2.5 per cent) and conversely, significantly more Skill Stream migrants pay rent (80.2 per cent compared to 51.6 per cent).

Findings from these tables need to be considered within the appropriate framework. For example, Table 4.2 shows that the migrating unit for the Family Stream is likely to be a 'single migrant without children', but this does not indicate the migrant's actual family situation. This is because the Family Stream is largely composed of persons migrating to join family who are already in Australia.

The CSAM allows for much deeper analysis than is covered in this report and each of the characteristics shown in the three tables above can be broken down by labour market outcomes. For example, the unemployment rate for recent migrants with an Australian qualification was 6.5 per cent, compared to 16.8 per cent for those without an Australian qualification.

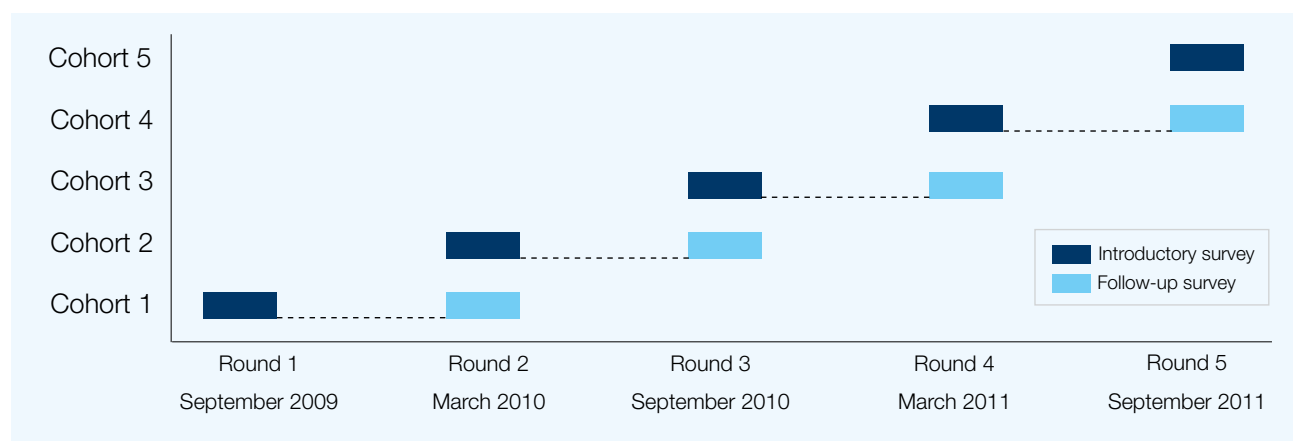
Appendix A: Explanatory Notes

About the CSAM

The Continuous Survey of Australia's Migrants (CSAM) is primarily designed to provide timely information on the labour market and other outcomes of recent migrants to Australia. Every six and 12 months, a new cohort of migrants was surveyed. There were five Cohorts surveyed between September 2009 and September 2012.

Each Cohort was composed of migrants who undertook a short mail-out (introductory) survey and a more in-depth telephone (follow-up) survey six months later. These migrants either came to Australia on an Offshore visa, or were granted a visa Onshore, around six months prior to the introductory survey, with the first of the introductory surveys taking place around September 2009 (see Figure A.1). The Cohort 5 introductory survey was the last survey included in this combined report.

Figure A.1: Timing of the CSAM



What we collect

The introductory survey was based around a short 'pen and paper' questionnaire designed to be completed in around 10 minutes. The follow-up survey was a more comprehensive Computer Assisted Telephone Interview (CATI) and took an average of about 15 minutes for a trained interviewer to conduct.

As the introductory survey was designed to be short, and most questions were important enough to be asked each and every time, the questionnaire changed little between each round. Core questions in this survey included labour force status, occupation, education attainment, spoken English proficiency, earnings and information on unemployment.

The follow-up survey had a lot more flexibility. As well as collecting follow-up information on the core questions asked in the introductory survey, there was also more specialised questions particular to each survey. For example in the first follow-up survey there were questions on skilled migration expos and on qualification assessment which were not asked again in subsequent surveys.

A sample of the introductory survey and analysis is available at: www.immi.gov.au/media/research/surveys/csam/

Who we surveyed

The scope of the CSAM was limited to Skill Stream and Family Stream migrants. Humanitarian entrants were not included in this survey, as they required a more specialised survey to assess how well their settlement objectives were being met. The Department also enlisted the assistance of the Translating and Interpreting Services (TIS National) to help clients from non-English speaking backgrounds complete the survey.

The introductory and follow-up surveys were intended for the Primary Applicant to complete. However, we are also interested in learning about the outcomes and experiences of their migrating unit spouse, so questions such as their spouse's occupation and earnings were included in the survey. Answers to these spouse-related questions were usually provided by the Primary Applicant on behalf of their spouse, and are only asked if the spouse was living with the Primary Applicant at the time of the survey.

Preparing for the introductory survey

A month before each round of the CSAM was run; an extract was taken from the Department of Immigration and Citizenship's Settlement Database. In this extract all Primary Applicants who meet either of the following criteria were selected:

1. Arrived in Australia on an Offshore visa around four to eight months ago
2. Granted a visa Onshore within the last four to eight months.

The reason the extract had a reference period spanning four months was to ensure that a sufficiently large number of records were available from which to draw the survey sample.

From this initial extract, duplicate records, records for Primary Applicants aged less than 18 years and records for those surveyed in previous rounds of the CSAM¹ were eliminated. This left a dataset of around 40 000 Primary Applicant records for each Cohort, which then become the population file for each round of the CSAM.

From that population file a representative sample of around 8000 records containing name, address and basic demographic information was selected. To ensure that the sample was representative it was stratified by visa reporting category, gender and nominated occupation (Table A.1).

Table A.1: CSAM Strata

Strata	Values
Visa category (7 values)	Family, Employer Sponsored, Family/State sponsored, Offshore Independent, Onshore Independent, Other skilled, Skilled Graduate
Gender (2 values)	Male, Female
Birthplace (2 values)	Mainly English Speaking countries, Other countries
Nominated occupation (3 values) ¹	ANZSCO level 2, ANZSCO levels 1, 3 and 4, all other ANZSCO levels including blank
Age (4 values)	18–25, 26–35, 36–45, more than 45

1. Nominated occupation is required for most Skill Stream visas.

1. This can happen because the CSAM included people on provisional and temporary visas. So for instance a Business migrant on a provisional visa could have been picked up in one extract, and then picked up in a later extract years later once they acquired a permanent business visa.

It should be noted that not all of the 40 000 records on the population file were suitable for inclusion in the survey as some had missing addresses. The incidence of this address under-reporting varied widely and was generally much worse for Offshore visas (Table A.2).

Table A.2: Degree of address under-reporting

Visa reporting category	Records with missing addresses on population file
	(Per cent)
Family	19.9
Employer Sponsored	5.0
Family/State Sponsored	16.3
Offshore Independent	35.8
Onshore Independent	1.5
Skilled Graduate	6.8
Other skilled	38.1
Overall	17.0

Preparing for the follow-up survey

To prepare for the CATI follow-up survey, a file containing the contact details of all people who responded to the introductory survey was created. These contact details—collected as part of the introductory survey—include up to date address information for the respondent, contact telephone numbers and email addresses, as well as contact details for a friend or relative.

How many people responded

From the five Cohorts, about 40 to 46 per cent of people sent the introductory survey questionnaire returned a completed form. To achieve this response rate, an approach letter explaining the purpose of the survey was sent along with the survey questionnaire, and reminder letters and replacement survey forms were despatched approximately three and six weeks later. A prize draw was also run to encourage greater participation.

Issues having a negative impact on the response rate were as follows:

- Migrants may not have settled in Australia—to generate a record on the Settlement Database migrant needed to enter Australia on their newly granted visa. On many occasions migrants may initially have come to Australia for only a few weeks to make preliminary arrangements, and then returned home to settle their affairs. In rare cases these migrants may have decided that Australia was not for them and never returned. There was no way of distinguishing these ‘out of country’ records on the Settlement Database.
- People’s address information was sometimes out of date—the address for a migrant on the Settlement Databases was initially sourced from their application form. Address details were also regularly updated from Medicare Australia records. People who did not engage with Medicare had less reliable information.
- The survey was voluntary—people were not obliged to complete the survey, however, it was evident from analysing response rates that migrants from the Family Stream were more likely to take part than from the Skill Stream.
- Migrants from Non-English speaking backgrounds may have found the form difficult to complete.

With the follow-up survey the retention rate was much better—around 87 per cent on average. This was to be expected as the migrant’s contact details were more up to date and people who had already taken part in the introductory survey were likely to be willing to participate in the follow-up survey.

Table A.3: Response and Retention rates

Cohort	1	2	3	4	5
Date of arrival/visa grant	February to June 2009	August to December 2009	February to June 2010	August to December 2010	February to June 2011
Forms mailed out	7884	8501	8183	8691	8836
Number participating in mail-out survey	3629	3588	3322	3495	3510
Number participating in CATI survey	3048	3214	2865	3077	na
Response rate (%)	46	42	41	40	40
Retention rate (%)	84	90	86	88	na

Editing the survey data

To improve the quality and consistency of information, data from the introductory survey was edited in the following ways:

- Sequence edits were applied to the data—these edits identify situations where a respondent has not followed the questionnaire instructions correctly. For example, indicating in one question that they are not working but providing a current occupation in a later question. In resolving these errors the contractor examined other information provided to determine which of the contradictory responses was more likely to be correct and which response needed to be corrected.
- Outliers were investigated—these typically occur with questions on earnings, and are usually a result of data being wrongly recorded when the form is processed or through respondent error. One common example is respondents providing an annual income figure, but mistakenly reporting it as weekly income.

Using CATI for the follow-up survey has several advantages over the mailed out introductory survey:

- The survey questionnaire is actually a computer file, with sequencing instructions already programmed into it. This means that when the interviewer is conducting the telephone follow-up survey, they are only presented with relevant survey questions on their computer screen.
- As the survey is run in real-time the interviewer can obtain better quality data, and seek clarification from the respondent if they give unusual responses.
- Information on occupation that may have been incompletely reported in the introductory survey can be collected again in the follow-up survey.

Coding the survey data

In order to make valid comparisons between the CSAM and other data collections, responses to questions on industry, education and occupation are coded against recognised classifications. The classifications used are summarised in Table A.4.

Table A.4: Classification standards used in CSAM

Data Item	Data Standard used
Occupation	4 digit ANZSCO
Industry	1 digit ANZSIC division levels
Education	ASCED – 1 digit level and 2 digit field of study

Central to all CSAM surveys is establishing a migrant's labour force status, i.e. whether they are employed, unemployed or not in the labour force. To obtain this information in the CSAM two questions are asked:

- 1. Do you have a paid job of any kind?* In this respect a paid job means any type of paid work including casual, temporary or part-time work that was for one hour or more in a week. It also includes self-employment or working on a farm.
- 2. Did you 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, are given a labour force status of employed and skip over the second question. Those answering yes to the second question are classed as unemployed, while the remainder are classified as not in the labour force.

Compared with the more detailed labour force survey run by the Australian Bureau of Statistics (ABS) the most notable omissions are questions concerning people's availability to start work—whether they would be available to work in the reference week or whether they were waiting to start a new job within four weeks. The reason for omitting these questions is to keep the questionnaires 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 18 years of age or over, whereas the ABS labour force survey includes people aged 15 and over.

Who we report on

Within the Skill Stream the five reporting categories are Offshore Independent, Onshore Independent, Family/State Sponsored, Employer Sponsored and Skilled Graduate.

The remainder of the Skill Stream is a disparate group comprising permanent and provisional business visas, Distinguished Talent visas and some regional visas. This 'Other Skilled' category is combined and reported separately.

Within the Family Stream, the vast majority of Primary Applicants are classified as Partner migrants for the purposes of reporting. The remainder of the Family Stream comprises parents, children, carers, dependant relatives and remaining relatives. This 'Other Family' category is combined and reported separately.

Appendix B: Glossary

Primary Applicant	The person who applied and was accepted to migrate to Australia (also termed 'primary visa holder'.
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.
Onshore visa	Visa granted to a person already on a temporary visa who has applied from within Australia.
Offshore visa	Visa granted to a person arriving in Australia, who has applied from outside of Australia.
ANZSCO	Australia and New Zealand Standard Classification of Occupations. ANZSCO is intended to provide an integrated framework for storing, organising and reporting occupation-related information. For more information see: www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/8B1F5DDDD46033ABCA2575DF002DA75E?opendocument
ASCED	Australian Standard Classification of Education. ASCED is comprised of two component classifications, Level of Education and Field of Education. It provides a basis for comparable administrative and statistical data on educational activities and attainment classified by level and field. For more information see: http://www.abs.gov.au/AUSSTATS/abs@.nsf/ProductsbyCatalogue/B49672F95CD93ABECA2570B30005BFE1
Labour force status	Used to identify whether a migrant is employed, unemployed or not in the labour force.
Skilled job or employment	A migrant is classified as having skilled employment if they are working in occupations defined either in ANZSCO group 1 to 3.
Main English Speaking Countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States, New Zealand and Australia. For more information see: www.abs.gov.au/AUSSTATS/abs@.nsf/94713ad445ff1425ca25682000192af2/2C91FA87FFA4595FCA2570EC0073DF08
Other countries	All countries other than those listed under the main English speaking countries.
Skill Stream	Those categories of the Migration Program 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.
Family Stream	Those categories of the Migration Program 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.
Nominated occupation	Migrants seeking to apply under Australia's General Skilled Migration Program 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.
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 are at Appendix C: Visa reporting categories used in CSAM.
Response rate	The number of completed mail-out 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 mail out survey.
CATI	Computer Assisted Telephone Interviewing. See follow-up survey.
Mail-out survey	See introductory survey.

Employer Sponsored	One of the five CSAM reporting categories within Skill Stream. Under employer sponsored migration programs, 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 programs. There are three different categories under this scheme: the Employer Nomination Scheme, the Regional Sponsored Migration Scheme (RSMS) and Labour Agreements (LAs).
Family Sponsored	A permanent visa for applicants who have an eligible relative living in Australia willing to sponsor them. It has a lower pass mark than the Skilled – Independent visa. For more information see: www.immi.gov.au/skilled/general-skilled-migration/visa-options-outside.htm
State Sponsored	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: www.immi.gov.au/skilled/general-skilled-migration/visa-options-outside.htm
Rounds	A round represents each time that CSAM was conducted. There were five rounds of the survey approximately six months apart from September 2009 to September 2011.
Cohorts	There were five cohorts of migrants surveyed with cohorts one to four undertook both the introductory survey and the follow-up survey, while cohort five only undertook the introductory survey.
Temporary visa	A visa to remain in Australia during a specified period or until a specified event happens.
Permanent visa	A permanent residence visa to remain in Australia indefinitely.
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.
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.
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: dimanet.immi.gov.au/reports/reports_reporting_statistics/statistics_reports/data_glossary/#p
ABS	Australian Bureau of Statistics
Introductory survey	The introductory survey is based around a short ‘pen and paper’ 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.
Follow-up survey	The follow-up survey was a CATI survey undertaken by cohorts one to four around six months after their introductory survey.

Appendix C: Visa reporting categories used in CSAM

Table C.1: Skill Stream reporting categories

Visa subclass	Reporting category
Independent (Migrant) visa (subclass 175)	Offshore Independent
Sponsored (Migrant) visa (subclass 176)	Family/State Sponsored
Regional Sponsored (Provisional) visa (subclass 475)	Other Skilled
Regional Sponsored (Provisional) visa (subclass 487)	Other Skilled
Graduate (Temporary) visa (subclass 485)	Skilled Graduate (Temp)
Independent (Residence) visa (subclass 885)	Onshore Independent
Sponsored (Residence) visa (subclass 886)	Family/State Sponsored
Regional (Residence) visa (subclass 887)	Other Skilled
Regional Sponsored Migration Scheme (subclass 119)	Employer Sponsored
Labour agreement (subclass 120)	Employer Sponsored
Employer nomination (subclass 121)	Employer Sponsored
Distinguished talent (subclass 124)	Other Skilled
Business Talent (subclass 132)	Other Skilled
Business Owner (Provisional) (subclass 160)	Other Skilled
Senior Executive (Provisional) (subclass 161)	Other Skilled
Investor (Provisional) (subclass 162)	Other Skilled
State/Territory Sponsored Business Owner (Provisional) (subclass 163)	Other Skilled
State/Territory Sponsored Senior Executive (Provisional) (subclass 164)	Other Skilled
State/Territory Sponsored Investor subclass (subclass 165)	Other Skilled
Established business in Australia (subclass 845)	Other Skilled
State/Territory sponsored regional established business in Australia (subclass 846)	Other Skilled
Labour Agreement (subclass 855)	Employer Sponsored
Employer Nomination Scheme (subclass 856)	Employer Sponsored
Regional Sponsored Migration Scheme (subclass 857)	Employer Sponsored
Distinguished Talent (subclass 858)	Other Skilled
Business Owner (Residence) (subclass 890)	Other Skilled
Investor (Residence) (subclass 891)	Other Skilled
State/Territory Sponsored Business Owner (Residence) (subclass 892)	Other Skilled
State/Territory Sponsored Investor (Residence) (subclass 893)	Other Skilled

Table C.2: Family Stream reporting categories

Visa subclass	Reporting category
Partner (subclasses 100 and 309)	Partner
Spouse (subclasses 100 and 309)	Partner
Interdependency (subclasses 110 and 310)	Partner
Child (subclass 101)	Other Family
Parent (subclass 103)	Other Family
Aged dependent relative (subclass 114)	Other Family
Remaining relative (subclass 115)	Other Family
Carer (subclass 116)	Other Family
Orphan Relative (subclass 117)	Other Family
Contributory Parent (subclass 143)	Other Family
Prospective marriage (subclass 300)	Partner
Partner (subclasses 801 and 820)	Partner
Spouse (subclasses 801 and 820)	Partner
Interdependency (subclasses 814 and 826)	Partner
Child (Residence) (subclass 802)	Other Family
Aged parent (subclass 804)	Other Family
Remaining Relative (subclass 835)	Other Family
Carer (subclass 836)	Other Family
Orphan Relative (subclass 837)	Other Family
Aged Dependent Relative (subclass 838)	Other Family
Contributory Aged Parent (subclass 864)	Other Family