



Australian Government
Department of Home Affairs

Continuous Survey of Australia's Migrants

Cohort 5 Report—Change in outcomes 2018

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Introduction

The Department of Home Affairs' Continuous Survey of Australia's Migrants (CSAM) examines employment and other settlement outcomes of recently arrived migrants and their spouses. 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. In the 2018 follow-up survey, 7662 primary applicant migrants were surveyed, with responses also obtained for their 6091 migrant and non-migrant spouses, providing a total of 13,753 survey responses.

This report highlights some of the main findings from the follow-up survey of migrants, surveyed around November 2018. A comparison is also made between findings of all CSAM follow-up surveys conducted between 2014 and 2018. In this report, each year's surveyed migrant group is referred to as a cohort, from Cohort 1 (follow-up survey of 2014) to Cohort 5 (follow-up survey of 2018).

Employment 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. These improvements were well above those for the Australian general population over this same 12-month period (Appendix: Table 1). These employment outcomes included:

- employment to population ratio—up 5.4 percentage points; from 88.9 per cent to 94.3 per cent (compared to an increase of 0.4 points for the general population)
- unemployment rate—down 4.5 percentage points; from 7.0 per cent to 2.5 per cent (compared to a fall of 0.4 points for the general population)
- labour force participation rate—up 1.1 percentage points; from 95.6 per cent to 96.7 per cent (compared to an increase of 0.1 points for the general population)
- median annual full-time earnings—up \$9,000; from \$69,000 to \$78,000 (compared to an increase of \$1,700 for the general population)
- highly skilled employment to population ratio¹—up 3.5 percentage points; from 64.3 per cent to 67.8 per cent.

¹ Skill level of employment is based on 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.

The reporting categories, for the 5516 Skilled Migrants, were Employer Sponsored (1330 respondents), State/Territory Nominated (1755 respondents), Offshore Independent (891 respondents), Onshore Independent (912 respondents) and Other Skilled (628 respondents) (Appendix: Table 2).² These categories constitute only primary applicants and are described in more detail in the Survey Methodology section of this report. Between the six-month and 18-month stages of settlement, migrants from all categories reported improved employment outcomes. This was least pronounced for Employer Sponsored migrants, given there was less room for improvement as they already had very strong employment outcomes at the six-month stage of settlement, such as near full-employment of 94.5 per cent.

Migrants from the Offshore Independent category had, on average, greater improvement in employment outcomes than those from other reporting categories. These included:

- employment to population ratio—up 12.8 percentage points; from 80.9 per cent to 93.8 per cent
- unemployment rate—down 12.0 percentage points; from 15.8 per cent to 3.7 per cent
- proportion in highly skilled employment—up 12.9 percentage points; from 65.2 per cent to 78.1 per cent.

Migrating Unit Spouses and Partner Migrants

Also included in the survey were 3453 Migrating Unit Spouses (secondary applicants from the Skill stream) and 2146 Partner Migrants (primary applicant migrants from the Partner visa category of the Family stream). Both these categories reported improved employment outcomes between the two surveys, with mixed employment outcomes at the 18-month settlement period when compared to the general population (Appendix: Table 1).

Migrating Unit Spouses

- employment to population ratio—up 7.5 percentage points, from 60.2 per cent to 67.7 per cent (5.4 points above that for the general population of 62.3 per cent)
- unemployment rate—down 6.9 percentage points, from 19.7 per cent to 12.8 per cent (7.8 points above that for the general population of 5.0 per cent).

Partner Migrants

- employment to population ratio—up 3.9 percentage points, from 65.8 per cent to 69.6 per cent (7.3 points above that for the general population of 62.3 per cent)
- unemployment rate—down 5.7 percentage points, from 14.8 per cent to 9.1 per cent (4.1 points above that for the general population of 5.0 per cent).

Australian resident/citizen spouses

The survey also included 620 Non-Migrating Unit Spouses of Skilled Migrants, and 2018 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 employment outcomes less favourable than Skilled Migrants (Appendix: Table 1).

Non-Migrating Unit Spouses

- employment to population ratio—down 3.0 percentage points, from 82.9 per cent to 79.9 per cent
- unemployment rate—up 2.8 percentage points, from 7.0 per cent to 9.8 per cent.

² 'Offshore' and 'Onshore' refer to the location of the migrant at the time of their visa grant, for example, migrants in Australia on a temporary visa who were granted an Independent skilled visa, would be classified as an Onshore Independent migrant.

Spouses of Partner Migrants

- employment to population ratio—down 0.9 percentage points, from 86.8 per cent to 85.9 per cent
- unemployment rate—down 0.3 percentage points, from 4.4 per cent to 4.1 per cent.

Summary

Based on findings from the 2018 CSAM, Skilled Migrants have better employment outcomes than any of the other surveyed categories, at both the six-month and 18-month stages of settlement. Notwithstanding this, Migrating Unit Spouses and Partner Migrants—two categories with similar employment outcomes to each other—have a larger improvement in their unemployment rates, than the other reporting categories, including that of Skilled Migrants. Non-Migrating Unit Spouses and Spouses of Partner Migrants also have employment outcomes more similar to each other than to any other reporting category. A notable exception is that, after spending an additional 12 months in Australia (between their introductory survey and the follow-up survey) of all the reporting categories, only Non-Migrating Unit Spouses undergo an increase in their unemployment rate—consistent with findings from all previous CSAMs (that is, from 2014 onwards).

Employment outcomes of Skilled Migrants by cohort over 2014 to 2018

CSAM provides a time series of employment outcomes for different cohorts of migrants, based on their date of settlement (Appendix: Figure 1). Using the five **follow-up surveys** from 2014 to 2018 (cohorts 1-through-5), comparisons are provided of employment outcomes between:

- skilled categories—using a linear trend (presented in order of the category with the least, to most, absolute value change in employment outcome)³
- Skilled Migrants and the general population—using the change in employment outcomes between the 2014 and 2018 surveys.

Comparison between cohorts for skilled categories—at 18-month settlement period

Employment to population ratio:

- downward trend for Employer Sponsored (marginal)
- upward trend for Offshore Independent (marginal), State/Territory Nominated (marginal), Onshore Independent and Other Skilled.

Unemployment rate:

- downward trend State/Territory Nominated (marginal), Onshore Independent (marginal) and Other Skilled (marginal)
- unchanged for Employer Sponsored and Offshore Independent.

Median annual full-time earnings:

- upward trend for Employer Sponsored (marginal), Offshore Independent, Other Skilled, State/Territory Nominated and Onshore Independent.

³ A descriptor of 'marginal' indicates slope of linear trend line is between 0.1 and 0.5 or -0.1 and -0.5 (inclusive). A descriptor of 'unchanged' indicates slope of linear trend line is between -0.1 to 0.1 (not inclusive).

Proportion in full-time employment:

- downward trend for Employer Sponsored
- upward trend for State/Territory Nominated, Other Skilled, Onshore Independent and Offshore Independent.

Comparison between Cohorts 1 and 5 for Skilled Migrants and the Australian general population—at 18-month settlement period**Employment to population ratio:**

- increased 1.1 percentage points for Skilled Migrants, from 93.2 per cent to 94.3 per cent
- increased 1.7 percentage points for the general population, from 60.7 per cent to 62.3 per cent.

With no significant change over the five 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 five years.

Unemployment rate:

- decreased 0.3 percentage points for Skilled Migrants, from 2.8 per cent to 2.5 per cent
- decreased 1.2 percentage points for the general population, from 6.3 per cent to 5.0 per cent.

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

Median annual full-time earnings:

- increased \$3,300 per year on average for Skilled Migrants, from \$65,000 to \$78,000
- increased \$1,600 per year on average for the general population, from \$69,900 to \$76,300.⁴

Some caution needs to be taken in comparing the median annual full-time earnings for Skilled Migrants and the general population as the date of the data extractions do not align. Nevertheless, a degree of convergence over the five years has been observed.

Full-time employment to population ratio:

- increased 1.9 percentage points for Skilled Migrants, from 83.6 per cent to 85.4 per cent
- increased 0.9 percentage points for the general population, from 42.0 per cent to 42.8 per cent.

With no significant change over the five years, the full-time employment to population ratio for Skilled Migrants was almost twice that for the general population—41.4 percentage points higher on average over the five years.

⁴ Source: Australian Bureau of Statistics (ABS), Employee Earnings and Hours, Australia, May 2018 release, 6306.0, data presented is for May 2014 and May 2018—the closest dates to when the Cohort 1 and Cohort 5 CSAM follow-up surveys were run.

Employment transitions between the six-month and 18-month stages of settlement

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

- upskilling (or deskilling)—as measured in this report 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.

Skilled Migrants

A majority of Skilled Migrants (60.2 per cent) were in highly skilled employment at both stages of settlement, while a further 20.7 per cent remained employed in low/semi-skilled jobs (Appendix: Figure 2a). Further to this, 1.0 per cent remained out of the labour force and 0.7 per cent remained unemployed, at both stages of settlement. In total, 86.3 per cent of Skilled Migrants were working (at some skill level of employment) at both stages of settlement.

The net rate of upskilling for Skilled Migrants was 0.1 per cent. This was comprised of 2.8 per cent who upskilled, less 2.7 per cent who deskilled.

Consistent with the overall fall in unemployment between the two surveys, of those Skilled Migrants who were unemployed at the six-month stage of settlement, 79.5 per cent were subsequently employed at the 18-month stage of settlement—mostly in highly skilled jobs. A similar trend occurred for the 4.2 per cent of Skilled Migrants who were not in the labour force at the six-month stage of settlement, with 68.9 per cent being employed at the 18-month stage and the majority in highly skilled jobs.

Partner Migrants

Around one-in-five (20.6 per cent) Partner Migrants remained in highly skilled jobs at both stages of settlement, while a further 34.2 per cent remained employed in low/semi-skilled jobs (Appendix: Figure 2b). Further to this, 16.3 per cent remained out of the labour force and 3.1 per cent remained unemployed, at both stages of settlement (well above the rates for Skilled Migrants). In total, 60.3 per cent of Partner Migrants were working (at some skill level of employment) at both stages of settlement.

Despite these outcomes not being as good as they were for Skilled Migrants, the employment outcomes for Partner Migrants do improve with an additional 12 months in Australia. Almost one in ten (9.3 per cent) of Partner Migrants moved from being unemployed or not in the labour force, into employment by the 18-month stage of settlement, compared to 5.7 per cent moving from being employed into either being unemployed or not in the labour force.

The net rate of upskilling for Partner Migrants was 0.4 per cent, comprised of 2.9 per cent upskilling and 2.5 per cent deskilling.

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

At the 18-month stage of settlement, almost half (45.3 per cent) of the Skilled Migrants surveyed were working in a professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. Around one-in-six were employed as technicians and trades workers (17.5 per cent) or as managers (16.1 per cent). Collectively, more than three-quarters (78.9 per cent) were working in these skilled and highly skilled fields at the 18-month stage of settlement, compared to half (50.2 per cent) for the Australian workforce.⁵ The distribution of occupation categories was largely unchanged from the six-month stage of settlement.

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; chef; accountant; and ICT business and systems analysts.

The proportion of Skilled Migrants employed in their nominated occupation increased with an additional 12 months in Australia.⁶ At the 18-month stage of settlement, 73.2 per cent of the Skilled Migrant population were employed in either their nominated occupation (57.0 per cent) or in a field with an equivalent or higher level of skill (16.2 per cent). These percentages were higher than at the six-month stage of settlement, by 3.5 points, 2.0 points and 1.5 points, respectively.⁷

Industry

The professional, scientific and technical services industry remained the main employer of Skilled Migrants at both stages of settlement, albeit with a slight decrease from 16.3 per cent at the six-month stage to 15.2 per cent at the 18-month stage. There was further evidence of some movement between industries over the 12 months. This included decreases in the proportion of Skilled Migrants working in the accommodation and food services industry and the manufacturing industry (the third and fifth largest industries of employment, respectively, for surveyed Skilled Migrants), while the proportion working in industries outside of the top five increased.

In total, 39.2 per cent of Skilled Migrants were working in the three most popular industries at the 18-month stage of settlement. For the Australian workforce, employment was slightly more dispersed, with its three main industries accounting for 32.5 per cent of workers (that is, the health care and social assistance, retail trade and construction industries).⁵

⁵ Source: ABS, Labour Force, Australia, September 2019 release, 6291.0.55.003, data presented is for November 2018.

⁶ 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.

⁷ Results are based on Skilled Migrants who responded to both the introductory survey and follow-up survey. Percentages may thus differ slightly from those previously reported.

Migration, demographic and language characteristics

CSAM collects detailed information on the characteristics and social integration of migrants (Appendix: Tables 4 to 6). Detailed multifactor analysis is out of scope for this report, such as examining employment 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, 57.7 per cent of Skilled Migrants and 40.9 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:

- 97.2 per cent of Skilled Migrants,
- 91.1 per cent of their Migrating Unit Spouses and
- 84.4 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 expected, 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 did not significantly improve, or even declined slightly, between the six-month and 18-month stages of settlement. For example, at the six-month stage of settlement, 78.5 per cent of Skilled Migrants indicated that they spoke English 'very well' or that it was their 'best or only language'; this figure had fallen to 73.3 per cent by the 18-month stage of settlement. Similarly, for Partner Migrants this fell between these two stages of settlement from 55.2 per cent to 53.5 per cent.⁸

One explanation for this is that after additional exposure to Australian ways of communicating, and through work and everyday dealings, some new migrants reassessed their English proficiency or underwent a period where they were less confident in their English ability. These was then reflected in their survey responses.

Housing

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

- owned outright—3.0 per cent compared to 8.1 per cent
- owned with mortgage—19.7 per cent compared to 32.1 per cent
- renting—74.1 per cent compared to 49.9 per cent.

⁸ Six-month figures include only those respondents who also participated in the follow-up survey and figures may thus differ slightly from those previously published.

Highest qualifications at 18-month stage of settlement

Compared to the Australian population, a high level of education is typical for recently arrived Skilled Migrants and Partner Migrants.⁹ At the 18-month stage of settlement:

- 96.4 per cent of Skilled Migrants and 76.0 per cent of Partner Migrants had a post-school qualification—compared to 59.3 per cent for the Australian population
- 77.8 per cent of Skilled Migrants and 51.7 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
- 39.9 per cent of Skilled Migrants and 26.0 per cent of Partner Migrants had an Australian qualification as their highest qualification
- management and commerce was the most common field for highest post-school study for both Skilled Migrants and Partner Migrants, with 24.4 per cent and 32.8 per cent, respectively—engineering and related technologies was a close second at 22.4 per cent for Skilled Migrants, and health a distant second at 13.6 per cent for Partner Migrants.

Australian qualifications attained in last 12 months

One-in-seven (14.2 per cent) Skilled Migrants and one-in-six (16.4 per cent) Partner Migrants obtained an Australian qualification between the six-month and 18-month stages of settlement. For Skilled Migrants and Partner Migrants combined, almost three-quarters (70.9 per cent) of these new 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 (24.1 per cent) and society and culture for Partner Migrants (27.0 per cent).

⁹ Education outcomes for the 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 report relates to the second iteration of CSAM, with the first iteration run between 2009 and 2011. The second iteration commenced in 2013, and is run every 12 months. It is comprised of two surveys run concurrently: 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 for the 2018 follow-up survey included migrants who settled in Australia mid-April 2017, with the eligible window approximately three-months on either side, and determined differently for migrants with visas granted offshore and onshore:

- Offshore visa—date of arrival: 1 January 2017 to 31 July 2017
- Onshore visa—date of visa grant: 1 January 2017 to 31 July 2017.

The population file consisted of 69,165 sample records, which after data cleansing left 69,088 records as the population frame. The sample selection process was conducted in two stages: initially delivering 15,993 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, 3516 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 (9382) were contacted to complete a Computer Assisted Telephone Interview. A total of 7662 primary applicant migrants completed the follow-up survey for Cohort 5—a response rate of 81.7 per cent. Responses were also obtained for their 6091 migrant and non-migrant spouses, providing a total of 13,753 survey responses.

Results presented in this report were weighted to help account for any discrepancies between the profile of the 20,000 migrants invited to participate in the introductory survey and those completing both the introductory and follow-up surveys. This reduced 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:

- **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.
- **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, the 2018 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.

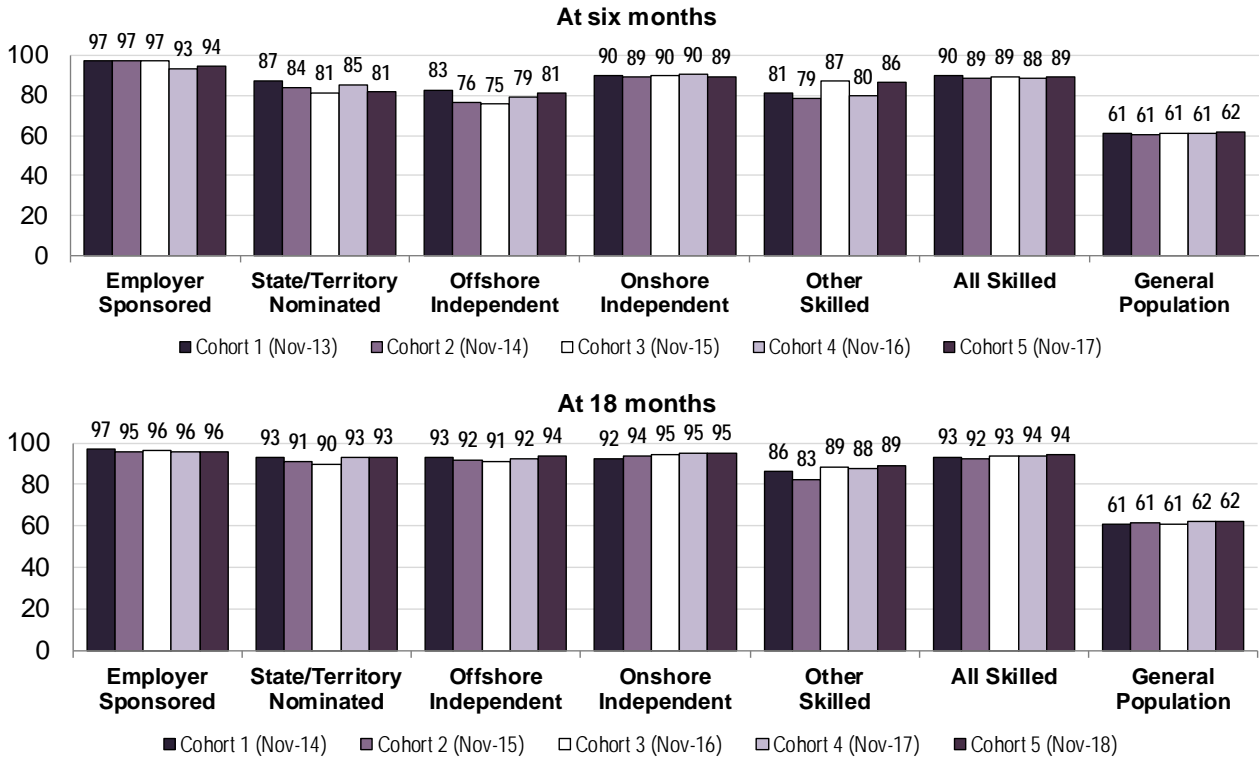
Within the Skill stream, CSAM includes migrants granted one of the following visas:

- **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 of employment outcomes between survey cohorts (primary applicants) and the Australian general population, by settlement period

a) Employment to population ratio (per cent)



b) Unemployment rate (per cent)

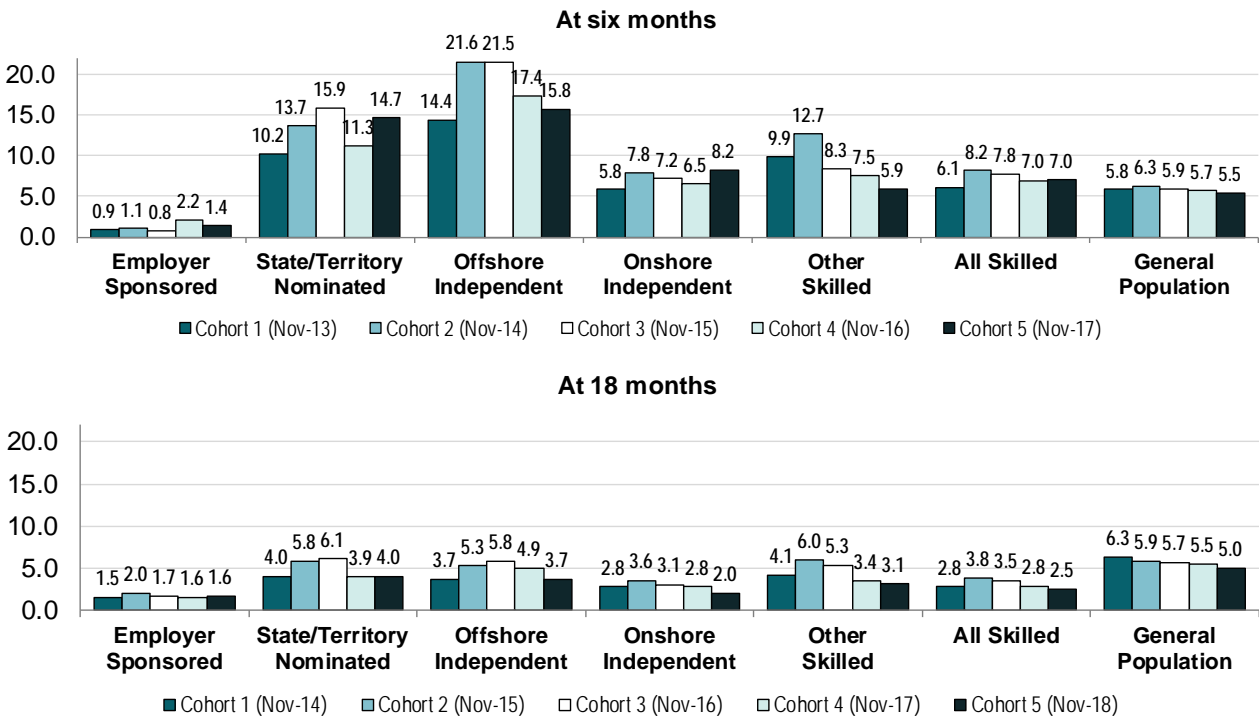
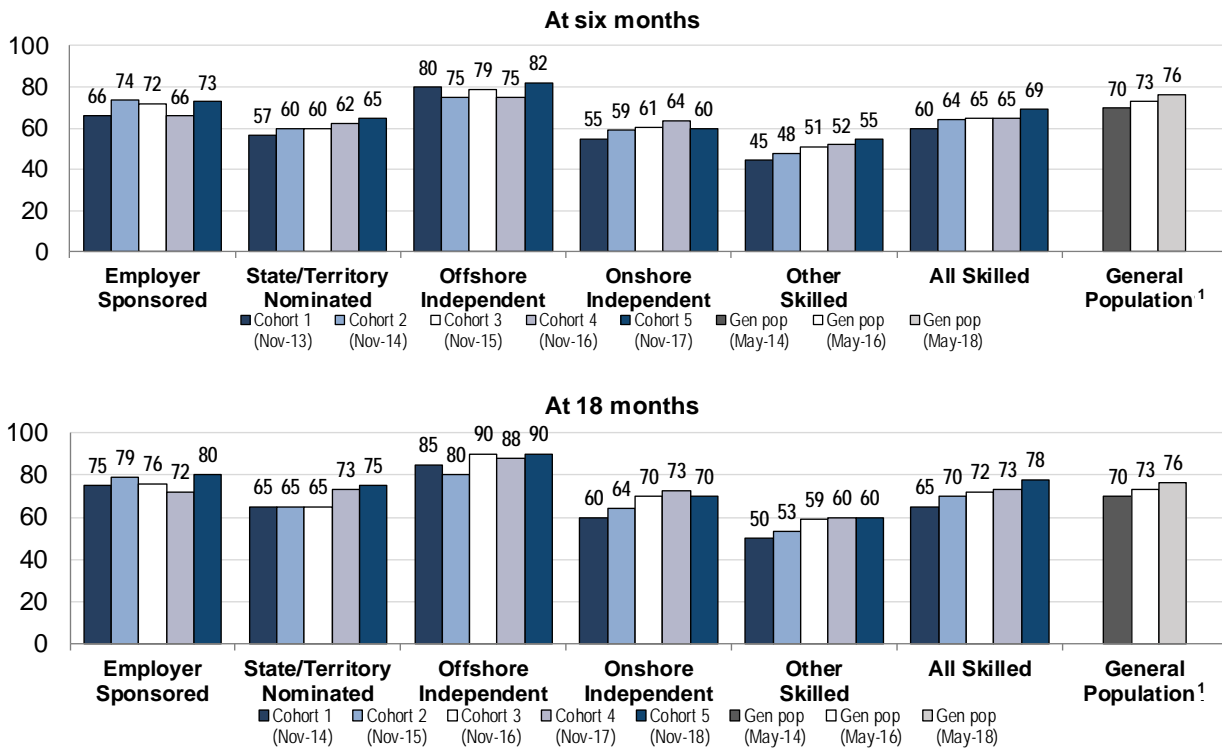


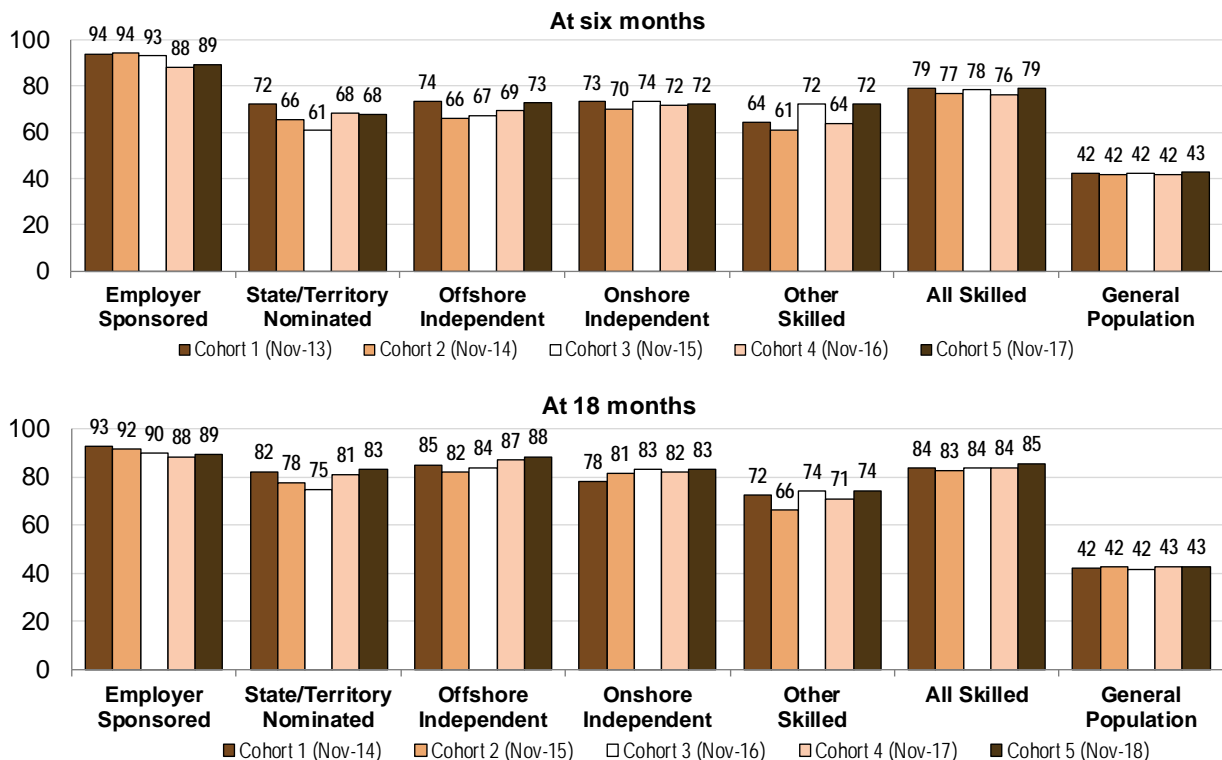
Figure 1 (continued)

c) Median full-time earnings (\$'000)



1. ABS 6306.0 Median full-time earnings data for Australian general population is a biennial release (May 2014, May 2016 and May 2018 shown).

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



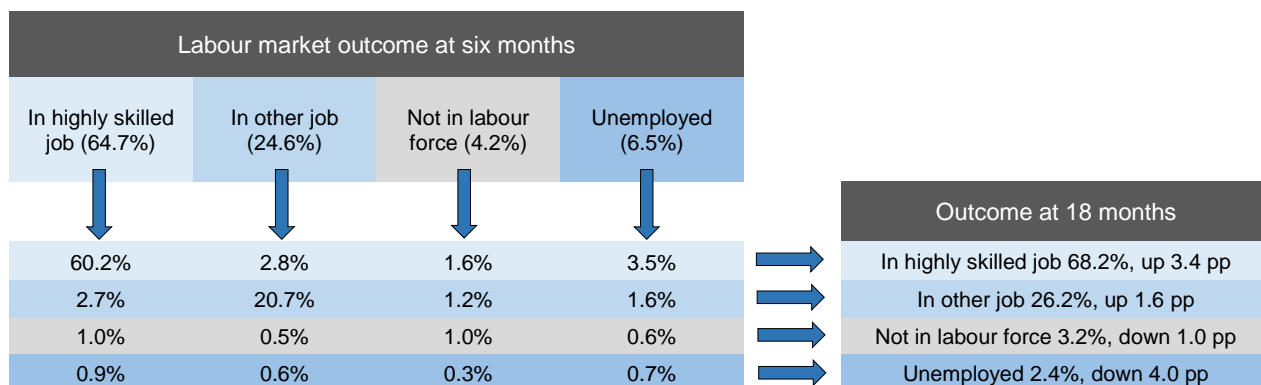
Note: Data reported in Figure 1 may differ slightly from that reported in other CSAM reports, due to:

- subsequent revision of introductory survey data at the time of the follow-up survey. That is, responses are confirmed with the respondents during the follow-up survey where initial employment outcomes were not reported in the introductory survey, or where there was a marked difference in income between the introductory survey and the follow-up survey.
- CSAM introductory reports include all respondents who participated in the introductory survey, whereas CSAM follow-up reports include only those respondents who participated in both the introductory and follow-up surveys.

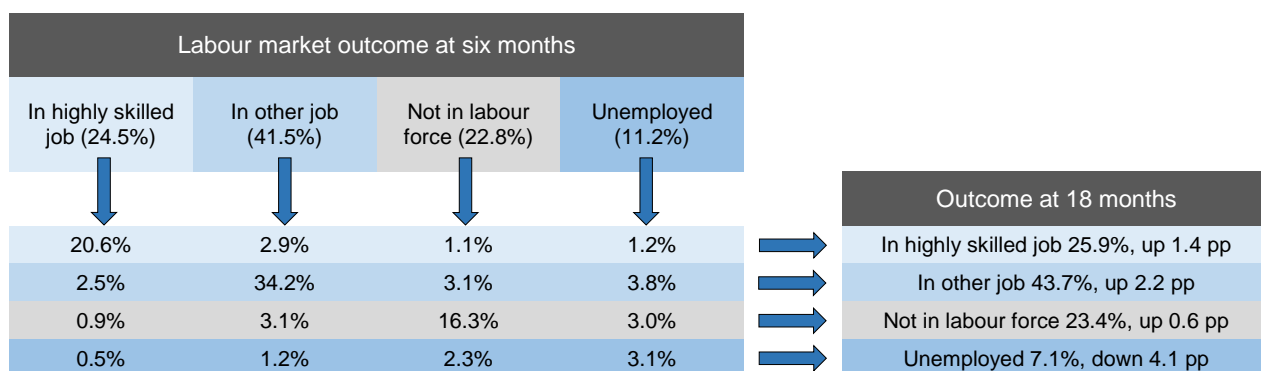
General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from Australian Bureau of Statistics (ABS), Labour Force, Australia, November 2019 release, 6202.0 (Trended) and November 2019 release, 6291.0.55.003. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2018 release, 6306.0. Data may differ from previous reports due to ABS revisions.

Figure 2: Employment transitions between six-month and 18-month settlement periods (primary applicants)

a) Skilled Migrants



b) Partner Migrants



Note: Figure 2 includes only those 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 differ slightly from those presented in Tables 1 and 2. pp = percentage points.

Table 1: Employment outcomes by visa stream

	All surveyed migrants ¹	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. ²
Sample size:							
Employment outcomes	11,115	5,516	3,453	620	2,146	2,018	N/A
Earnings and hours³	8,790	5,144	2,193	444	1,453	1,664	N/A
At six months							
Employment outcomes (weighted) (%)							
Employed	72.6	88.9	60.2	82.9	65.8	86.8	61.9
<i>By skill level (of employed)⁴:</i>							
<i>Highly skilled</i>	38.3	64.3	26.8	50.3	24.3	47.8	N/A
<i>Semi-skilled</i>	23.2	19.3	20.5	25.7	27.0	30.0	N/A
<i>Low skilled</i>	11.0	5.2	12.8	6.9	14.5	9.0	N/A
Unemployed	10.4	6.7	14.8	6.2	11.4	4.0	3.6
Not in labour force	17.0	4.4	25.0	10.9	22.8	9.2	34.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	12.6	7.0	19.7	7.0	14.8	4.4	5.5
Participation rate	83.0	95.6	75.0	89.1	77.2	90.8	65.5
Earnings and hours⁵ (weighted) (\$'000)							
Median annual full-time earnings	59.8	69.0	54.0	68.0	52.0	64.0	72.9
At 18 months							
Employment outcomes (weighted) (%)							
Employed	77.5	94.3	67.7	79.9	69.6	85.9	62.3
<i>By skill level (of employed)⁴:</i>							
<i>Highly skilled</i>	40.9	67.8	30.5	47.1	25.8	46.0	N/A
<i>Semi-skilled</i>	25.7	21.3	24.0	25.2	29.5	30.0	N/A
<i>Low skilled</i>	11.0	5.1	13.2	7.7	14.3	9.9	N/A
Unemployed	6.0	2.4	10.0	8.7	7.0	3.7	3.3
Not in labour force	16.4	3.3	22.4	11.4	23.4	10.5	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	7.2	2.5	12.8	9.8	9.1	4.1	5.0
Participation rate	83.6	96.7	77.6	88.6	76.6	89.5	65.6
Earnings and hours⁵ (weighted) (\$'000)							
Median annual full-time earnings	65.0	78.0	60.0	74.0	55.0	70.0	76.3
Change in outcomes							
Employment outcomes (weighted) (percentage point)							
Employed	5.0	5.4	7.5	-3.0	3.9	-0.9	0.4
<i>By skill level (of employed)⁴:</i>							
<i>Highly skilled</i>	2.5	3.5	3.7	-3.3	1.5	-1.8	N/A
<i>Semi-skilled</i>	2.5	2.0	3.4	-0.5	2.5	0.0	N/A
<i>Low skilled</i>	0.0	-0.1	0.3	0.8	-0.1	0.8	N/A
Unemployed	-4.4	-4.3	-4.8	2.5	-4.4	-0.3	-0.3
Not in labour force	-0.5	-1.1	-2.6	0.5	0.6	1.3	-0.2
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unemployment rate	-5.4	-4.5	-6.9	2.8	-5.7	-0.3	-0.4
Participation rate	0.6	1.1	2.6	-0.5	-0.6	-1.3	0.1
Earnings and hours⁵ (weighted) (\$'000)							
Median annual full-time earnings	5.2	9.0	6.0	6.0	3.0	6.0	1.7

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys and therefore results may differ slightly from those previously published for the 'At six months'. N/A = not available.

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 (7662) 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, Labour Force, Australia, November 2019 release, 6202.0 (Trended), data presented is for November 2017 for 'At six months' and November 2018 for 'At 18 months'. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 release, 6306.0, data presented is for May 2016 for 'At six months' and May 2018 for 'At 18 months'.

3. Sample size excludes respondents not working, for 'Earnings and hours'.

4. See, footnote 1 in the main body of report for definitions of skill level.

5. Records flagged as outliers and records where stated income is markedly different between the 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. Increase in 12 months of \$1,700 in median annual income for the general population was obtained from a \$3,400 increase over a two-year period (May 2016 to May 2018)—the closest dates to the survey dates for which data is available.

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

	All Skill stream categories	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled ¹	General Pop. ²
Sample size:							
Employment outcomes	5,516	1,330	1,755	891	912	628	N/A
Earnings and hours ³	5,144	1,264	1,621	829	869	561	N/A
At six months							
Employment outcomes (weighted) (%)							
Employed	88.9	94.5	81.5	80.9	89.3	86.5	61.9
<i>By skill level (of employed)⁴:</i>							
Highly skilled	64.3	68.2	58.6	65.2	70.2	47.7	N/A
Semi-skilled	19.3	23.6	15.9	11.3	12.8	27.0	N/A
Low skilled	5.2	2.6	7.0	4.4	6.3	11.8	N/A
Unemployed	6.7	1.3	14.0	15.1	8.0	5.4	3.6
Not in labour force	4.4	4.2	4.5	3.9	2.7	8.1	34.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	7.0	1.4	14.7	15.8	8.2	5.9	5.5
Participation rate	95.6	95.8	95.5	96.1	97.3	91.9	65.5
Earnings and hours⁵ (weighted) (\$'000)							
Median annual full-time earnings	69.0	72.8	65.0	82.2	60.0	54.6	72.9
At 18 months							
Employment outcomes (weighted) (%)							
Employed	94.3	95.8	93.3	93.8	95.1	89.3	62.3
<i>By skill level (of employed)⁴:</i>							
Highly skilled	67.8	66.2	68.6	78.1	76.3	48.7	N/A
Semi-skilled	21.3	26.5	17.8	11.9	12.9	29.5	N/A
Low skilled	5.1	3.0	6.8	3.8	5.8	11.1	N/A
Unemployed	2.4	1.6	3.9	3.6	2.0	2.8	3.3
Not in labour force	3.3	2.6	2.9	2.6	2.9	7.9	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	2.5	1.6	4.0	3.7	2.0	3.1	5.0
Participation rate	96.7	97.4	97.1	97.4	97.1	92.1	65.6
Earnings and hours⁵ (weighted) (\$'000)							
Median annual full-time earnings	78.0	80.0	75.0	90.0	70.0	60.0	76.3
Change in outcome							
Employment outcomes (weighted) (percentage point)							
Employed	5.4	1.3	11.8	12.8	5.8	2.8	0.4
<i>By skill level (of employed)⁴:</i>							
Highly skilled	3.5	-2.0	10.0	12.9	6.2	1.0	N/A
Semi-skilled	2.0	2.9	1.9	0.6	0.1	2.5	N/A
Low skilled	-0.1	0.4	-0.2	-0.7	-0.5	-0.7	N/A
Unemployed	-4.3	0.3	-10.2	-10.2	-6.0	-2.5	-0.3
Not in labour force	-1.1	-1.6	-1.6	-1.3	0.2	-0.2	-0.2
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unemployment rate	-4.5	0.2	-10.7	-12.0	-6.2	-2.8	-0.4
Participation rate	1.1	1.6	1.6	1.3	-0.2	0.2	0.1
Earnings and hours⁵ (weighted) (\$'000)							
Median annual full-time earnings	9.0	7.2	10.0	7.8	10.0	5.4	1.7

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys and therefore results may differ slightly from those previously published for the 'At six months'. Spon. = Sponsored, Nom. = Nominated, Indep. = Independent and N/A = not available.

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, Labour Force, Australia, November 2019 release, 6202.0 (Trended), data presented is for November 2017 for 'At six months' and November 2018 for 'At 18 months'.

Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 release, 6306.0, data presented is for May 2016 for 'At six months' and May 2018 for 'At 18 months'.

3. Sample size excludes respondents not working, for 'Earnings and hours'.

4. See, footnote 1 in the main body of report for definitions of skill level.

5. Records flagged as outliers and records where stated income is markedly different between the 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. Increase in 12 months of \$1,700 in median annual income for the general population was obtained from a \$3,400 increase over a two-year period (May 2016 to May 2018)—the closest dates to the survey dates for which data is available.

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

	At six months	At 18 months	Change in outcomes
Sample size:			
Occupation, industry, earnings and hours ¹	4,731	5,144	N/A
Nominated field of work ²	5,186	5,225	N/A
Occupation category (weighted) (%)			
Managers	15.6	16.1	0.5
Professionals	44.7	45.3	0.7
Technicians and trades workers	18.3	17.5	-0.8
Other occupations	21.5	21.1	-0.4
Main occupations (based on introductory survey)³ (weighted) (%)			
Software and applications programmers	6.5	6.7	0.2
Registered nurses	5.7	5.6	-0.1
Chefs	3.4	3.2	-0.2
Accountants	3.0	3.0	0.0
ICT business and systems analysts	2.1	2.0	-0.1
<i>Changes job since introductory survey</i>	N/A	16.1	N/A
How occupation was found⁴ (weighted) (%)			
Through a general Internet vacancy/job search site	N/A	34.6	N/A
Heard about the job from a friend or family member	N/A	21.9	N/A
Other internet site	N/A	8.9	N/A
Employment agency	N/A	7.6	N/A
Was approached by employer	N/A	7.1	N/A
Internal transfer	N/A	6.3	N/A
Approached employer / cold canvassing	N/A	5.4	N/A
Main industries of employment (based on introductory survey)³ (weighted) (%)			
Professional, scientific and technical services	16.3	15.2	-1.1
Health care and social assistance	15.0	14.9	-0.1
Accommodation and food services	10.6	9.1	-1.5
Construction	9.2	9.3	0.0
Manufacturing	8.4	7.6	-0.8
Earnings and hours⁵ (weighted)			
Median annual full-time earnings (\$'000)	69.0	78.0	9.0
Median annual part-time earnings (\$'000)	38.0	44.2	6.2
Median annual earnings (\$'000)	65.0	75.0	10.0
Median hourly rate of pay (\$/hour)	32.1	35.8	3.8
Nominated field of work⁵ (weighted) (%)			
Working in nominated field	55.0	57.0	2.0
Working at the same (or higher) skill level as nominated field	14.6	16.2	1.5
Working at a lower skill levels than nominated field	20.3	21.8	1.6
Not working	10.1	5.0	-5.0

Note: Table includes only those skilled migrant respondents who participated in both the introductory and follow-up surveys—results at six months may differ slightly from those previously published. N/A = not available.

1. Sample size excludes respondents not working, for 'Occupation, industry, earnings and hours'.

2. Sample size excludes respondents without a nominated occupation and include respondents not working, for 'Nominated field of work'.

3. Top five at time of follow-up is unchanged from at time of the introductory survey.

4. Multiple responses were accepted. Only responses greater than 5 per cent shown in table. Other methods (mentioned by 16.1 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.

4. 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.

5. 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 ¹	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant
Sample size	11,115	5,516	3,453	620	2,146	2,018
Main languages spoken² (weighted) (%)						
English	48.3	57.7	50.0	71.4	40.9	76.0
Mandarin	8.1	7.6	7.1	4.1	9.0	4.5
Chinese, nfd	3.9	4.1	3.2	2.3	4.0	2.4
Nepali	1.5	2.0	2.7	2.4	0.6	0.6
Other languages	38.2	28.7	37.1	19.7	45.4	16.5
English proficiency (weighted) (%)						
English best or only language / very well	62.1	73.3	63.6	81.3	53.5	85.7
English spoken well	27.9	23.9	27.5	16.4	30.9	10.5
English spoken not well/not at all	10.0	2.8	8.9	2.3	15.6	3.7

Note: Table includes only those respondents who participated in both the introductory and follow-up surveys. nfd = not further defined.

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. Selection is based on main responses of Skill stream primary applicants.

Table 5: Housing and education by visa stream (primary applicants) at 18-month stage of settlement

	All primary applicants	Skill stream	Family stream - Partner Migrant
Sample size:			
Housing and Highest education attainment	7,662	5,516	2,146
Field of study ¹	7,004	5,339	1,645
Current housing arrangements (weighted) (%)			
Own outright	6.0	3.0	8.1
Pay mortgage	26.9	19.7	32.1
Pay rent	60.0	74.1	49.9
Living with family/friends rent free	6.0	2.1	8.8
Accommodation provided by employer	0.8	0.8	0.7
Other	0.3	0.4	0.3
Highest education attainment (weighted) (%)			
Doctoral degree	2.5	4.0	1.5
Master degree	19.9	28.6	13.6
Other postgraduate qualification	4.3	4.3	4.4
Bachelor degree	35.8	40.8	32.2
Diploma/Certificate level	20.4	18.2	22.0
Other post-school qualification	1.5	0.4	2.3
No post-school qualification	15.5	3.6	24.0
<i>Origin of highest education attainment:</i>			
<i>Australian qualification</i>	31.8	39.9	26.0
<i>Overseas qualification</i>	52.7	56.5	50.0
Field of study (highest qualification)² (weighted) (%)			
Management and commerce	28.8	24.4	32.8
Engineering and related technologies	14.9	22.4	7.8
Information technology	10.6	15.9	5.7
Health	12.5	11.3	13.6
Food, hospitality and personal services	6.2	6.3	6.1
Architecture and building	3.4	4.5	2.5
Society and culture	8.9	4.4	13.1
Natural and physical sciences	4.4	4.4	4.4
Education	5.0	2.8	6.9
Agriculture, environmental and related studies	1.4	1.7	1.1
Creative arts	3.2	1.6	4.6
Mixed field programs	0.8	0.2	1.4

1. Sample size excludes respondents with no post-school qualification, for 'Field of study'.

2. Sorted on the Skill stream.

Table 6: 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
Sample size:			
Education attainment	7,662	5,516	2,146
Qualification and field of study¹	1,153	792	361
Education attainment (weighted) (%)			
Australian qualification attained in last 12 months ²	15.5	14.2	16.4
Qualification level (%)			
Doctoral degree	0.7	1.8	0.1
Master degree	6.6	11.0	4.0
Other postgraduate qualification	3.3	5.4	2.0
Bachelor degree	11.8	13.3	10.9
Diploma/Certificate level	70.9	60.5	77.4
Other post-school qualification	6.6	8.0	5.7
Field of study² (%)			
Management and commerce	23.1	24.1	22.5
Health	19.2	19.9	18.7
Engineering and related technologies	12.2	18.0	8.6
Society and culture	20.1	9.2	27.0
Food, hospitality and personal services	7.6	8.1	7.2
Information technology	4.0	7.0	2.2
Architecture and building	3.5	4.9	2.6
Education	5.2	4.0	5.9
Agriculture, environmental and related studies	0.9	1.5	0.6
Natural and physical sciences	1.7	1.4	1.8
Creative arts	0.9	1.2	0.7
Mixed field programs	1.6	0.8	2.1

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

1. Sample size excludes respondents with no post-school qualification, for 'Qualification and field of study'.

2. Sorted on the Skill stream.