



Australian Government  
Department of Home Affairs

# Continuous Survey of Australia's Migrants

**Cohort 3 Report—Change in outcomes 2016**

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# Introduction

The Department of Home Affairs' Continuous Survey of Australia's Migrants (CSAM) examines labour market and other settlement outcomes of recently arrived migrants. It comprises an introductory survey at the six-month stage of settlement and a follow-up survey of these same migrants at the 18-month stage of settlement.

This report highlights the main findings from the follow-up survey of migrants, surveyed between September and November of 2016. A comparison is also made between findings of all CSAM follow-up surveys conducted between 2014 and 2016. In this report, each year's surveyed migrant group are referred to as a cohort, from Cohort 1 (follow-up survey of 2014), to Cohort 3 (follow-up survey of 2016).

## Labour market outcomes

### Skilled Migrants

Between the six-month and 18-month stages of settlement, Skilled Migrants (that is, primary applicant migrants of the Skill stream) demonstrated improved employment outcomes compared to the Australian general population (Appendix: Table 1). These outcomes, with a comparison to changes in the Australian labour market over the same period, included:

- employment to population ratio—up 4.2 percentage points; from 89.3 per cent to 93.4 per cent (compared to a fall of 0.4 points for the general population)
- unemployment rate—down 4.2 percentage points; from 7.8 per cent to 3.5 per cent (compared to a fall of 0.4 points for the general population)
- labour force participation rate—no change; at 96.8 per cent (compared to a fall of 0.6 points for the general population)
- median annual full-time earnings—up \$7,000; from \$65,000 to \$72,000 (compared to an increase of \$3,000 over a longer time frame of May 2014 to May 2016 for the general population)<sup>1</sup>
- highly skilled employment to population ratio<sup>2</sup>—up 4.2 percentage points; from 62.6 per cent to 66.9 per cent.

The reporting categories for Skilled Migrants were Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled (Appendix: Table 2) (these categories are described in more detail in the Survey Methodology section of this report). The Offshore Independent migrants recorded the largest improvements in labour market outcomes between the six-month and 18-month stages of settlement. These included:

- employment to population ratio—up 15.7 percentage points; from 75.5 per cent to 91.2 per cent
- unemployment rate—down 15.7 percentage points; from 21.5 per cent to 5.8 per cent
- median annual full-time earnings—up \$11,000; from \$79,000 to \$90,000.

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<sup>1</sup> Closest dates to the surveys for which data was available.

<sup>2</sup> In this report a migrant's level of employment is defined based on their working in occupations defined in the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Namely:

- highly skilled employment if ANZSCO skill level 1 or 2, which requires an Associate Degree, Advanced Diploma or Diploma level qualification, or higher
- semi-skilled employment if ANZSCO skill level 3 or 4, which requires Certificate III or IV level qualification
- low skilled employment if ANZSCO skill level 5, which requires Certificate I or II level qualification, or lower.

All categories reported improved labour market outcomes, although this was less pronounced for Employer Sponsored migrants—given their strong outcomes at the six-month stage, such as near full-employment of 97.0 per cent. Unlike the remaining Skilled Migrant categories, they did exhibit an increase in their unemployment rate between the two surveys, from 0.8 per cent to 1.7 per cent—this was consistent with findings of previous CSAM surveys.

## **Migrating Unit Spouses and Partner Migrants**

Also surveyed in CSAM were Migrating Unit Spouses (secondary applicants from the Skill stream) and Partner Migrants (primary applicants from the Partner visa category of the Family stream). Both these categories reported improved employment outcomes between the two surveys, with mixed outcomes when compared to the general population (Appendix: Table 1).

### **Migrating Unit Spouses**

- employment to population ratio—up 4.6 percentage points, from 58.8 per cent to 63.5 per cent (2.6 points above that for the general population of 60.9 per cent)
- unemployment rate—down 7.3 percentage points, from 22.3 per cent to 15.0 per cent (9.4 points above that for the general population of 5.6 per cent).

### **Partner Migrants**

- employment to population ratio—up 5.7 percentage points, from 58.7 per cent to 64.4 per cent (3.5 points above that for the general population of 60.9 per cent)
- unemployment rate—down 9.5 percentage points, from 23.7 per cent to 14.2 per cent (8.6 points above that for the general population of 5.6 per cent).

## **Australian resident/citizen spouses**

CSAM includes Non-Migrating Unit Spouses of Skilled Migrants, and Spouses of Partner Migrants. These people were either born in Australia or migrated to Australia at an earlier time to their spouse. These two categories reported outcomes more similar to the general population, but less favourable than Skilled Migrants (Appendix: Table 1).

### **Non-Migrating Unit Spouses**

- employment to population ratio—down 6.8 percentage points, from 79.9 per cent to 73.1 per cent
- unemployment rate—up 2.3 percentage points, from 7.5 per cent to 9.8 per cent.

### **Spouses of Partner Migrants**

- employment to population ratio—down 1.1 percentage points, from 85.6 per cent to 84.5 per cent
- unemployment rate—down 1.2 percentage points, from 5.8 per cent to 4.6 per cent.

In summary, at both the six-month and 18-month stages of settlement, Skilled Migrants have better labour market outcomes than other surveyed categories, however, Migrating Unit Spouses and Partner Migrants—who have similar outcomes to each other—have a larger improvement in their unemployment rate. Non-Migrating Unit Spouses and Spouses of Partner Migrants also have similar outcomes to each other. A notable exception is the unemployment rate of Non-Migrating Unit Spouses, which increases between the surveys—consistent with findings from previous CSAMs.

# Labour market outcomes of Skilled Migrants by cohort over 2014 to 2016

CSAM provides a time series of outcomes for different cohorts of migrants, based on their date of settlement (Appendix: Figure 1). Focusing on the three **follow-up surveys** of late 2014, 2015 and 2016 (cohorts 1-through-3) a comparison of the main findings is made between:

1. cohorts by skilled visa category
2. Skilled Migrants (overall) and the general population (extracted at the corresponding points in time).

## Comparison between visa categories by cohort—at 18-month settlement period

### Employment to population ratio:

- decreased for the State/Territory Nominated and Offshore Independent categories
- increased for the Onshore Independent and Other Skilled categories
- relatively unchanged for the Employer Sponsored category.

### Unemployment rate:

- increased for all categories.

### Median annual full-time earnings:

- increased for the Offshore Independent, Onshore Independent and Other Skilled categories
- relatively unchanged for the Employer Sponsored and State/Territory Nominated categories.

### Full-time employment:

- increased for the Onshore Independent and Other Skilled categories
- decreased for Employer Sponsored and State/Territory Nominated categories
- relatively unchanged for Offshore Independent category.

## Comparison between Skilled Migrants and the Australian general population by cohort—at 18-month settlement period

### Employment to population ratio:

- increased 0.2 percentage points for Skilled Migrants, from 93.2 per cent to 93.4 per cent
- increased 0.3 percentage points for the general population, from 60.6 per cent to 60.9 per cent.

With no significant change over the three years, the employment to population ratio for Skilled Migrants remained substantially higher than for the general population—32.0 percentage points higher on average over the three years.

### Unemployment rate:

- increased 0.8 percentage points for Skilled Migrants, from 2.8 per cent to 3.5 per cent
- decreased 0.7 percentage points for the general population, from 6.3 per cent to 5.6 per cent.

Despite the slight convergence over the three years, the unemployment rate for Skilled Migrants remained lower than for the general population—2.6 percentage points lower on average over the three years.

**Median annual full-time earnings:**

- increased \$7,000 for Skilled Migrants, from \$65,000 to \$72,000
- increased \$3,000 for the general population, from \$69,900 to \$72,900.

Following a degree of convergence over the three years, the median annual full-time earnings for Skilled Migrants was only slightly lower than for the general population—\$900 lower.<sup>3</sup>

**Full-time employment to population ratio:**

- unchanged at 83.6 per cent for Skilled Migrants
- decreased 0.2 percentage points for the general population, from 42.0 per cent to 41.8 per cent.

With no significant change over the three years, the full-time employment to population ratio for Skilled Migrants was twice that for the general population—41.2 percentage points higher on average over the three years.

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<sup>3</sup> Data source: Australian Bureau of Statistics (ABS) 6306.0 May 2014 and May 2016 (biennial release); the most comparable Australian population data to the dates the CSAM follow-up surveys were run (September to November of 2014, 2015 and 2016).

# Employment transitions

CSAM provides information on migrant employment transitions between the six-month and 18-month stages of settlement. This includes:

- upskilling (or deskilling)—as measured by movement from a low/semi-skilled job into a highly skilled job that requires a minimum of a Diploma level qualification (or vice versa for deskilling)
- movement into (or out of) the labour force or unemployment.

## Employment transitions between the six-month and 18-month stages of settlement—Skilled Migrants

A majority of Skilled Migrants (59.0 per cent) were in highly skilled employment at both stages of settlement, while a further 22.2 per cent remained employed in low/semi-skilled jobs (Appendix: Figure 2).

The net rate of upskilling for all Skilled Migrants was 1.6 per cent. This was comprised of 3.4 per cent who upskilled, less 1.7 per cent who deskilled.

Consistent with the overall fall in unemployment between the two surveys, 75.3 per cent of Skilled Migrants, who were unemployed at the six-month stage of settlement, were subsequently employed at the 18-month stage—mostly in highly skilled jobs. A similar trend occurred for the 3.2 per cent of Skilled Migrants who were not in the labour force at the six-month stage of settlement, with 53.2 per cent being employed at the 18-month stage and the majority in highly skilled jobs.

## Employment transitions between the six-month and 18-month stages of settlement—Partner Migrants

Around one-in-six (17.6 per cent) Partner Migrants remained in highly skilled jobs at both stages of settlement—almost half the rate of Partner Migrants who remained in ‘other’ low skilled jobs (31.8 per cent). Further to this, another one-in-six (15.8 per cent) remained out of the labour force and one-in-twenty (4.7 per cent) were unemployed at both stages of settlement, compared to 1.0 per cent and 1.2 per cent respectively for Skilled Migrants (Appendix: Figure 3).

Despite this, the outcomes for Partner Migrants do improve with an additional 12 months in Australia. One-in-nine (12.1 per cent) Partner Migrants moved from being unemployed or not in the labour force into employment by the 18-month stage of settlement, compared to 6.3 per cent moving in the opposite direction, that is, from work into either being unemployed or not in the labour force.

The rate of upskilling for these migrants was 1.9 per cent, while the rate of de-skilling was 1.3 per cent, a net gain of 0.6 percentage points. This was less than for Skilled Migrants, which was not unexpected, as Partner Migrants—not having applied on the basis of their skills and education—were less likely to have the skills and qualifications required to gain highly skilled jobs, and to transition into highly skilled work over the long-term.

Partner Migrants maintained lower levels of employment (particularly in higher skilled jobs) than Skilled Migrants. For example, half (52.6 per cent) of Partner Migrants were employed at both the six-month and 18-month stages of settlement, compared to seven-in-eight (86.2 per cent) for Skilled Migrants.

# Occupation and industry

The follow-up survey provides detailed data at the occupation and industry level for Skilled Migrants who reported being employed at either the six-month or 18-month stages of settlement (Appendix: Table 3).

## Occupation category

Skilled Migrants were working in similar occupation categories at the six-month and 18-month stages of settlement. Slightly less than half were working in a professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. Around one-in-seven were employed as technicians and trades workers and another one-in-seven were working as managers. This distribution of occupation categories was largely unchanged between six-month and 18-month stages of settlement. Collectively, three-quarters (74.2 per cent) were working in these skilled and highly skilled fields at the 18-month stage of settlement, compared to half (50.5 per cent) for the Australian workforce at that same time.<sup>4</sup>

## Industry

The health care and social assistance industry remained the main employer of Skilled Migrants at both stages of settlement. There was evidence of some movement between industries over the 12 months, with decreases in the proportion of Skilled Migrants working in accommodation and food services; professional, scientific and technical services; and manufacturing (their second, third and fourth largest industries of employment respectively), while the proportion working in other industries increased.

In total, 41.4 per cent of Skilled Migrants were working in the three most popular industries at the 18-month stage of settlement. For the Australian workforce, employment was more dispersed, with its three main industries accounting for only 32.1 per cent of workers (that is, health care and social assistance, retail trade, and construction).<sup>4</sup>

## Specific occupation

The main occupations for Skilled Migrants remained predominantly unchanged between the six-month and 18-month stages of settlement, and included, software and applications programmer; registered nurse; ICT business and systems analyst; accountant; and chef.

The proportion of Skilled Migrants employed in their nominated occupation increased with an additional 12 months in Australia.<sup>5</sup> At the 18-month stage of settlement, 70.3 per cent of the Skilled Migrant population were employed in either their nominated occupation (53.7 per cent) or in a field with an equivalent or higher level of skill (16.6 per cent). These percentages were higher than at the six-month stage of settlement, by 2.6 points, 0.7 points and 1.9 points respectively.<sup>6</sup>

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<sup>4</sup> ABS, Labour Force Survey 6291.0.55.003, November 2016.

<sup>5</sup> When applying for skilled migration, the vast majority of applicants are required to nominate an occupation that conforms to their skills and experience and appears on a skilled occupations list. These lists are aligned with different categories of skilled visas, and having a nominated occupation that matches one of these lists is essential for all but Business, Innovation and Investment visas.

<sup>6</sup> Results are based on Skilled Migrants who responded to both the introductory survey and follow-up survey. Percentages may thus vary slightly from those previously reported in Table 3 of the [CSAM Cohort 3 Report Introductory Survey - 2015](#).

# Migration, demographic and language characteristics

CSAM collects information on migrants' characteristics and social integration (Appendix: Tables 4 to 7). Detailed multifactor analysis is out of scope for this report, such as labour market outcomes by age, English proficiency or Australian qualifications, however, some factors are examined independently, providing an indication of the richness of the CSAM dataset.

## English proficiency

Despite the diversity of origin countries, 59.4 per cent of Skilled Migrants and 42.0 per cent of Partner Migrants spoke English as their main or only language at home. Additionally, the vast majority of all surveyed migrants stated that English was their 'best or only language' or they were able to speak English 'well' or 'very well', including:

- 98.0 per cent of Skilled Migrants,
- 92.2 per cent of their Migrating Unit Spouses and
- 83.9 per cent of Partner Migrants.

The higher level of English proficiency for Skilled Migrants, compared to their Migrating Unit Spouses and to Partner Migrants, was not surprising as most Skilled Migrants were required to pass an English language test as a pre-requisite for migration. What is notable is that the reported level of English declined slightly between the six-month and 18-month stages of settlement.<sup>7</sup> For example, at the six-month stage of settlement, 79.3 per cent of Skilled Migrants indicated that they spoke English 'very well' or it was their 'best or only language'; by the 18-month stage this figure had fallen to 74.3 per cent. Similarly, for Partner Migrants this fell between these two stages of settlement from 53.6 per cent to 52.7 per cent.

One explanation for this is that with additional exposure to Australian ways of communicating, through work and everyday dealings, some new migrants may reassess their English proficiency, or undergo a period where they are less confident in their English ability. This will then be reflected in their survey responses.

## Year of arrival

Around one-quarter (26.8 per cent) of Skilled Migrants and three-in-ten (29.5 per cent) Partner Migrants had arrived in Australia during 2015 (the year of completion for the introductory survey), this includes both onshore and offshore visa category migrants. The remainder had arrived prior to 2015, with 9.9 per cent of Skilled Migrants and 4.7 per cent of Partner Migrants having arrived at least 5 years before their introductory survey.

## Migrating unit

Almost half (43.3 per cent) of all primary applicant Skilled Migrants were unattached migrants without dependants. The remainder came with a spouse, with over half (55.9 per cent) of these bringing children with them. More than nine-in-ten (92.4 per cent) Partner Migrants coming through the Family stream migrated without children. At the 18-month stage of settlement, Skilled Migrants reported, on average, 2.5 dependants (including partners and children) compared to 1.4 dependants for Partner Migrants.

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<sup>7</sup> Six-month figures are from the published [CSAM Cohort 3 Report Introductory Survey - 2015](#).

## Highest qualifications at 18-month stage of settlement

A high level of education is typical for recently arrived Skilled Migrants and Partner Migrants, compared to the Australian population<sup>8</sup>. At the 18-month stage of settlement:

- 96.0 per cent of Skilled Migrants and 75.7 per cent of Partner Migrants had a post-school qualification—compared to 59.3 per cent for the Australian population
- 79.5 per cent of Skilled Migrants and 49.1 per cent of Partner Migrants had a university degree as their highest level of education—compared to 26.0 per cent for the Australian population.
- CSAM also showed that, of the highest qualifications for Skilled Migrants and Partner Migrants, 40.8 per cent and 24.8 per cent respectively were Australian qualifications.
- Management and commerce was the most common field of post-school study for both Skilled Migrants and Partner Migrants, with 23.7 per cent and 28.8 per cent of their highest qualifications being in this field—engineering and related technologies was essentially just as popular for Skilled Migrants, at 23.6 per cent.

## Australian qualifications attained in last 12 months

One-in-eight (12.8 per cent) Skilled Migrants and one-in-six (17.6 per cent) Partner Migrants obtained an Australian qualification between the six-month and 18-month stages of settlement. For Skilled and Partner Migrants combined, around three-quarters (72.6 per cent) of these qualifications were at the Diploma/Certificate level. The main field of study for Australian qualifications obtained during this period was management and commerce for Skilled Migrants (25.9 per cent), and society and culture for Partner Migrants (35.2 per cent).

## Housing

As measured at the 18-month stage of settlement, fewer Skilled Migrants owned the house they were living in than Partner Migrants, with correspondingly more renting, that is:

- owned outright—2.3 per cent compared to 7.4 per cent
- owned with mortgage—18.0 per cent compared to 30.0 per cent
- renting—76.3 per cent compared to 53.8 per cent.

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<sup>8</sup> Australian population is based on the 2016 Census of those not in full-time study and aged 15 years and over.

# Survey methodology

## About the survey

This is the second iteration of CSAM, with the first iteration run between 2009 and 2011. The current iteration commenced in 2013, and is run every 12 months. It 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.

The population file included migrants who had been in Australia since mid-April 2014 (that is, six months before the introductory survey)—the eligible window was approximately three-months either side of this time point and was determined differently for migrants with visas granted offshore and onshore:

- Offshore visa—date of arrival: 1 January 2015 to 31 July 2015
- Onshore visa—date of visa grant: 1 January 2015 to 31 July 2015.

The population file consisted of 76,368 sample records, which after data cleansing left 75,868 records as the population frame. The sample selection process was conducted in two stages: initially delivering 17,452 sample records across the target markets (a market being one of the six reporting categories within a state or territory); and a redistribution of surplus sample records that resulted in a sample of 20,000 records. Of these, 2969 sample records were matched to state and territory records. For further information see the [CSAM Methodology Paper](#), available on the Department's website.

Migrants with valid phone numbers (9349) were contacted to complete a Computer Assisted Telephone Interview. A total of 7749 migrants completed the follow-up survey for Cohort 3—a response rate of 82.9 per cent.

Results in the tables and figures have been weighted to help account for any discrepancies between the profile of the 20,000 migrants invited to participate in the introductory survey and the 7749 migrants completing both the introductory and follow-up surveys. This reduces the effects of any respondent bias in the data, so that results can be more easily generalised to the in-scope population.

## Reporting categories used in the survey

A general understanding of the structure of Australia's permanent Migration Program is necessary to understand the results of CSAM. Australia's permanent Migration Program 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.

CSAM includes people from both streams of the Migration Program.

Within the Family stream, CSAM includes migrants 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 or citizen. It therefore excludes migrants on Parent, Child or other Family stream visa categories.

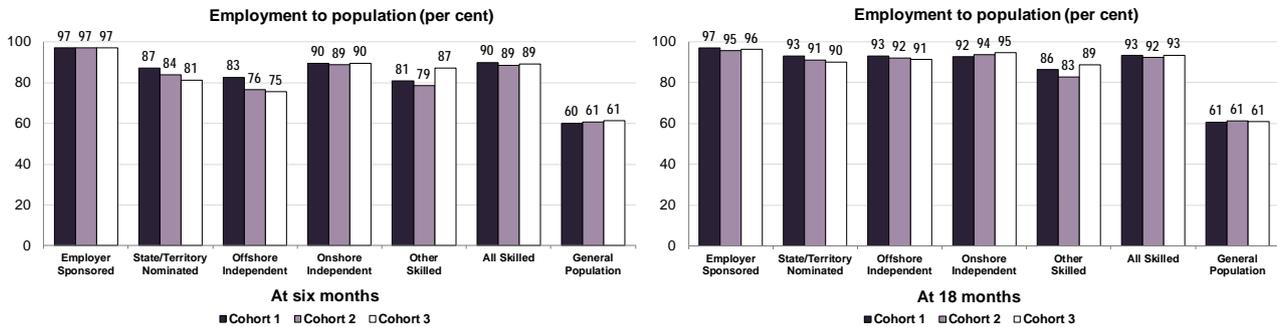
Within the Skill stream, CSAM includes migrants granted one of the following visas:

- **Employer Sponsored visa**—granted to applicants sponsored by an Australian employer to fill a genuine skilled vacancy in the employer's business.
- **Offshore Independent visa**—granted to applicants who applied from outside of Australia, and passed a points test (based on an individual's skills and characteristics, such as their age, English ability, qualifications and work experience).
- **Onshore Independent visa**—granted to applicants who applied from within Australia and passed a points test. As they are already in Australia on a temporary visa they may already be working at the time of application.
- **State/Territory Nominated visas**—granted to applicants nominated by a state/territory government, who passed a points test and have an occupation on that state's/territory's skilled occupation list.
- **Other Skilled visa**—all other visas granted through the Skill stream of the Migration Program.

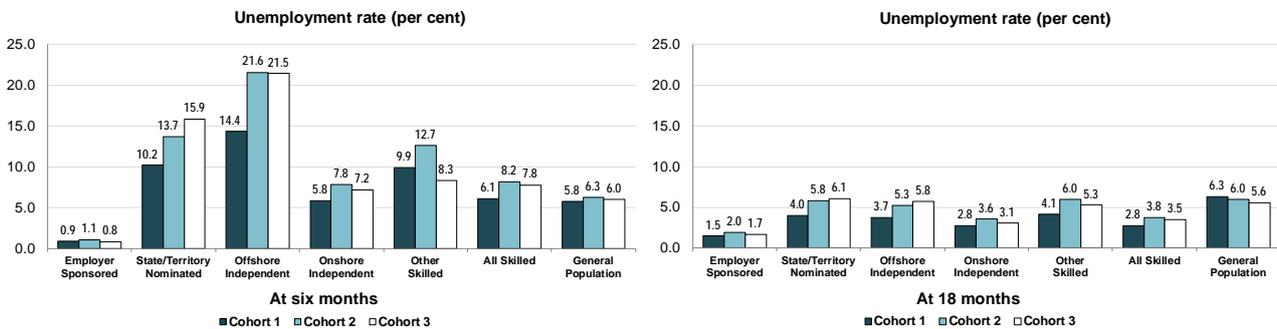
# Appendix: Figures and tables

Figure 1: Comparisons between survey cohorts of employment outcomes

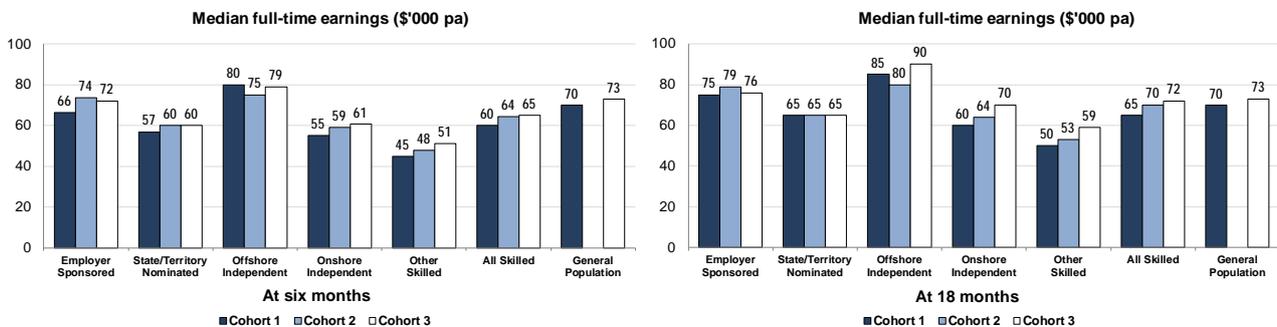
a) Comparison of employment to population ratio across cohorts



b) Comparison of unemployment rate across cohorts

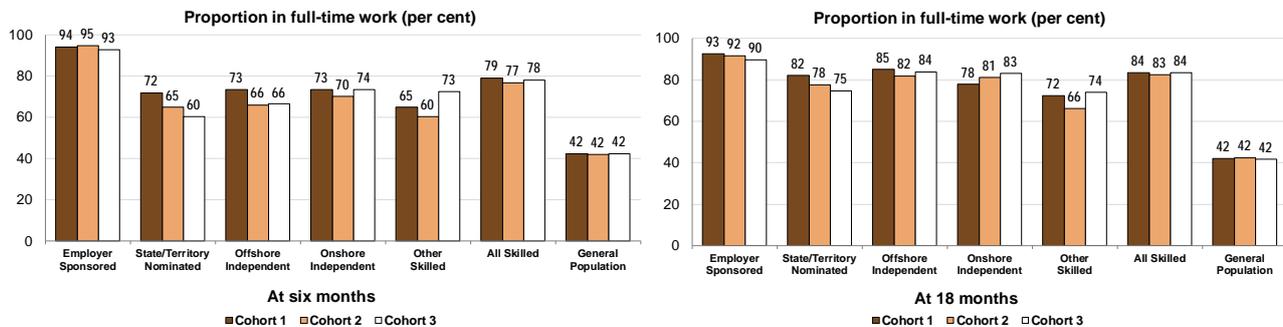


c) Comparison of median full-time earnings across cohorts



Note: ABS 6306.0 Median full-time earnings data for Australian general population is a biennial release (November 2014 and November 2016 shown).

d) Comparison of proportion in full-time work across cohorts



Key

Cohort 1—Introductory survey (2013); Follow-up survey (2014)  
 Cohort 2—Introductory survey (2014); Follow-up survey (2015)  
 Cohort 3—Introductory survey (2015); Follow-up survey (2016)

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

Labour market outcome at six months					
In highly skilled job (62.7%)	In other job (26.7%)	Not in labour force (3.2%)	Unemployed (7.5%)		
↓	↓	↓	↓		
59.0%	3.4%	1.0%	3.7%	→	<b>Outcome at 18 months</b>
1.7%	22.2%	0.7%	1.9%	→	In highly skilled job 67.0%, up 4.3 pp
0.9%	0.6%	1.0%	0.6%	→	In other job 26.5%, down 0.1 pp
1.2%	0.5%	0.5%	1.2%	→	Not in labour force 3.1%, down 0.1 pp
				→	Unemployed 3.4%, down 4.1 pp

**Figure 3: Employment transitions for Partner Migrants**

Labour market outcome at six months					
In highly skilled job (20.0%)	In other job (38.9%)	Not in labour force (22.7%)	Unemployed (18.3%)		
↓	↓	↓	↓		
17.6%	1.9%	0.8%	2.5%	→	<b>Outcome at 18 months</b>
1.3%	31.8%	2.6%	6.2%	→	In highly skilled job 22.7%, up 2.7 pp
0.8%	3.3%	15.8%	4.9%	→	In other job 42.0%, up 3.0 pp
0.3%	1.9%	3.5%	4.7%	→	Not in labour force 24.9%, up 2.1 pp
				→	Unemployed 10.4%, down 7.9 pp

Note: Figures 2 and 3 includes only Cohort 3 respondents who participated in both the introductory and follow-up surveys. To enable cross-tabulation between the introductory and follow-up surveys, an invalid response in either survey removes that person's response from both surveys; hence, some percentages vary marginally from Tables 1 and 2. pp = percentage points.

**Table 1: Employment outcomes by visa stream**

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>11,174</b>	<b>5,804</b>	<b>3,425</b>	<b>678</b>	<b>1,945</b>	<b>1,846</b>	
<b>At six months</b>							
<b>Employment outcomes (weighted) (%)</b>							
Employed	70.2	89.3	58.8	79.9	58.7	85.6	61.3
<i>By skill level (of employed):</i>							
Highly skilled <sup>4</sup>	37.1	62.6	25.5	44.2	20.0	42.0	N/A
Semi-skilled <sup>4</sup>	20.9	19.6	19.4	22.3	22.7	32.0	N/A
Low skilled <sup>4</sup>	10.6	5.6	12.4	8.5	14.2	9.2	N/A
Unemployed	13.9	7.5	16.9	6.4	18.2	5.2	3.9
Not in labour force	15.9	3.2	24.3	13.7	23.1	9.2	34.9
<b>Total:</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	16.6	7.8	22.3	7.5	23.7	5.8	6.0
Participation rate	84.1	96.8	75.7	86.3	76.9	90.8	65.1
<b>Earnings and hours (weighted) (\$'000)</b>							
Median annual full-time earnings <sup>5</sup>	59.0	65.0	51.7	60.0	51.0	60.0	69.9
<b>At 18 months</b>							
<b>Employment outcomes (weighted) (%)</b>							
Employed	75.0	93.4	63.5	73.1	64.4	84.5	60.9
<i>By skill level (of employed):</i>							
Highly skilled <sup>4</sup>	40.1	66.9	27.7	43.9	22.5	41.4	N/A
Semi-skilled <sup>4</sup>	23.2	20.7	21.6	21.2	26.2	31.8	N/A
Low skilled <sup>4</sup>	11.2	5.5	13.6	7.7	15.2	10.1	N/A
Unemployed	8.1	3.4	11.2	7.9	10.6	4.0	3.6
Not in labour force	16.9	3.2	25.4	19.0	25.0	11.5	35.5
<b>Total:</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	9.7	3.5	15.0	9.8	14.2	4.6	5.6
Participation rate	83.1	96.8	74.6	81.0	75.0	88.5	64.5
<b>Earnings and hours (weighted) (\$'000)</b>							
Median annual full-time earnings <sup>5</sup>	62.0	72.0	56.0	70.0	52.0	65.0	72.9
<b>Change in outcomes</b>							
<b>Employment outcomes (weighted) (percentage point)</b>							
Employed	4.8	4.2	4.6	-6.8	5.7	-1.1	-0.4
<i>By skill level (of employed):</i>							
Highly skilled <sup>4</sup>	3.0	4.2	2.2	-0.3	2.5	-0.6	N/A
Semi-skilled <sup>4</sup>	2.3	1.1	2.2	-1.1	3.4	-0.2	N/A
Low skilled <sup>4</sup>	0.6	-0.1	1.2	-0.9	0.9	0.9	N/A
Unemployed	-5.9	-4.1	-5.7	1.5	-7.6	-1.2	-0.3
Not in labour force	1.1	0.0	1.1	5.3	1.9	2.3	0.6
<b>Total:</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Unemployment rate	-6.9	-4.2	-7.3	2.3	-9.5	-1.2	-0.4
Participation rate	-1.1	0.0	-1.1	-5.3	-1.9	-2.3	-0.6
<b>Earnings and hours (weighted) (\$'000)</b>							
Median annual full-time earnings <sup>5</sup>	3.0	7.0	4.3	10.0	1.0	5.0	3.0

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

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream; and Partner Migrant from the Family stream. Non-Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit. The total number of responses (7749) is the sum of Skilled Migrants and Family stream Partner Migrants.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2015 and November 2016 (Trended). Earnings figures for Australian employees sourced from ABS 6306.0 May 2014 and May 2016.

3. Base sizes exclude 'Not answered/known' responses where applicable; results may not sum to 100 per cent due to rounding. Note: Five spouse responses are missing due to unknown migrating / non migrating unit spouse status.

4. Excludes a small number of unknown occupations—totals do not add to per cent 'Employed'. See, footnote 1 main body for definitions of skill level.

5. Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys were flagged to phone interviewers during the follow-up survey whereby respondents were asked to confirm or rectify their income information.

**Table 2: Occupation outcomes for Skilled Migrants (primary applicants)**

	All Skill stream categories	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled <sup>1</sup>	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>5,804</b>	<b>1,281</b>	<b>1,399</b>	<b>876</b>	<b>1,368</b>	<b>880</b>	
<b>At six months</b>							
<b>Employment outcomes (weighted) (%)</b>							
Employed	89.3	97.0	81.2	75.5	89.6	87.0	61.3
<i>By skill level (of employed):</i>							
<i>Highly skilled<sup>4</sup></i>	62.6	70.5	53.0	62.4	66.6	39.9	N/A
<i>Semi-skilled<sup>4</sup></i>	19.6	23.3	17.8	7.6	15.8	30.2	N/A
<i>Low skilled<sup>4</sup></i>	5.6	1.5	9.3	4.7	5.6	15.4	N/A
Unemployed	7.5	0.8	15.3	20.6	6.9	7.9	3.9
Not in labour force	3.2	2.2	3.5	3.9	3.5	5.1	34.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	7.8	0.8	15.9	21.5	7.2	8.3	6.0
Participation rate	96.8	97.8	96.5	96.1	96.5	94.9	65.1
<b>Earnings and hours (weighted) (\$'000)</b>							
Median annual full-time earnings <sup>5</sup>	65.0	72.0	60.0	79.0	60.6	51.2	69.9
<b>At 18 months</b>							
<b>Employment outcomes (weighted) (%)</b>							
Employed	93.4	96.1	90.0	91.2	94.5	88.6	60.9
<i>By skill level (of employed):</i>							
<i>Highly skilled<sup>4</sup></i>	66.9	69.3	61.7	76.7	72.6	42.7	N/A
<i>Semi-skilled<sup>4</sup></i>	20.7	24.0	18.8	10.7	16.6	31.7	N/A
<i>Low skilled<sup>4</sup></i>	5.5	2.5	8.8	3.7	5.1	14.2	N/A
Unemployed	3.4	1.7	5.8	5.6	3.0	5.0	3.6
Not in labour force	3.2	2.2	4.2	3.2	2.5	6.4	35.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	3.5	1.7	6.1	5.8	3.1	5.3	5.6
Participation rate	96.8	97.8	95.8	96.8	97.5	93.6	64.5
<b>Earnings and hours (weighted) (\$'000)</b>							
Median annual full-time earnings <sup>5</sup>	72.0	76.0	65.0	90.0	70.0	59.0	72.9
<b>Change in outcome</b>							
<b>Employment outcomes (weighted) (percentage point)</b>							
Employed	4.2	-0.9	8.8	15.7	4.9	1.6	-0.4
<i>By skill level (of employed):</i>							
<i>Highly skilled<sup>4</sup></i>	4.2	-1.2	8.7	14.3	6.0	2.8	N/A
<i>Semi-skilled<sup>4</sup></i>	1.1	0.7	0.9	3.1	0.8	1.4	N/A
<i>Low skilled<sup>4</sup></i>	-0.1	1.0	-0.4	-1.1	-0.5	-1.2	N/A
Unemployed	-4.1	0.9	-9.5	-15.1	-3.9	-2.9	-0.3
Not in labour force	0.0	0.1	0.7	-0.7	-1.0	1.3	0.6
<b>Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Unemployment rate	-4.2	0.9	-9.8	-15.7	-4.1	-3.0	-0.4
Participation rate	0.0	-0.1	-0.7	0.7	1.0	-1.3	-0.6
<b>Earnings and hours (weighted) (\$'000)</b>							
Median annual full-time earnings <sup>5</sup>	7.0	4.0	5.0	11.0	9.4	7.8	3.0

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

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

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2015 and November 2016 (Trended). Earnings figures for Australian employees sourced from ABS 6306.0 May 2014 and May 2016.

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

4. Excludes a small number of unknown occupations—totals do not add to per cent 'Employed'. See, footnote 1 main body for definitions of skill level.

5. Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys were flagged to phone interviewers during the follow-up survey whereby respondents were asked to confirm or rectify their income information.

**Table 3: Employment characteristics for Skilled Migrants (primary applicants)**

	At six months	At 18 months	Change in outcomes
<b>Sample size<sup>1</sup></b>	<b>5,061</b>	<b>5,357</b>	<b>N/A</b>
<b>Occupation category (weighted) (%)</b>			
Managers	14.8	14.6	-0.2
Professionals	44.4	45.6	1.2
Technicians and trades workers	14.5	14.0	-0.5
Other occupations	26.3	25.8	-0.5
<b>Industry of employment (weighted) (%)</b>			
Health care and social assistance	18.6	17.9	-0.7
Accommodation and food services	16.0	14.3	-1.8
Professional, scientific and technical services	10.5	9.2	-1.3
Retail trade	7.5	7.8	0.3
Manufacturing	8.9	8.3	-0.5
Other industries	38.6	42.6	4.0
<b>Most common occupations (weighted) (%)</b>			
Software and applications programmers	7.2	7.3	0.1
Registered nurses	4.6	4.6	0.0
ICT business and systems analysts	3.1	2.6	-0.5
Accountants	2.9	2.9	0.1
Chefs	2.7	2.2	-0.5
Other occupations	79.4	80.3	0.8
<b>Changed job since introductory survey (weighted) (%)</b>			
	N/A	14.4	N/A
<b>How job was found<sup>2</sup> (weighted) (%)</b>			
Through a general Internet vacancy/job search site (e.g. Seek)	N/A	35.7	N/A
Heard about the job from a friend or family member	N/A	23.1	N/A
Other internet site	N/A	8.7	N/A
Employment agency	N/A	7.4	N/A
Internal transfer	N/A	6.6	N/A
Was approached by employer	N/A	5.8	N/A
Approached employer / cold canvassing	N/A	5.5	N/A
<b>Earnings and hours<sup>3</sup> (weighted)</b>			
Median annual full-time earnings (\$'000)	65.0	72.0	7.0
Median annual part-time earnings (\$'000)	31.2	39.0	7.8
Median annual earnings (\$'000)	61.0	69.0	8.0
Median hourly rate of pay (\$/hour)	30.1	33.3	3.2
<b>Nominated field of work<sup>4</sup> (weighted) (%)</b>			
Working in nominated field	53.0	53.7	0.7
Working at the same (or higher) skill level as nominated field	14.6	16.6	1.9

Note: Table includes only those skilled migrant respondents who participated in both the introductory and follow-up surveys—results at six months may vary slightly from those previously published.

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

2. Respondents could mention more than one method for finding a job. Only responses greater than 5 per cent shown in table. Other methods (mentioned by 15.3 per cent of respondents) included: Started a business / became self-employed; Through study placement; Ad in newspaper; Employer sponsored as part of visa application; and Job advertisement.

3. Records flagged as outliers and records where stated income is markedly different between introductory and follow-up surveys were flagged to phone interviewers during the follow-up survey whereby respondents were asked to confirm or rectify their income information.

4. Working in nominated field is determined at 4-digit ANZSCO occupation.

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

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant
<b>Sample size<sup>2</sup></b>	<b>11,174</b>	<b>5,804</b>	<b>3,425</b>	<b>678</b>	<b>1,945</b>	<b>1,846</b>
<b>Gender<sup>3</sup> (weighted) (%)</b>						
Male	46.7	66.6	NC	NC	29.2	NC
Female	53.3	33.4	NC	NC	70.8	NC
<b>Age at arrival<sup>3</sup> (weighted) (%)</b>						
Less than 25	21.3	17.2	NC	NC	24.8	NC
25 to 34 years	56.1	58.6	NC	NC	53.9	NC
35 to 44 years	17.0	20.6	NC	NC	13.9	NC
45 to 54 years	4.5	3.4	NC	NC	5.4	NC
55 to 64 years	1.0	0.1	NC	NC	1.8	NC
65 years and over	0.1	-	NC	NC	0.2	NC
<b>Birthplace<sup>3</sup> (weighted) (%)</b>						
Mainly English speaking countries <sup>4</sup>	16.6	18.6	NC	NC	14.8	NC
Other countries	83.4	81.4	NC	NC	85.2	NC
<b>Main origin countries (weighted) (%)</b>						
India	15.7	21.1	NC	NC	11.0	NC
China (PRC)	10.7	10.6	NC	NC	10.7	NC
United Kingdom	9.1	10.1	NC	NC	8.3	NC
Philippines	8.1	7.2	NC	NC	8.8	NC
Other countries	56.5	51.0	NC	NC	61.2	NC
<b>Main languages spoken (weighted) (%)</b>						
English	50.4	59.4	51.3	67.8	42.0	75.2
Mandarin	5.8	5.8	5.2	4.3	6.1	3.0
Chinese, nfd	4.2	4.3	3.3	3.7	4.6	2.4
Persian (excluding Dari)	2.3	3.0	3.8	0.8	1.0	1.1
Other languages	37.3	27.5	36.4	23.5	46.3	18.2
<b>English proficiency (weighted) (%)</b>						
English best or only language / very well	63.2	74.3	64.6	79.4	52.7	85.1
English spoken well	27.7	23.6	27.6	15.4	31.2	10.0
English spoken not well/not at all	9.1	2.0	7.8	5.1	16.1	4.8

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

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream, and Partner Migrant from the Family stream. Non-Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit.

2. Base sizes exclude 'Not answered/known' responses where applicable. Results may not sum to 100 per cent due to rounding. Note: 5 spouse responses are missing due to unknown Migrating Unit Spouse status.

3. Gender, age and birthplace distributions for 'All surveyed migrants' exclude Migrating Unit Spouse.

4. Mainly English speaking countries refers to: Australia, New Zealand, United Kingdom (England, Scotland, Wales, Northern Ireland, British Protected Person, British Person, Britain), Ireland, Ireland (So Stated), Canada, USA, South Africa.

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

**Table 5: Migration characteristics by visa stream (primary applicants) at 18-month stage of settlement**

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>7,749</b>	<b>5,804</b>	<b>1,945</b>
<b>Year of arrival (weighted) (%)</b>			
2015 <sup>2</sup>	28.2	26.8	29.5
2014	26.0	32.6	20.2
2013	19.8	14.4	24.4
2012	13.6	10.3	16.4
2011	5.3	6.0	4.8
2010 or earlier	7.1	9.9	4.7
<b>Visa reporting category (weighted) (%)</b>			
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
Partner visa	N/A	N/A	100.0
<b>Type of migrating unit (weighted)</b>			
Couple only (%)	N/A	25.0	N/A
Couple with children (%)	N/A	30.1	N/A
Single migrant with children (%)	4.8	1.6	7.6
Single migrant without children (%)	69.4	43.3	92.4
<i>Average number of dependants<sup>3</sup> (no.)</i>	<i>2.3</i>	<i>2.5</i>	<i>1.4</i>

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

1. Base sizes exclude 'Not answered/known' responses where applicable. Results may not sum 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.

**Table 6: Education and housing by visa stream (primary applicants) at 18-month stage of settlement**

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>7,749</b>	<b>5,804</b>	<b>1,945</b>
<b>Highest education attainment (weighted) (%)</b>			
Doctoral degree	2.9	4.9	1.1
Master degree	19.4	27.1	12.6
Other postgraduate qualification	3.3	4.1	2.7
Bachelor degree	37.7	43.4	32.7
Diploma/Certificate level	20.1	15.9	23.8
Other post-school qualification	1.8	0.6	2.8
No post-school qualification	14.8	4.1	24.2
<b>Australian qualification</b>	<b>32.3</b>	<b>40.8</b>	<b>24.8</b>
<b>Field of study (highest qualification) (weighted) (%)<sup>2</sup></b>			
Management and commerce	26.0	23.7	28.8
Engineering and related technologies	16.7	23.6	9.0
Information technology	9.6	13.1	5.6
Society and culture	12.4	6.6	18.9
Health	13.5	14.5	12.4
Education	4.4	2.3	6.7
Food, hospitality and personal services	5.6	4.9	6.5
Other field	11.8	11.5	12.2
<b>Current housing arrangements (weighted) (%)</b>			
Own outright	5.0	2.3	7.4
Pay mortgage	24.4	18.0	30.0
Pay rent	64.3	76.3	53.8
Living with family/friends rent free	5.3	2.4	7.9
Accommodation provided by employer	0.7	0.9	0.6
Other	0.2	0.2	0.3

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

2. For comparative purposes the order of the fields of study is based on responses from the introductory survey for Cohort 3.

**Table 7: Australian qualification attained in last 12 months by visa stream (primary applicants) at 18-month stage of settlement**

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>7,749</b>	<b>5,804</b>	<b>1,945</b>
<b>Australian education attainment (weighted) (%)</b>			
<b>Australian qualification attained in last 12 months<sup>2</sup></b>	15.4	12.8	17.6
<b>Qualification level (%)</b>			
Doctoral degree	2.0	5.1	-
Master degree	3.9	9.0	0.6
Other postgraduate qualification	4.4	6.1	3.3
Bachelor degree	8.1	11.2	6.0
Diploma/Certificate level	72.6	56.4	83.0
Other post-school qualification	9.1	12.2	7.0
<b>Field of study (%)<sup>3</sup></b>			
Management and Commerce	19.3	25.9	15.0
Health	21.1	18.2	22.9
Engineering and Related Technologies	8.7	17.0	3.4
Society and Culture	25.4	10.1	35.2
Food, Hospitality and Personal Services	8.0	8.1	7.9
Architecture and Building	5.4	5.0	5.7
Other field	12.2	15.7	9.9

Note: Table includes only Cohort 3 respondents who participated in both the introductory and follow-up surveys.

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

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

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