



Australian Government
Department of Home Affairs



Continuous Survey of Australia's Migrants

Cohort 6 Report—Further change in outcomes 2020

Continuous Survey of Australia's Migrants was prepared by:

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Table of Contents

Introduction	2
Employment outcomes	2
Skilled Migrants	2
Migrating Unit Spouses of Skilled Migrants, and Partner Migrants	6
Australian resident/citizen spouses	7
Employment outcomes of Skilled Migrants by cohort between 2019 and 2020	8
Comparison between cohorts 5 and 6 for skilled reporting categories and the general population—at 2.5-year stage of settlement	8
Comparison between cohorts 5 and 6 for Skilled Migrants and the general population—at 2.5-year stage of settlement	8
Employment transitions between the six-month and 2.5-year stages of settlement	9
Skilled Migrants	10
Partner Migrants	10
Occupation and industry	11
Occupation	11
Industry	12
Migration, demographic and language characteristics	12
English proficiency	12
Australian qualifications attained in last 12 months	13
Housing	13
Survey methodology	14
About the survey	14
Reporting categories used in the survey	15
Appendix: Tables and figures	16
Table 1a: Employment outcomes by visa stream	16
Table 1b: Change in employment outcomes by visa stream	17
Table 2a: Employment outcomes for Skilled Migrants	18
Table 2b: Change in employment outcomes for Skilled Migrants (primary applicants)	19
Table 3a: Employment status, working hours, time held job and number of jobs by visa stream	20
Table 3b: Change in employment status, working hours, time held job and number of jobs by visa stream	21
Table 4: Employment characteristics for Skilled Migrants (primary applicants)	22
Table 5: Most common occupation groups and industries by visa stream	23
Table 6: English proficiency by visa stream at 2.5-year stage of settlement	24
Table 7: Australian qualification by visa stream (primary applicants)	25
Table 8: Housing by visa stream (primary applicants) at 2.5-year stage of settlement	26
Figure 1: Engagement with labour market, six-month, 18-month and 2.5-year settlement periods, Skilled Migrants by visa category and Australian general population	27
Figure 2: Comparisons of employment outcomes between survey cohorts (primary applicants) at 2.5-year stage of settlement and the Australian general population	28
Figure 3: Employment transitions between six-month and 2.5-year settlement periods	29

Introduction

The Department of Home Affairs' Continuous Survey of Australia's Migrants (CSAM) examines employment and other settlement outcomes of recently settled migrants, and of their spouses. CSAM is comprised of an **Introductory Survey** at a migrant's six-month stage of settlement, with a **Follow-up Survey** of these same migrants and spouses at the migrant's 18-month stage of settlement. From 2019, a **Further Follow-up Survey** was introduced to capture outcomes at the migrant's 2.5-year stage of settlement. This provides for recently arrived migrants and their spouses to be surveyed on three occasions, 12 months apart, with the three surveys conducted concurrently around November each year.

This report, *Cohort 6 Report—Further change in outcomes 2020* highlights some of the main findings from the Follow-up Survey of migrants, and their spouses, who completed both the 2018 Introductory Survey and the 2019 Follow-up Survey. This group of respondents is referred to in this report as Cohort 6, being the sixth cohort surveyed since a 12-month survey interval was established.¹ Cohort 6 included 18,540 respondents, comprised of 10,141 primary applicant migrants, 4872 migrating unit spouses and 3527 non-migrating unit spouses.

This report also highlights how settlement outcomes have changed for Cohort 6 across their three surveys, as well as changes in outcomes between Cohorts 5 and 6. However, as this is only the second Cohort with a third data point (the 2.5-year settlement period), further years' results are required to establish a baseline for outcomes at the 2.5-year settlement stage, from which the impact of policy, or other, changes can be measured.²

Employment outcomes

Skilled Migrants

Improvements in outcomes over time

Compared to the Australian general population, Skilled Migrants (that is, primary applicant migrants of the Skill stream) demonstrated mixed employment outcomes at their six-month stage of settlement, and then improvements in these outcomes with additional time in Australia (Appendix: Tables 1a and 1b, Tables 2a and 2b, Tables 3a and 3b, and Table 4).³ At all three stages of settlement (six-months, 18-months and 2.5-years) Skilled Migrants had notably higher engagement in the labour force than the Australian general population (by around 30 percentage points at each stage). However, at six-months they had less favourable unemployment and median annual full-time earnings than the general population, before this improved with an additional 12 months in Australia and the reverse was the case. Thus, at the 18-month and 2.5-year stages of settlement, Skilled Migrants had 1.6 percentage points lower unemployment rates than the general population, and \$3,600 and \$6,500 higher median annual full-time earnings than the general population.

In the two years between the six-month and 2.5-year stages of settlement, Skilled Migrants demonstrated improved employment outcomes beyond any underlying improvements exhibited by the Australian general population over this same two-year period.

¹ Between 2009 (the first CSAM) and 2011, the Follow-up Survey was conducted at the migrant's 12-month settlement period, and from 2013, this was changed to 18-month settlement period, thereby increasing the interval between the Introductory Survey and Follow-up Survey from six months to 12 months. No CSAM was conducted in 2012.

² Data obtained from a survey is different from a "true" value for the population and any comments throughout the report on differences in results (for example, lower, higher or similar) are not referring to a statistical significance of the difference.

³ The term 'general population' in this report refers to the Australian civilian population aged 15 years and over.

These improvements, with a comparison to changes in the employment outcomes for all Australians overall over the same two-year period, included:

- employment to population ratio—up 2.0 percentage points; to 91.4 per cent (29.9 points above that for the general population, which decreased by 0.9 percentage points to 61.5 per cent), comprised of:
 - full-time—up 1.0 percentage points; to 81.5 per cent (39.8 points above that for the general population, which decreased by 1.0 percentage points to 41.8 per cent)
 - part-time—up 1.0 percentage points; to 9.9 per cent (9.9 points below that for the general population, which increased by 0.1 percentage points to 19.7 per cent).⁴
- unemployment rate—down 1.4 percentage points; to 4.7 per cent (1.6 points below that for the general population, which increased by 1.6 points to 6.3 per cent)
- labour force participation rate—up 0.7 percentage points; to 95.9 per cent (30.3 points above that for the general population, which increased by 0.1 percentage points to 65.6 per cent)
- highly skilled employment to population ratio⁵—up 2.5 percentage points; to 70.4 per cent
- median annual earnings—up \$15,000; from \$70,000 to \$85,000, (compared to an increase of \$5,200 for the general population), comprised of:
 - full-time—up \$16,500; from \$73,000 to \$89,500 (compared to an increase of \$6,700 for the general population)
 - part-time—up \$9,000; from \$39,000 to \$48,000 (compared to an increase of \$3,700 for the general population)
- working in their own business—up 6.0 percentage points; to 11.7 per cent (1.7 points above that for the general population, which decreased by 0.2 percentage points to 10.0 per cent).

The majority of the improvements in labour market outcomes for Skilled Migrants occurred between the Introductory Survey and the Follow-up Survey (six-month to 18-month surveys), whereas in the following 12 months (18-month to 2.5-year surveys) there was a mixture of: improvement; no change; and deterioration. For example, between the 18-month and 2.5-year surveys:

- median annual earnings improved—up \$6,300, compared to an increase of \$10,200 over the preceding 12 months
- proportion in highly skilled employment remained relatively unchanged, compared to an increase of 2.6 percentage points over the preceding 12 months
- unemployment rate deteriorated—increased by 1.5 percentage points, compared to a decrease of 2.9 percentage points over the preceding 12 months.

A deeper analysis shows that deteriorations of labour market outcomes between the 18-month and 2.5-year surveys was driven by migrants from visa categories that had the strongest initial labour market outcomes (that is, at their six-months settlement period). This resulted in some convergence of labour market outcomes for the skilled visa categories. These reporting categories for Skilled Migrants were Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled.⁶ These categories constitute only primary applicants and are described in more detail in the Survey Methodology section of this report.

⁴ Figures may not sum due to rounding.

⁵ Skill level of employment is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO):

- highly skilled if the occupation is classified as 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.

⁶ '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.

In the two years between the six-month and 2.5-year stages of settlement, Skilled Migrants exhibited mixed changes in employment outcomes, across visa categories. This was not unexpected given the variation, between visa categories, of initial employment outcomes as measured at the six-month stage of settlement. For example, from an unemployment rate of 1.7 per cent for Employer Sponsored migrants, to 13.5 per cent for Offshore Independent migrants and 11.9 per cent for State/Territory Nominated migrants.

Amongst these categories the largest overall improvements in employment outcomes over the two years were for the Offshore Independent and State/Territory Nominated categories (based largely on the rates for employment to population ratio, labour force participation and unemployment). The least overall improvements over this period occurred within the Employer Sponsored category. This was as expected given this category had less room for improving, as they had by far the best employment outcomes at their six-month stage of settlement.

Between the six-month and 2.5-year stages of settlement, the main changes in outcomes were as follows.

Employer Sponsored

- employment to population ratio—down 1.1 percentage points; to 93.0 per cent (1.6 points above the average for all Skilled Migrant categories)
- labour force participation rate—up 1.1 percentage points; to 96.8 per cent (0.9 points above the average for all Skilled Migrant categories)
- unemployment rate—up 2.3 percentage points; to 3.9 per cent (0.8 points below the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—down 2.8 percentage points; to 70.2 per cent (0.2 points below the average for all Skilled Migrant categories).

State/Territory Nominated

- employment to population ratio—up 6.8 percentage points; to 91.7 per cent (0.3 points above the average for all Skilled Migrant categories)
- labour force participation rate—up 0.9 percentage points; to 97.3 per cent (1.4 points above the average for all Skilled Migrant categories)
- unemployment rate—down 6.1 percentage points; to 5.8 per cent (1.1 points above the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—up 6.8 percentage points; to 71.8 per cent (1.4 points above the average for all Skilled Migrant categories).

Offshore Independent

- employment to population ratio—up 8.4 percentage points; to 91.1 per cent (0.3 points below the average for all Skilled Migrant categories)
- labour force participation rate—up 1.4 percentage points; to 96.9 per cent (1.0 points above the average for all Skilled Migrant categories)
- unemployment rate—down 7.4 percentage points; to 6.0 per cent (1.3 points above the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—up 10.4 percentage points; to 82.0 per cent (11.6 points above the average for all Skilled Migrant categories).

Onshore Independent

- employment to population ratio—up 0.4 percentage points; to 93.5 per cent (2.1 points above the average for all Skilled Migrant categories)
- labour force participation rate—down 0.5 percentage points; to 96.7 per cent (0.8 points above the average for all Skilled Migrant categories)
- unemployment rate—down 0.9 percentage points; to 3.3 per cent (1.4 points below the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—up 1.5 percentage points; to 74.3 per cent (4.0 points above the average for all Skilled Migrant categories).

Other Skilled

- employment to population ratio—down 1.1 percentage points; to 83.4 per cent (8.0 points below the average for all Skilled Migrant categories)
- labour force participation rate—up 0.05 percentage points; to 88.9 per cent (7.0 points below the average for all Skilled Migrant categories)
- unemployment rate—up 1.3 percentage points; to 6.2 per cent (1.5 points above the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—up 3.4 percentage points; to 52.4 per cent (18.0 points below the average for all Skilled Migrant categories).

There were also progressive changes in labour market outcomes over the two 12-month periods, firstly, between the six-month and 18-month settlement periods, then between the 18-month and 2.5-year settlement periods. These changes in employment outcomes predominantly included improvements in the first 12-month period, followed by a few small reductions in these improvements in the second 12-month period. These reductions in initial improvements included (with a comparison to changes in the general population over the same 12-month period):

- employment to population ratio—down 1.1 percentage points for Employer Sponsored (compared to a decrease of 0.9 percentage points for the general population)
- labour force participation rate—down 2.1 percentage points for Other Skilled (compared to an increase of 0.1 percentage points for the general population)
- unemployment rate—increase of 1.0 percentage points for State/Territory Nominated, 1.7 percentage points for Onshore Independent and 2.4 percentage points for Other Skilled (compared to an increase of 1.6 percentage points for the general population).

A notable finding from this second Further Follow-up Survey of recent migrants at their 2.5-year settlement period, is a convergence between the various Skilled visa categories, in the amount of engagement with the labour force, and the success of this engagement. This is observed with the convergence of labour force participation, as well as that of unemployment rates, of Skilled Migrants, with the only exception being the Other Skilled migrant category (noting that this is an outlier category with lower participation rates compared with the other categories) (Appendix: Figures 1a and 1b).

Although additional years of CSAM data is required to establish a trend, of particular note are the following observations:

- Employer Sponsored migrants had a notably better unemployment rate and employment to population ratio at six-months (as would be expected given they were sponsored into an existing job). By the 2.5-year settlement period these outcomes had deteriorated slightly, converging with outcomes for all Skilled Migrants (however, it should be noted that these outcomes nevertheless remained significantly better than those for the general population).

- Offshore Independent migrants and State/Territory Nominated migrants initially had by less favourable unemployment rates after six-months of settlement (as would be expected given they are likely to have arrived in Australia without a job-offer). After 2.5-years of settlement their unemployment rates had dramatically improved (by 7.4 percentage points and 6.1 percentage points, respectively)—well above the improvement for all Skilled Migrants, of 1.4 percentage points.
- Although the unemployment rate is an indicator of how successfully migrants engage in the labour force, another indicator is earnings. On this measure, no clear convergence was evident. For example, based on median full-time earnings, the lowest earning category at the six-month settlement period (Skilled Other) increased the least amount over the two-year period, whereas, the highest initial earning category (Offshore Independent) increased the most (that is, earnings for these two categories diverged). In contrast to this, the second lowest earning category (State/Territory Nominated) and second highest earning category (Onshore Independent) exhibited a slight convergence of their earnings.

Migrating Unit Spouses of Skilled Migrants, and Partner Migrants

Also included in the survey of Cohort 6 were Migrating Unit Spouses of Skilled Migrants (secondary applicants from the Skill stream) and Partner Migrants (primary applicant migrants from the Partner visa category of the Family stream)⁷. Both these categories reported improved employment outcomes between the six-month and 2.5-year stages of settlement, with mixed employment outcomes at the 2.5-year period when compared to the general population (Appendix: Tables 1a and 1b, Tables 3a and 3b).

Between the six-month and 2.5-year stages of settlement, the main changes in outcomes were as follows.

Migrating Unit Spouses of Skilled Migrants

- employment to population ratio—up 7.4 percentage points, from 63.1 per cent to 70.5 per cent (overtaking that for the general population, which decreased by 0.9 percentage points to 61.5 per cent), comprised of:
 - full-time—up 6.6 percentage points; to 48.7 per cent (7.6 points above that for the general population, which decreased by 1.4 percentage points to 41.1 per cent)
 - part-time—up 0.8 percentage points; to 21.8 per cent (2.1 points above that for the general population, which increased by 0.1 percentage points to 19.7 per cent)
- unemployment rate—down 6.0 percentage points, from 20.6 per cent to 14.6 per cent (remaining higher than that for the general population, which increased by 1.6 points to 6.3 per cent).

Partner Migrants

- employment to population ratio—up 3.8 percentage points, from 65.8 per cent to 69.7 per cent (remaining above that for the general population, which decreased by 0.8 percentage points to 61.5 per cent), comprised of:
 - full-time—up 5.3 percentage points; to 46.4 per cent (4.6 points above that for the general population, which decreased by 1.0 percentage points to 41.8 per cent)
 - part-time—down 1.4 percentage points; to 23.3 per cent (3.6 points above that for the general population, which increased by 0.1 percentage points to 19.7 per cent)
- unemployment rate—down 2.6 percentage points, from 15.6 per cent to 13.0 per cent (remaining above that for the general population, which increased by 1.6 points to 6.3 per cent)
- working in their own business—up 4.6 percentage points; to 11.1 per cent (1.1 points above that for the general population, which decreased by 0.2 percentage points to 10.0 per cent).

⁷ The remaining visas within the Family stream, such as Parent, Aged Parent, Carer and Remaining Relative visas were not included as part of Cohort 6 as they were not introduced into the CSAM until Cohort 7.

Australian resident/citizen spouses

The CSAM includes Non-Migrating Unit Spouses of Skilled Migrants, and Non-Migrating Unit Spouses of Family Migrants. These people were either born in Australia or migrated to Australia at an earlier time to their spouse, and it was therefore not surprising that their employment outcomes over the surveyed periods were mixed.

Compared to the general population, these respondents had higher engagement in the labour force as recorded in all three surveys, which was expected given that around two-thirds were under 45 years of age, compared to around only half for the general population. These two categories also reported employment outcomes less favourable than those for Skilled Migrants, but more favourable than those for Migrating Unit Spouses of Skilled Migrants (Appendix: Tables 1a and 1b, and Tables 3a and 3b).

Between the six-month and 2.5-year stages of settlement, the main changes in outcomes were as follows.

Non-Migrating Unit Spouses of Skilled Migrants

- employment to population ratio—up 0.8 percentage points, from 83.8 per cent to 84.5 per cent (compared to a decrease of 0.9 percentage points for the general population), comprised of:
 - full-time—up 0.5 percentage points; to 65.5 per cent (23.8 points above that for the general population)
 - part-time—up 0.3 percentage points; to 19.0 per cent (0.7 points below that for the general population)
- unemployment rate—up 4.2 percentage points, from 3.9 per cent to 8.1 per cent (compared to an increase of 1.6 percentage points for the general population).

Non-Migrating Unit Spouses of Family Migrants

- employment to population ratio—down 5.5 percentage points, from 87.1 per cent to 81.6 per cent (compared to a decrease of 0.9 percentage points for the general population), comprised of:
 - full-time—down 4.5 percentage points; to 67.7 per cent (25.9 points above that for the general population)
 - part-time—down 1.0 percentage points; to 13.9 per cent (5.8 points below that for the general population)
- unemployment rate—up 1.9 percentage points, from 5.2 per cent to 7.1 per cent (compared to an increase of 1.6 percentage points for the general population).

Summary

Based on findings from the 2020 CSAM, Skilled Migrants had better employment outcomes than any of the other four surveyed categories at the six-month, 18-month and 2.5-year stages of settlement.

Between the six-month and 2.5-year stages of settlement, Migrating Unit Spouses of Skilled Migrants, and Partner Migrants—two categories with similar employment outcomes—had greater improvement in their unemployment rates and employment to population ratios, than the other reporting categories, including Skilled Migrants.

Non-Migrating Unit Spouses of Skilled Migrants, and Non-Migrating Unit Spouses of Family Migrants, had employment outcomes that were more similar to each other than to other reporting categories. Both of these categories experienced a worsening of unemployment rates between the six-month and 2.5-year stages, which was greater than the increase for the Australian general population.

Employment outcomes of Skilled Migrants by cohort between 2019 and 2020

The CSAM provides a time series of employment outcomes for different cohorts of migrants, based on their year of settlement (Appendix: Figure 2). Using the two Further Follow-up Surveys at 2.5-year stage of settlement from 2019 and 2020 (cohorts 5 and 6), general comparisons are provided of employment outcomes between the skilled reporting categories, Skilled Migrants and the general population.

Comparison between cohorts 5 and 6 for skilled reporting categories and the general population—at 2.5-year stage of settlement

Employment to population ratio:

- decrease for general population
 - decrease for State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled
 - no change for Employer Sponsored.

Unemployment rate:

- increase for general population
 - increase for all skilled reporting categories.

Median annual full-time earnings:

- increase for general population
 - increase for Employer Sponsored, Offshore Independent, Onshore Independent
 - decrease for Other Skilled
 - no change for State/Territory Nominated.

Proportion in full-time employment:

- decrease for general population
 - increase for Employer Sponsored
 - decrease for State/Territory Nominated, Offshore Independent and Other Skilled
 - no change for Onshore Independent.

Comparison between cohorts 5 and 6 for Skilled Migrants and the general population—at 2.5-year stage of settlement

Employment to population ratio:

- decreased 1.9 percentage points for Skilled Migrants, from 93.3 per cent to 91.4 per cent
- decreased 1.0 percentage points for the general population, from 62.5 per cent to 61.5 per cent.

The employment to population ratio for Skilled Migrants was substantially higher than for the general population—30.4 percentage points higher on average.

Unemployment rate:

- increased 1.2 percentage points for Skilled Migrants, from 3.5 per cent to 4.7 per cent
- increased 1.5 percentage points for the general population, from 4.8 per cent to 6.3 per cent.

The unemployment rate for Skilled Migrants was lower than for the general population—1.5 percentage points lower on average.

Median annual full-time earnings:

- increased \$7,000 per year on average for Skilled Migrants, from \$82,500 to \$89,500
- increased \$3,400 per year on average for the general population, from \$79,600 to \$83,000.

Some caution needs to be taken in comparing the median annual full-time earnings for Skilled Migrants with that for the general population, as the date of their data extractions do not align (see Figure 2 for information on extraction dates). Nevertheless, a degree of convergence between the two cohort years has been observed.

Full-time employment to population ratio:

- decreased 2.4 percentage points for Skilled Migrants, from 83.9 per cent to 81.5 per cent
- decreased 1.0 percentage points for the general population, from 42.7 per cent to 41.8 per cent.

With no significant change between the two cohort years, the full-time employment to population ratio for Skilled Migrants remained almost twice that for the general population—40.5 percentage points higher on average over the two cohorts.

Employment transitions between the six-month and 2.5-year stages of settlement

The CSAM provides information on migrant employment transitions between the six-month and 2.5-year stages of settlement (Appendix: Figures 3a and 3b). 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.

The overall changes in employment outcomes between the survey periods, as described throughout this report, are the net result of respondents moving into and out of employment, the labour force, and jobs of varying skill level.

This section of the report provides more detail on these net movements, noting that small differences can occur in outcomes reported in Appendix: Figures 3a and 3b with those in the remainder of this report (and in previous CSAM reports).⁸ Also, the analysis within this section is based on outcomes at two distinct points in time, and caution is thus required when making assumptions about employment outcomes in-between these distinct periods.⁹

⁸ The employment transition analysis from Figure 3a and 3b includes only those primary applicants:

1. whose employment status and skill level of employment were both captured, and reported outcomes may therefore differ slightly to those reported elsewhere in this report
2. who completed all three surveys (that is, at six-month, 18-month and 2.5-year settlement periods), and reported outcomes may therefore differ slightly to those reported in previous CSAM reports.

⁹ This transition analysis is based on only two points in time and therefore a person reported, for example, as unemployed at the six-month and 2.5-year surveys may not have been unemployed for this entire two-year period. For similar reasons, summing the net rate of upskilling (or deskilling) for the two 12-month periods ('six-month to 18-month' and '18-month to 2.5-year') does not precisely total to the net rate of upskilling (or deskilling) across the 24-month period ('six-month to 2.5 year').

Skilled Migrants

A majority of Skilled Migrants (62.1 per cent) were in highly skilled employment at **both** the six-month and 2.5-year stages of settlement, while a further 15.4 per cent remained employed in low/semi-skilled jobs. Further to this, 1.1 per cent remained out of the labour force and 0.8 per cent remained unemployed, at both of these stages of settlement. In total, 83.9 per cent of Skilled Migrants were working (at some skill level of employment) at both the six-month and 2.5-year stages of settlement.

The net rate of upskilling for Skilled Migrants between the six-month and 2.5-year stages was 0.4 per cent, comprised of 3.4 per cent upskilling and 3.0 per cent deskilling.

A deeper examination of the data than that shown in Appendix: Figure 3a, revealed that Skilled Migrants had a linear rate of upskilling, that is, their rate of upskilling between the six-month and 18-month stages of settlement was similar to their rate of upskilling between the 18-month and 2.5-year stages of settlement.

Reflecting the increases in employment to population ratio between the first and third surveys, is that a net 1.7 per cent of Skilled Migrants moved from not working (that is, not in labour force or unemployed) into employment. This equates to:

- 71.6 per cent of those not working at the six-month stage of settlement, were subsequently working at the 2.5-year stage of settlement
- 6.4 per cent of those working at the six-month settlement period, were subsequently not working at the 2.5-year settlement period.

Partner Migrants

Less than one-in-five (21.2 per cent) Partner Migrants remained in highly skilled jobs at both the six-month and 2.5-year stages of settlement, while a further 31.1 per cent remained employed in low/semi-skilled jobs (Appendix: Figure 3b). Further to this, 12.4 per cent remained out of the labour force and 3.8 per cent remained unemployed, at both stages of settlement (well above the rates for Skilled Migrants). In total, 58.1 per cent of Partner Migrants were working (at some skill level of employment) at both stages of settlement.

The net rate of upskilling for Partner Migrants between the six-month and 2.5-year stages was 0.1 per cent. This was comprised of:

- 2.9 per cent upskilling
- 2.8 per cent deskilling.

Partner Migrants demonstrated continued improvement in employment outcomes with each successive 12 months in Australia. Between the six-month and the 18-month stages of settlement 9.1 per cent moved from not working (that is, not in labour force or unemployed) into employment, compared to 4.6 per cent who moved in the opposite direction. Then, between the 18-month and 2.5-year stages, 7.0 per cent moved into employment, and 7.7 per cent out of employment.

Across the full two-year period (from six-month to 2.5-year settlement period) a net 3.6 per cent moved from not working into employment. This equates to:

- 33.6 per cent of those not working at the six-month stage of settlement, were subsequently working at the 2.5-year stage of settlement
- 11.8 per cent of those working at the six-month settlement period, were subsequently not working at the 2.5-year settlement period.

Occupation and industry

The CSAM provides detailed data at the occupation and industry level for Skilled Migrants who reported being employed at the time they were surveyed (Appendix: Tables 4 and 5).¹⁰

Occupation

At the 2.5-year stage of settlement, half (50.2 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.

Close to one-in-eight were employed as technicians and trades workers (12.9 per cent) and around one-in-six as managers (16.1 per cent). Collectively, more than three-quarters (79.2 per cent) were working in these three skilled and highly skilled fields at the 2.5-year stage of settlement, compared to a little over half (51.9 per cent) for the Australian workforce. The distribution of occupation categories was overall similar to that for the six-month and 18-month stages of settlement.

The main occupations for Skilled Migrants remained predominantly unchanged between the six-month, 18-month and 2.5-year stages of settlement. In particular:

- of the top 10 occupations at six months, all were still in the top 10 at 2.5 years
- the same occupations constituted the top five occupations at all three stages of settlement, and accounted for 30.7 per cent, 30.4 per cent and 29.9 per cent, respectively. This included business and systems analysts and programmers, as the most common occupation group at all three survey periods (11.3 per cent, 11.4 per cent and 11.7 per cent, respectively)
- there was very little change in the distribution of occupations, with the standard deviation (of 1.4) unchanged between the first and third surveys.

The proportion of Skilled Migrants employed in their nominated occupation increased from 58.1 per cent at the six-month stage to 58.5 per cent at the 18-month stage, and then decreased to 55.7 per cent with an additional 12 months in Australia.¹¹ Many migrants also work in occupations at the same or higher skill level than that of their nominated occupation.

At the 2.5-year stage of settlement, 72.6 per cent of Skilled Migrants were employed in either their nominated occupation (55.7 per cent) or in a field with an equivalent or higher level of skill (16.9 per cent). This was an increase of 0.5 points compared to the 72.1 per cent who were employed in either their nominated occupation (58.1 per cent) or in a field with an equivalent or higher level of skill (14.1 per cent).

Over the three-year period, there was:

- an initial increase of 2.3 points for those working in their nominated field or in a field with an equivalent or higher level of skill, between the six-month and 18-month settlement stages (72.1 per cent to 74.4 per cent)
- a fall of 1.8 points between the 18-month and 2.5-year settlement stages (74.4 per cent to 72.6 per cent, respectively).¹²

¹⁰ Within this report 'occupations' is reported at the ANZSCO Minor Group level (3-digit), and 'nominated occupation' at the ANZSCO Unit Group level (4-digit).

¹¹ When applying for skilled migration, the vast majority of applicants are required to nominate an occupation that conforms to their skills and experience, and which appear on a skilled occupations list. These skilled occupation lists align with different categories of skilled visas, and having a nominated occupation that matches one of these lists is required for all but Business Innovation and Investment visas.

¹² Results are based on Skilled Migrants who responded to all three surveys. Percentages may thus differ slightly from those previously reported.

Industry

Professional, scientific, and technical services was the top main industry of employment for Skilled Migrants at the 2.5-year stage of settlement (17.1 per cent), while health care and social assistance industry was the second main employer (at 15.9 per cent).

The main industries of employment for Skilled Migrants remained relatively unchanged over the three survey periods, albeit at less concentrated levels. This was evidenced by the same nine industries constituting the top 10 industries at all three stages of settlement, and accounting for 83.6 per cent at six months, 81.0 per cent at 18 months, and 79.0 per cent at 2.5 years.

Similarly, the 10 least common industries of employment for Skilled Migrants increased over these periods from 14.2 per cent, to 16.2 per cent, to 17.3 per cent, respectively. For the Australian workforce, employment was slightly more dispersed, with its top five industries accounting for 50.5 per cent of workers at the time of the 2.5-year survey and 24.6 for its 10 least common industries.

Migration, demographic and language characteristics

The CSAM collects detailed information on the characteristics and social integration of migrants (Appendix: Tables 6, 7 and 8). 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 (with more than 150 countries of birth represented in the 2.5-year survey), 65.8 per cent of Skilled Migrants and 49.5 per cent of Partner Migrants spoke English as their best or only language.¹³ 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:

- 97.7 per cent of Skilled Migrants,
- 93.5 per cent of Migrating Unit Spouses of Skilled Migrants
- 88.3 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 proportions of those with high-level spoken English, initially declined before improving.

At the six-month stage of settlement 82.0 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 80.7 per cent by the 18-month stage of settlement and then increased to 82.3 per cent by 2.5-year stage of settlement. For Partner Migrants this measure improved slightly from 56.7 per cent at the six-month stage, to 59.3 per cent at the 18-month stage, before it increased to 61.9 per cent at the 2.5-year stage of settlement.

¹³ Not depicted in Table 6.

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. With further time, at the 2.5-year stage of settlement, they became more confident in their abilities and their self-reported spoken English proficiency subsequently increased.

Australian qualifications attained in last 12 months

One-in-ten (9.5 per cent) Skilled Migrants and around one-in-seven (15.3 per cent) Partner Migrants obtained an Australian qualification between the 18-month and 2.5-year stages of settlement. For Skilled Migrants and Partner Migrants combined, almost three-quarters (73.7 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 (28.2 per cent) and society and culture for Partner Migrants (32.4 per cent).

The distribution of the level of the Australian qualification attained between the six-month and 18-month period, when compared to those attained between the 18-month to 2.5-year period, has remained broadly similar within both Skilled Migrants and Partner Migrants, with two notable exceptions, namely:

- Skilled Migrants, of which 13.2 per cent attained an Australian qualification in the field of engineering and related technologies, in the most recent 12 months compared to 16.2 per cent, in the 12 months prior,
- Partner Migrants, of which 32.4 per cent attained a qualification in society and culture compared to 28.6 per cent in the 12 months prior.

Housing

The CSAM measures housing arrangements at the 18-month and 2.5-year settlement periods. Changes in housing arrangements over this 12-month period indicated that recent migrants are establishing themselves into the Australian housing market, with the proportion who either owned or were paying a mortgage on their own home increasing from:

- 26.8 per cent to 36.5 per cent for Skilled Migrants
- 39.1 per cent to 44.4 per cent for Partner Migrants.

A corresponding decrease was observed in the proportion renting, which fell from:

- 69.2 per cent to 59.4 per cent for Skilled Migrants
- 48.0 per cent to 45.2 per cent for Partner Migrants.

The remaining migrants were mostly living rent free with friends or family. These proportions remained relatively unchanged for Skilled Migrants, while for Partner Migrants it had decreased, over the 12-month period from:

- 2.5 per cent to 2.3 per cent for Skilled Migrants
- 11.3 per cent to 7.6 per cent for Partner Migrants.

It is clear that the majority of net movement in housing arrangements came from those who transitioned from renting accommodation, to purchasing accommodation, plus a small proportion of Skilled Migrants and Partner Migrants who moved out of free accommodation.

Survey methodology

About the survey

This report relates to the second iteration of CSAM, with the first iteration run every six months between 2009 and 2011. The second iteration commenced in 2013, and is run every 12 months. It is comprised of three surveys run concurrently: an **Introductory Survey** for migrants and their spouses at the migrant's six-month stage of settlement; a **Follow-up Survey** for those who had taken part in the Introductory Survey 12 months earlier; and a **Further Follow-up Survey** for those who had taken part in the Follow-up Survey 12 months earlier. The Further Follow-up Survey, which looks at migrants' 2.5-year stage of settlement, was first introduced to the methodology in 2019 (commencing with Cohort 5).

The population file for the 2020 Further Follow-up Survey, the main subject of this report, included primary applicant migrants who settled in Australia around mid-April 2018, with an eligible window of three and a half months either side, and with the settlement date determined differently for migrants with visas granted offshore and onshore:

- Offshore visa—date of arrival: 1 January 2018 to 31 July 2018
- Onshore visa—date of visa grant: 1 January 2018 to 31 July 2018.

The population file consisted of 72,177 sample records, which after data cleansing left 72,079 records as the population frame. The sample selection process was conducted in two stages, initially delivering 16,489 sample records distributed across the target markets (a market being one of six reporting categories within each state or territory), followed by a redistribution of surplus sample records that resulted in a total sample of 20,000 records. Of these, 3868 sample records were matched to state and territory records. A total of 14,135 respondents completed the Further Follow-up Survey for Cohort 6—8224 primary applicant migrants and 5911 spouses.

For further information see the [CSAM Methodology Paper](#), available on the Department's website.

Migrants with valid email or phone numbers (9030) were contacted to complete an online survey or a Computer Assisted Telephone Interview. A total of 8224 migrants completed the final survey for Cohort 6—a response rate of 91.1 per cent.

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 all three surveys (that is, the Introductory Survey, Follow-up Survey and Further Follow-up Survey). This reduced the effects of any respondent bias in the data, so that results can be more easily generalised to the in-scope population. While every effort has been made to maximise accuracy of the survey estimates presented in this report, care needs to be taken when interpreting results.

For every cohort of respondents, each longitudinal survey is weighted separately based only on those who undertook that survey. This is to account for the few Introductory Survey respondents who do not go on to complete the Follow-up Survey, and again for those few who subsequently do not go on to complete the Further Follow-up Survey. Additionally, some six-month and 18-month responses obtained during the Introductory Survey or Follow-up Survey (such as, responses that are outliers, contradictory or classified as unknown/not answered) are subsequently revised using information obtained from these same migrants in their following year's survey.

Due to these revisions and differences in the weightings of each survey, care needs to be taken when using the longitudinal aspect of the CSAM. For example, six-month and 18-month settlement outcomes for Cohort 6 that are presented in this report, may differ slightly from six-month and 18-month settlement outcomes for Cohort 6 presented in previous reports, because this report has used updated weightings and revised data.

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 major streams of the Migration Program. It does not include those under 18 years of age, and those on a Child visa.

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.

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

- **Partner visa**—granted to applicants who are married to, in a de facto relationship with, or are intending to marry, an eligible Australian resident or citizen.
- **Other Family visa**—all other visas granted through the Family stream of the Migration Program (excludes Child, Dependent Child, Adoption and Orphan Relative visas).

Within the Family stream, prior to 2019, the CSAM only included migrants who were granted a Partner visa. The remaining visas within the Family Stream, such as Parent, Aged Parent, Carer and Remaining Relative visas (but not child visas) have been introduced into the CSAM from the 2019 Introductory Survey, and will therefore be included as part of the reports for the Follow-up Survey and Further Follow-up Survey, from 2020 and 2021 onwards, respectively.

Appendix: Tables and figures

Table 1a: Employment outcomes by visa stream

Outcomes (weighted)	All surveyed migrants ¹	Skill stream			Family stream		General Pop. ²
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Partner Migrant	Non-Migrating Unit Spouse	
Sample size: employment (for all three surveys)	11,898	6,459	3,674	715	1,765	1,522	N/A
At six months							
Employment (%)							
Employed	73.0	89.4	63.1	83.8	65.8	87.1	62.4
By skill level of job ³ :							
Highly skilled	40.5	67.9	32.7	49.1	26.1	48.4	N/A
Semi-skilled	21.5	17.7	19.2	28.3	24.5	30.4	N/A
Low skilled	11.0	3.9	11.2	6.4	15.2	8.3	N/A
Unemployed	10.8	5.8	16.4	3.4	12.2	4.8	3.1
Not in labour force	16.2	4.8	20.5	12.8	22.0	8.1	34.5
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	12.9	6.1	20.6	3.9	15.6	5.2	4.8
Participation rate	83.8	95.2	79.5	87.2	78.0	91.9	65.5
Earnings (\$'000)							
Sample size: employed (f/t)	6,821	4,870	1,295	358	656	989	N/A
Median annual full-time earnings	62.4	73.0	59.5	72.0	55.0	67.6	76.3
At 18 months							
Employment (%)							
Employed	77.9	92.5	70.0	84.7	71.3	85.4	62.5
By skill level of job ³ :							
Highly skilled	43.1	70.5	35.8	51.5	28.4	48.0	N/A
Semi-skilled	24.0	17.7	22.5	26.2	28.3	29.2	N/A
Low skilled	10.8	4.3	11.7	6.9	14.6	8.2	N/A
Unemployed	6.8	3.0	10.6	3.9	7.9	3.5	3.2
Not in labour force	15.3	4.4	19.4	11.4	20.8	11.1	34.3
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	8.0	3.2	13.1	4.4	10.0	3.9	4.8
Participation rate	84.7	95.6	80.6	88.6	79.2	88.9	65.7
Earnings (\$'000)							
Sample size: employed (f/t)	7,286	5,089	1,488	361	709	895	N/A
Median annual full-time earnings	69.8	83.2	65.0	75.0	60.0	75.0	79.6
At 2.5-years							
Employment (%)							
Employed	76.8	91.4	70.5	84.5	69.7	81.6	61.5
By skill level of job ³ :							
Highly skilled	42.9	70.4	36.2	51.6	27.8	48.1	N/A
Semi-skilled	24.4	17.1	24.5	24.5	29.0	26.3	N/A
Low skilled	9.5	3.9	9.8	8.4	12.9	7.2	N/A
Unemployed	8.8	4.5	12.1	7.5	10.4	6.3	4.2
Not in labour force	14.4	4.1	17.4	8.0	19.9	12.1	34.4
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	10.3	4.7	14.6	8.1	13.0	7.1	6.3
Participation rate	85.6	95.9	82.6	92.0	80.1	87.9	65.6
Earnings (\$'000)							
Sample size: employed (f/t)	7,041	4,852	1,515	358	674	810	N/A
Median annual full-time earnings	73.0	89.5	66.0	78.8	62.0	78.0	83.0

Note: Table includes only those respondents who participated in all three surveys, and earnings flagged as outliers or where stated income is markedly different between the surveys, were rectified/confirmed in subsequent surveys—therefore results may differ slightly from any previously published results for 'At six months' and 'At 18 months'. N/A = not available.

1. 'All surveyed migrants' excludes Non-Migrating Unit Spouse of the Skill stream and Non-Migrating Unit Spouse of Partner Migrants, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.
2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released March 2025, data presented is November 2018, 2019 and 2020 'Original', for 'At six months', 'At 18 months' and 'At 2.5 years' respectively. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is May 2018 for 'At six months', for 'At 18-months', the midpoint of May 2018 and May 2021 (that is, Nov 2019) and May 2021 for 'At 2.5 years', the closest dates to the survey dates for which data is available at time of publication (change in earnings is an annual average).
3. See, footnote 5 in the main body of report for definitions of skill level.

Table 1b: Change in employment outcomes by visa stream

Outcomes (weighted)	All surveyed migrants ¹	Skill stream			Family stream		General Pop. ²
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Partner Migrant	Non-Migrating Unit Spouse	
Sample size: employment (for all three surveys)	11,898	6,459	3,674	715	1,765	1,522	N/A
Between six months and 18 months							
Employment (percentage point)							
Employed	4.9	3.1	6.9	0.9	5.5	-1.7	0.1
By skill level of job ³ :							
Highly skilled	2.6	2.6	3.2	2.4	2.2	-0.4	N/A
Semi-skilled	2.5	0.0	3.2	-2.0	3.9	-1.2	N/A
Low skilled	-0.1	0.5	0.5	0.5	-0.6	-0.1	N/A
Unemployed	-4.0	-2.8	-5.8	0.5	-4.3	-1.3	0.0
Not in labour force	-0.9	-0.3	-1.1	-1.4	-1.2	3.0	-0.2
Unemployment rate	-4.9	-2.9	-7.5	0.5	-5.6	-1.3	0.1
Participation rate	0.9	0.3	1.1	1.4	1.2	-3.0	0.2
Earnings (\$'000)							
Sample size: employed (f/t)	6,821	4,870	1,295	358	656	989	N/A
Median annual full-time earnings	7.4	10.2	5.5	3.0	5.0	7.4	3.4
Between 18 months and 2.5-years							
Employment (percentage point)							
Employed	-1.1	-1.1	0.5	-0.1	-1.6	-3.8	-1.0
By skill level of job ³ :							
Highly skilled	-0.2	-0.1	0.4	0.1	-0.6	0.1	N/A
Semi-skilled	0.4	-0.6	2.0	-1.7	0.6	-2.9	N/A
Low skilled	-1.3	-0.4	-1.9	1.4	-1.7	-1.0	N/A
Unemployed	2.0	1.5	1.5	3.6	2.5	2.8	1.0
Not in labour force	-0.9	-0.3	-2.0	-3.4	-0.8	1.1	0.0
Unemployment rate	2.2	1.5	1.5	3.7	3.0	3.2	1.5
Participation rate	0.9	0.3	2.0	3.4	0.8	-1.1	0.0
Earnings (\$'000)							
Sample size: employed (f/t)	7,286	5,089	1,488	361	709	895	N/A
Median annual full-time earnings	3.2	6.3	1.0	3.8	2.0	3.0	3.4
Between six months and 2.5-years							
Employment (percentage point)							
Employed	3.8	2.0	7.4	0.8	3.8	-5.5	-0.9
By skill level of job ³ :							
Highly skilled	2.4	2.5	3.5	2.5	1.7	-0.3	N/A
Semi-skilled	2.9	-0.6	5.2	-3.7	4.5	-4.1	N/A
Low skilled	-1.5	0.1	-1.4	2.0	-2.3	-1.1	N/A
Unemployed	-2.0	-1.3	-4.3	4.0	-1.8	1.4	1.0
Not in labour force	-1.8	-0.7	-3.1	-4.8	-2.1	4.1	-0.1
Unemployment rate	-2.6	-1.4	-6.0	4.2	-2.6	1.9	1.6
Participation rate	1.8	0.7	3.1	4.8	2.1	-4.1	0.1
Earnings (\$'000)							
Sample size: employed (f/t)	7,041	4,852	1,515	358	674	810	N/A
Median annual full-time earnings	10.6	16.5	6.5	6.8	7.0	10.4	6.7

Note: Table includes only those respondents who participated in all three surveys, and earnings flagged as outliers or where stated income is markedly different between the surveys, were rectified/confirmed in subsequent surveys—therefore results may differ slightly from any previously published results for 'At six months' and 'At 18 months'.

N/A = not available.

1. 'All surveyed migrants' excludes Non-Migrating Unit Spouse of the Skill stream and Non-Migrating Unit Spouse of Partner Migrants, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released March 2025, data presented is November of 2018, 2019 and 2020 'Original, for 'At six months', 'At 18 months' and 'At 2.5 years' (from Table 1a), respectively. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is May 2018 for 'At six months', for 'At 18-months', the midpoint of May 2018 and May 2021 (that is, Nov 2019) and May 2021 for 'At 2.5 years', the closest dates to the survey dates for which data is available at time of publication (change in earnings is an annual average).

3. See, footnote 5 in the main body of report for definitions of skill level.

Table 2a: Employment outcomes for Skilled Migrants

Outcomes (weighted)	All Skill stream categories	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled	General Pop. ¹
Sample size: employment status (six months, 18 months and 2.5 years)	6,459	1,214	2,469	876	1,286	614	N/A
At six months							
Employment (%)							
Employed	89.4	94.1	85.0	82.6	93.1	84.5	62.4
By skill level of job ² :							
Highly skilled	67.9	73.0	64.9	71.6	72.8	48.9	N/A
Semi-skilled	17.7	19.6	15.0	8.1	17.1	25.8	N/A
Low skilled	3.9	1.6	5.0	2.9	3.2	9.7	N/A
Unemployed	5.8	1.6	11.4	12.9	4.1	4.3	3.1
Not in labour force	4.8	4.3	3.6	4.5	2.8	11.2	34.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	6.1	1.7	11.9	13.5	4.2	4.9	4.8
Participation rate	95.2	95.7	96.4	95.5	97.2	88.8	65.5
Earnings (\$'000)							
Sample size: employed (f/t)	4,870	1,057	1,658	657	1,072	426	N/A
Median annual full-time earnings	73.0	78.0	65.0	89.1	80.6	59.1	76.3
At 18 months							
Employment (%)							
Employed	92.5	94.1	91.7	89.7	95.5	87.6	62.5
By skill level of job ² :							
Highly skilled	70.5	71.0	70.6	79.8	75.9	52.6	N/A
Semi-skilled	17.7	20.6	15.5	7.0	16.8	23.9	N/A
Low skilled	4.3	2.4	5.5	2.9	2.9	11.0	N/A
Unemployed	3.0	1.8	4.6	6.1	1.6	3.5	3.2
Not in labour force	4.4	4.1	3.8	4.2	2.9	9.0	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	3.2	1.9	4.7	6.4	1.6	3.8	4.8
Participation rate	95.6	95.9	96.2	95.8	97.1	91.0	65.7
Earnings (\$'000)							
Sample size: employed (f/t)	5,089	1,008	1,887	735	1,061	398	N/A
Median annual full-time earnings	83.2	90.0	75.0	98.0	90.0	65.0	79.6
At 2.5 years							
Employment (weighted) (%)							
Employed	91.4	93.0	91.7	91.1	93.5	83.4	61.5
By skill level of job ² :							
Highly skilled	70.4	70.2	71.8	82.0	74.3	52.4	N/A
Semi-skilled	17.1	19.8	15.8	7.3	16.5	21.2	N/A
Low skilled	3.9	3.0	4.2	1.8	2.7	9.8	N/A
Unemployed	4.5	3.8	5.6	5.8	3.2	5.5	4.2
Not in labour force	4.1	3.2	2.7	3.1	3.3	11.1	34.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	4.7	3.9	5.8	6.0	3.3	6.2	6.3
Participation rate	95.9	96.8	97.3	96.9	96.7	88.9	65.6
Earnings (\$'000)							
Sample size: employed (f/t)	4,852	925	1,824	722	1,017	364	N/A
Median annual full-time earnings	89.5	91.0	80.0	105.0	95.0	66.0	83.0

Note: Table includes only those respondents who participated in all three surveys, and earnings flagged as outliers or where stated income is markedly different between the surveys, were rectified/confirmed in subsequent surveys—therefore results may differ slightly from any previously published for 'At six months' and 'At 18 months'.

Spon. = Sponsored, Nom. = Nominated, Indep. = Independent and N/A = not available.

1. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released March 2025. Data presented is November of 2018, 2019 and 2020 'Original', for 'At six months', 'At 18 months' and 'At 2.5 years', respectively. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is May 2018 for 'At six months', for 'At 18-months', the midpoint of May 2018 and May 2021 (that is, Nov 2019) and May 2021 for 'At 2.5 years', the closest dates to the survey dates for which data is available at time of publication.

2. See, footnote 5 in the main body of report for definitions of skill level.

Table 2b: Change in employment outcomes for Skilled Migrants (primary applicants)

Outcomes (weighted)	All Skill stream categories	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled	General Pop. ¹
Between six months and 18 months							
Sample size: employment status (six months, 18 months and 2.5 years)	6,459	1,214	2,469	876	1,286	614	N/A
Employment (percentage point)							
Employed	3.1	-0.1	6.7	7.1	2.4	3.1	0.1
By skill level (of employed) ² :							
Highly skilled	2.6	-2.0	5.7	8.1	3.1	3.7	N/A
Semi-skilled	0.0	1.1	0.6	-1.1	-0.3	-1.9	N/A
Low skilled	0.5	0.8	0.4	0.1	-0.3	1.3	N/A
Unemployed	-2.8	0.3	-6.9	-6.8	-2.5	-0.9	0.0
Not in labour force	-0.3	-0.2	0.2	-0.3	0.1	-2.2	-0.2
Unemployment rate	-2.9	0.3	-7.1	-7.1	-2.6	-1.1	0.06
Participation rate	0.3	0.2	-0.2	0.3	-0.1	2.2	0.2
Earnings (\$'000)							
Sample size: employed (f/t)	4,870	1,057	1,658	657	1,072	426	N/A
Median annual full-time earnings	10.2	12.0	10.0	8.9	9.4	5.9	3.4
Between 18 months and 2.5-years							
Employment (percentage point)							
Employed	-1.1	-1.1	0.1	1.4	-2.0	-4.2	-1.0
By skill level (of employed) ² :							
Highly skilled	-0.1	-0.9	1.1	2.2	-1.5	-0.2	N/A
Semi-skilled	-0.6	-0.8	0.2	0.3	-0.3	-2.7	N/A
Low skilled	-0.4	0.6	-1.3	-1.2	-0.2	-1.3	N/A
Unemployed	1.5	2.0	1.1	-0.3	1.6	2.1	1.0
Not in labour force	-0.3	-0.9	-1.1	-1.1	0.4	2.1	0.0
Unemployment rate	1.5	2.0	1.0	-0.3	1.7	2.4	1.5
Participation rate	0.3	0.9	1.1	1.1	-0.4	-2.1	-0.05
Earnings (\$'000)							
Sample size: employed (f/t)	5,089	1,008	1,887	735	1,061	398	N/A
Median annual full-time earnings	6.3	1.0	5.0	7.0	5.0	1.0	3.4
Between six months and 2.5-years							
Employment (percentage point)							
Employed	2.0	-1.1	6.8	8.4	0.4	-1.1	-0.9
By skill level (of employed) ² :							
Highly skilled	2.5	-2.8	6.8	10.4	1.5	3.4	N/A
Semi-skilled	-0.6	0.2	0.8	-0.8	-0.6	-4.6	N/A
Low skilled	0.1	1.5	-0.9	-1.1	-0.5	0.1	N/A
Unemployed	-1.3	2.2	-5.8	-7.0	-0.9	1.2	1.0
Not in labour force	-0.7	-1.1	-0.9	-1.4	0.5	0.0	-0.1
Unemployment rate	-1.4	2.3	-6.1	-7.4	-0.9	1.3	1.6
Participation rate	0.7	1.1	0.9	1.4	-0.5	0.05	0.1
Earnings (\$'000)							
Sample size: employed (f/t)	4,852	925	1,824	722	1,017	364	N/A
Median annual full-time earnings	16.5	13.0	15.0	15.9	14.4	6.9	6.7

Note: Table includes only those respondents who participated in all three surveys, and earnings flagged as outliers or where stated income is markedly different between the surveys, were rectified/confirmed in subsequent surveys—therefore results may differ slightly from any previously published results for 'At six months' and 'At 18 months'. Spon. = Sponsored, Nom. = Nominated, Indep. = Independent, General Pop. = General Population and N/A = not available.

1. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released March 2025, data presented is November of 2018, 2019 and 2020 'Original', for 'At six months', 'At 18 months' and 'At 2.5 years' (from Table 2a), respectively. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is based on May 2018 for 'At six months', for 'At 18 months', the midpoint of May 2018 and May 2021 (that is, Nov 2019) and May 2021 for 'At 2.5 years', the closest dates to the survey dates for which data is available at time of publication (change in earnings is an annual average).

2. See, footnote 5 in the main body of report for definitions of skill level.

Table 3a: Employment status, working hours, time held job and number of jobs by visa stream

Outcomes (weighted)	All surveyed migrants ¹	Skill stream			Family stream		General Pop. ²
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Partner Migrant	Non-Migrating Unit Spouse	
Sample size: employment status (six months, 18 months and 2.5 years)	11,898	6,459	3,674	715	1,765	1,522	N/A
Sample size (employed)	9,429	5,801	2,443	545	1,185	1,174	N/A
At six months							
Employment status (%)							
Full-time	53.9	80.6	42.1	65.1	41.1	72.2	42.7
Part-time	19.1	8.9	21.0	18.7	24.8	14.9	19.7
Employee	66.7 ³	83.8	56.0	74.3	59.4	76.2	52.1
Business owner	6.3 ³	5.7	7.1	9.5	6.5	11.0	10.2
Not working	27.0	10.6	36.9	16.2	34.2	12.9	37.6
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Working hours, time held job and number of jobs (employed)							
Median working hours per week	38.0	40.0	38.0	38.0	38.0	40.0	N/A
Average number of months held a job in last 12 months including current job	10.3	10.6	NC	NC	10.0	NC	N/A
Average number of jobs held in last 12 months including current job	1.4	1.3	NC	NC	1.4	NC	N/A
At 18 months							
Employment status (%)							
Full-time	60.1	85.0	48.0	67.1	48.2	72.2	42.7
Part-time	17.8	7.5	22.0	17.6	23.1	13.2	19.8
Employee	68.0 ³	81.7	NC	NC	59.5	NC	52.1
Business owner	11.4 ³	10.8	NC	NC	11.8	NC	10.3
Not working	22.1	7.5	30.0	15.3	28.7	14.6	37.5
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Working hours, time held job and number of jobs (employed)							
Median working hours per week	38.0	40.0	38.0	38.0	38.0	38.0	N/A
Average number of months held a job in last 12 months including current job	10.6	11.0	NC	NC	10.3	NC	N/A
Average number of jobs held in last 12 months including current job	1.5	1.5	NC	NC	1.5	NC	NC
At 2.5 years							
Employment status (%)							
Full-time	58.3	81.5	48.7	65.5	46.4	67.7	41.8
Part-time	18.5	9.9	21.8	19.0	23.3	13.9	19.7
Employee	66.7 ³	79.7	NC	NC	58.6	NC	51.4
Business owner	11.3 ³	11.7	NC	NC	11.1	NC	10.0
Not working	23.2	8.6	29.5	15.5	30.3	18.4	38.5
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Working hours, time held job and number of jobs (employed)							
Median working hours per week	38.0	40.0	38.0	40.0	38.0	38.0	N/A
Average number of months held a job in last 12 months including current job	10.5	11.0	NC	NC	10.2	NC	N/A
Average number of jobs held in last 12 months including current job	1.4	1.4	NC	NC	1.4	NC	N/A

Note: Table includes only those respondents who participated in all three surveys—therefore results may differ slightly from any previously published for 'At six months' and 'At 18 months'. N/A = not available. NC = not counted.

1. 'All surveyed migrants' excludes Non-Migrating Unit Spouse of the Skill stream and Non-Migrating Unit Spouse of Partner Migrants, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released March 2025 and the 'Detailed' version, released March 2025. Data presented is November 2018, 2019 and 2020 'Original', for 'At six months', 'At 18 months' and 'At 2.5 years', respectively.

3. Data not collected for spouses. Figures presented are for Skill stream primary applicants and Family stream (Partner) primary applicants only (for comparison purposes, the corresponding figures for all primary applicants at the six-month settlement period are 68.7 per cent for 'Employee' and 6.2 per cent for 'Own business').

Table 3b: Change in employment status, working hours, time held job and number of jobs by visa stream

Outcomes (weighted)	All surveyed migrants ¹	Skill stream			Family stream		General Pop. ²
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Partner Migrant	Non-Migrating Unit Spouse	
Sample size: employment status (six months, 18 months and 2.5 years)	11,898	6,459	3,674	715	1,765	1,522	N/A
Sample size (employed)	9,429	5,801	2,443	545	1,185	1,174	N/A
Between six months and 18 months							
Employment status (percentage point)							
Full-time	6.2	4.4	5.9	2.0	7.1	0.0	-0.1
Part-time	-1.3	-1.4	1.0	-1.1	-1.7	-1.7	0.2
Employee	1.3 ³	-2.1	N/A	N/A	0.2	N/A	0.0
Business owner	5.1 ³	5.2	N/A	N/A	5.3	N/A	0.1
Not working	-4.9	-3.1	-6.9	-0.9	-5.5	1.7	-0.1
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Working hours, time held job and number of jobs (employed)							
Median working hours per week	0.0	0.0	0.0	0.0	0.0	-2.0	N/A
Average number of months held a job in last 12 months including current job	0.3	0.4	NC	NC	0.3	NC	N/A
Average number of jobs held in last 12 months including current job	0.1	0.2	NC	NC	0.1	NC	N/A
Between 18 months and 2.5-years							
Employment status (percentage point)							
Full-time	-1.8	-3.5	0.7	-1.5	-1.8	-4.6	-1.4
Part-time	0.7	2.3	-0.2	1.4	0.2	0.7	0.0
Employee	-1.3 ³	-2.0	N/A	N/A	-1.0	N/A	-0.7
Business owner	-0.1 ³	0.8	N/A	N/A	-0.7	N/A	-0.3
Not working	1.1	1.1	-0.5	0.1	1.6	3.8	1.4
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Working hours, time held job and number of jobs (employed)							
Median working hours per week	0.0	0.0	0.0	2.0	0.0	0.0	N/A
Average number of months held a job in last 12 months including current job	-0.1	0.0	NC	NC	-0.1	NC	N/A
Average number of jobs held in last 12 months including current job	-0.1	-0.1	NC	NC	-0.1	NC	NC
Between six months and 2.5-years							
Employment status (percentage point)							
Full-time	4.4	1.0	6.6	0.5	5.3	-4.5	-1.4
Part-time	-0.6	1.0	0.8	0.3	-1.4	-1.0	0.1
Employee	0.0 ³	-4.0	N/A	N/A	-0.8	N/A	-0.7
Business owner	5.0 ³	6.0	N/A	N/A	4.6	N/A	-0.2
Not working	-3.8	-2.0	-7.4	-0.8	-3.8	5.5	1.3
Total:	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Working hours, time held job and number of jobs (employed)							
Median working hours per week	0.0	0.0	0.0	2.0	0.0	-2.0	N/A
Average number of months held a job in last 12 months including current job	0.2	0.4	NC	NC	0.2	NC	N/A
Average number of jobs held in last 12 months including current job	0.0	0.1	NC	NC	0.0	NC	N/A

Note: Table includes only those respondents who participated in all three surveys—therefore results may differ slightly from any previously published for 'At six months' and 'At 18 months'. N/A = not available. NC = not collected.

1. 'All surveyed migrants' excludes Non-Migrating Unit Spouse of the Skill stream and Non-Migrating Unit Spouse of Partner Migrants, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released March 2025 and the 'Detailed' version, released March 2025. Data presented is November 2018, 2019 and 2020 'Original', for 'At six months', 'At 18 months' and 'At 2.5 years' (from Table 3a), respectively.

3. Data not collected for spouses. Figures presented are for Skill stream primary applicants and Family stream (Partner) primary applicants only (for comparison purposes, the corresponding figures for all primary applicants at the six-month settlement period are 68.7 per cent for 'Employee' and 6.2 per cent for 'Own business').

Table 4: Employment characteristics for Skilled Migrants (primary applicants)

Outcomes (weighted)	As at			Change			Gen pop.
	6 months	18 months	2.5-years	6 to 18 months	18 months to 2.5-yrs	6 months to 2.5-yrs	at time of 2.5-yrs ¹
Sample size: employed²	5,657	5,916	5,801	N/A	N/A	N/A	N/A
Occupation category³ (weighted) (%)							
Managers	16.9	16.6	16.1	-0.2	-0.6	-0.8	12.5
Professionals	48.2	48.6	50.2	0.4	1.6	2.0	25.6
Technicians and trades workers	14.4	14.4	12.9	0.0	-1.5	-1.5	13.9
Other occupations	20.5	20.4	20.8	-0.1	0.4	0.3	48.1
<i>Changed jobs since last survey</i>	<i>N/A</i>	<i>15.0</i>	<i>13.1</i>	<i>N/A</i>	<i>-1.9</i>	<i>N/A</i>	<i>N/A</i>
How occupation was found (for those who changed jobs since last survey⁴ (weighted) (%)							
General Internet vacancy/job search site	N/A	39.8	32.5	N/A	-7.3	N/A	N/A
Heard about the job from a friend or family member	N/A	18.7	19.4	N/A	0.7	N/A	N/A
Other internet site	N/A	10.4	7.7	N/A	-2.7	N/A	N/A
Approached employer / cold canvassing	N/A	9.0	12.0	N/A	3.0	N/A	N/A
Employment agency	N/A	8.6	7.6	N/A	-0.9	N/A	N/A
Internal transfer	N/A	8.5	7.9	N/A	-0.6	N/A	N/A
Started a business / became self-employed	N/A	4.7	5.9	N/A	1.1	N/A	N/A
Earnings and hours⁵ (weighted)							
Median annual full-time earnings (\$'000)	73.0	83.2	89.5	10.2	6.3	16.5	83.0
Median annual part-time earnings (\$'000) ⁶	39.0	42.0	48.0	3.0	6.0	9.0	33.8
Median annual earnings (\$'000)	70.0	80.0	85.0	10.0	5.0	15.0	63.0
Median hourly rate of pay (\$/hour)	34.5	38.5	40.5	4.0	2.0	6.0	N/A
Nominated field of work⁷ (weighted) (%)							
Sample size: has a nominated occupation⁸	6,222	6,281	6,269	N/A	N/A	N/A	N/A
Working in nominated field	58.1	58.5	55.7	0.4	-2.8	-2.4	N/A
Working at the same (or higher) skill level as nominated field	14.1	15.9	16.9	1.9	1.0	2.8	N/A
Working at lower skill level than nominated field	18.5	19.0	19.9	0.5	0.9	1.5	N/A
Not working	9.4	6.6	7.5	-2.8	0.9	-1.9	N/A

Note: Table includes only those skilled migrant respondents who participated in all three surveys—therefore results may differ slightly from any previously published for 'At six months' and 'At 18 months'. N/A = not available.

1. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, 'Detailed', released March 2025. Data presented is November 2020 'Original', for 'At 2.5 years' Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases; earnings data 'At 18 months' utilises a midpoint estimate.

2. 'Employed' sample size excludes respondents not working, for occupation, industry, earnings and hours

3. Percentage calculation for occupation category excludes unknowns: 16 (at six months) and 114 (at 18 months) and 133 (at 2.5-years)

4. Multiple responses were accepted. Only responses greater than 5 per cent for either 18 months or 2.5 years are shown in table.

5. Records flagged as outliers and records where stated income is markedly different between the Follow-up Survey and Further Follow-up Survey were flagged during the Further Follow-up Survey, whereby respondents were asked to confirm or rectify their income information. Percentage calculation for earnings and hours excludes unknowns. For full-time earnings this is 138 (at six months), 896 (at 18 months) and 867 (at 2.5-years).

6. Of those employed, 637 (at six months), 401 (at 18 months) and 484 (at 2.5-years) primary applicants work part-time and provided their earnings.

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

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

Table 5: Most common occupation groups and industries by visa stream

CSAM			General Pop. ¹		
Occupation ²			Industry ²		
All surveyed migrants ²					
Sample size: employed ³ — 9,429					
Business and Systems Analysts, and Programmers	6.4	1.5	Health Care and Social Assistance	18.3	13.6
Personal Carers and Assistants	5.9	2.5	Professional, Scientific and Technical Services	11.0	9.0
Sales Assistants and Salespersons	3.9	5.4	Accommodation and Food Services	9.3	6.4
Midwifery and Nursing Professionals	3.0	2.7	Education and Training	8.8	8.7
Food Trades Workers	3.0	1.5	Retail Trade	8.1	10.0
Skill stream - Primary applicant					
Sample size: employed ³ — 5,801					
Business and Systems Analysts, and Programmers	11.7	1.5	Professional, Scientific and Technical Services	17.1	9.0
Midwifery and Nursing Professionals	5.8	2.7	Health Care and Social Assistance	15.9	13.6
Engineering Professionals	5.1	1.5	Financial and Insurance Services	7.7	3.7
Food Trades Workers	3.7	1.5	Construction	7.4	9.1
Accountants, Auditors and Company Secretaries	3.6	1.8	Education and Training	7.0	8.7
Skill stream - Migrating Unit Spouse					
Sample size: employed ³ — 2,443					
Business and Systems Analysts, and Programmers	6.7	1.5	Health Care and Social Assistance	21.5	13.6
Personal Carers and Assistants	6.5	2.5	Retail Trade	9.7	10.0
Sales Assistants and Salespersons	4.2	5.4	Professional, Scientific and Technical Services	9.7	9.0
Child Carers	4.2	1.0	Education and Training	9.3	8.7
Cleaners and Laundry Workers	3.8	2.1	Accommodation and Food Services	7.5	6.4
Skill stream - Non-Migrating Unit Spouse					
Sample size: employed ³ — 545					
Sales Assistants and Salespersons	4.5	5.4	Health Care and Social Assistance	20.9	13.6
Midwifery and Nursing Professionals	3.8	2.7	Accommodation and Food Services	9.4	6.4
Food Trades Workers	3.2	1.5	Construction	9.4	9.1
Engineering Professionals	3.1	1.5	Education and Training	8.7	8.7
Personal Carers and Assistants	3.0	2.5	Retail Trade	8.6	10.0
Partner Migrants					
Sample size: employed ³ — 1,185					
Personal Carers and Assistants	9.3	2.5	Health Care and Social Assistance	19.3	13.6
Sales Assistants and Salespersons	5.8	5.4	Accommodation and Food Services	12.4	6.4
Cleaners and Laundry Workers	3.4	2.2	Education and Training	10.2	8.7
Health and Welfare Support Workers	2.9	1.2	Retail Trade	9.0	10.0
Hospitality Workers	2.9	2.0	Professional, Scientific and Technical Services	6.5	9.0
Family stream - Spouse of Partner Migrant					
Sample size: employed ³ — 1,174					
Business and Systems Analysts, and Programmers	3.6	1.5	Health Care and Social Assistance	12.9	13.6
Engineering Professionals	3.5	1.5	Construction	11.6	9.1
Midwifery and Nursing Professionals	3.0	2.7	Professional, Scientific and Technical Services	9.3	9.0
School Teachers	3.0	3.6	Education and Training	8.4	8.7
Food Trades Workers	2.6	1.5	Manufacturing	8.3	6.5

1. General Pop. = General Population. Occupation and Industry of Employment for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, Detailed, released March 2025. Data presented is for November 2020 'Original'.

2. Occupations are at ANZSCO minor group (three digit) level. Industries are at the ANZSIC division (one digit) level.

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

Table 6: English proficiency by visa stream at 2.5-year stage of settlement

Outcomes (weighted) (%)	All surveyed migrants ¹	Skill stream			Family stream	
		Skill stream - Primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Partner Migrant	Spouse of Partner Migrant
Sample size: all migrants²	11,898	6,459	3,674	715	1,765	1,522
Speaking						
Best or only language / very well	70.1	82.3	72.2	85.6	61.9	87.2
Well	22.1	15.4	21.3	12.1	26.4	10.4
Not well / not at all	7.9	2.3	6.5	2.3	11.7	2.4
Change between settlement periods for English best or only / very well (percentage point)						
6 months to 18 months	1.1	-1.3	1.2	0.2	2.6	-0.1
18 months to 2.5 years	2.3	1.6	2.6	1.7	2.7	-0.7
Reading						
Best or only language / very well	74.1	86.3	75.9	87.3	65.9	88.1
Well	19.2	11.9	19.3	10.3	23.7	9.5
Not well / not at all	6.7	1.7	4.7	2.4	10.4	2.4
Change between settlement periods for English best or only / very well (percentage point)						
18 months to 2.5 years ³	2.4	1.0	2.1	1.2	3.3	-0.3
Writing						
Best or only language / very well	69.1	81.7	72.4	86.1	60.3	86.6
Well	22.1	15.8	20.5	10.8	26.6	10.4
Not well / not at all	8.8	2.5	7.1	3.2	13.2	3.1
Change between settlement periods for English best or only / very well (percentage point)						
18 months to 2.5 years ³	1.6	1.6	2.1	2.8	1.5	0.1
English as main language						
Spoken	56.6	66.1	58.3	75.3	50.1	79.4
Change between settlement periods (percentage point)						
6 months to 18 months	4.9	3.5	3.5	0.9	6.2	1.9
18 months to 2.5 years	3.2	2.8	3.0	2.7	3.6	1.5

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 of Skilled Migrants, and Non-Migrating Unit Spouses Family 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. Percentage calculation for main languages spoken excludes unknowns.

3. English proficiency for reading and writing was not collected at the six-month settlement period.

Table 7: Australian qualification by visa stream (primary applicants)

Outcomes (weighted) (%)	All primary applicants			Skill stream			Family stream		
	6 month	Attained in last 12 months ¹		6 month	Attained in last 12 months		6 month	Attained in last 12 months	
		18 month	2.5 year		18 month	2.5 year		18 month	2.5 year
Education attainment (beyond high school)									
Sample size	8,206			6,450			1,756		
Has at least one Aus. qualification	37.5	43.3	48.4	44.2	48.0	50.8	33.3	40.3	47.0
Has an Aus. qualification attained in last 12 months	NC	14.1	13.1	NC	11.0	9.5	NC	16.0	15.3
Qualification level (Australian qualification attained in last 12 months)									
Sample size: Aus. Qualification ²	3,436	1051	887	2,850	748	628	586	303	259
Doctoral degree	3.3	1.1	2.0	4.5	3.1	1.9	2.3	0.2	2.1
Master degree	21.9	6.3	7.9	33.4	13.2	12.6	12.5	3.3	6.0
Other postgraduate qualification	3.6	3.8	5.8	3.8	8.5	8.4	3.4	1.9	4.8
Bachelor degree	18.9	12.8	9.0	22.2	14.0	12.8	16.2	12.3	7.5
Diploma / Certificate level	50.5	71.4	73.7	35.3	57.6	61.3	62.9	77.3	78.5
Field of study (Australian qualification attained in last 12 months) ³									
Sample size: Aus. Qualification ²	3,436	1,051	887	2,850	748	628	586	303	259
Management and Commerce	36.4	24.1	22.6	32.4	24.0	28.2	39.7	24.1	20.5
Society and Culture	14.4	24.3	28.2	7.6	14.3	16.9	20.0	28.6	32.4
Engineering and Related Technologies	9.4	7.8	7.6	14.8	16.2	13.2	5.1	4.3	5.5
Health	13.6	14.1	16.3	14.0	16.4	12.5	13.3	13.1	17.7
Information Technology	6.2	5.8	3.3	11.3	8.5	8.2	2.1	4.7	1.5
Food, Hospitality and Personal Services	9.5	7.2	6.6	9.9	8.8	7.5	9.2	6.5	6.2
Architecture and building	3.5	3.7	2.4	3.3	4.7	5.6	3.6	3.3	1.2
Education	2.1	10.4	10.0	2.2	4.3	4.3	2.0	13.0	12.2
Agriculture, Environmental and Related Studies	1.2	0.9	1.2	1.5	1.0	2.7	1.0	0.8	0.7
Natural and Physical Sciences	1.7	0.5	1.1	1.9	1.3	0.5	1.6	0.2	1.3
Creative Arts	1.7	1.0	0.7	1.1	0.3	0.5	2.2	1.3	0.7
Mixed Field Programs	0.2	0.2	0.0	0.0	0.1	0.0	0.3	0.2	0.0

Note: Table includes only those respondents who participated in all three surveys. Aus. = Australian. NC = not counted.

1. Respondents may have attained a qualification 12 months' prior, in more than one surveyed period.

2. Sample size for 'Qualification level' and 'Field of study' excludes respondents with no Australian post-school qualification, and includes all post-school qualifications (not just the highest level).

3. Sorted on the Skill stream at 2.5-years.

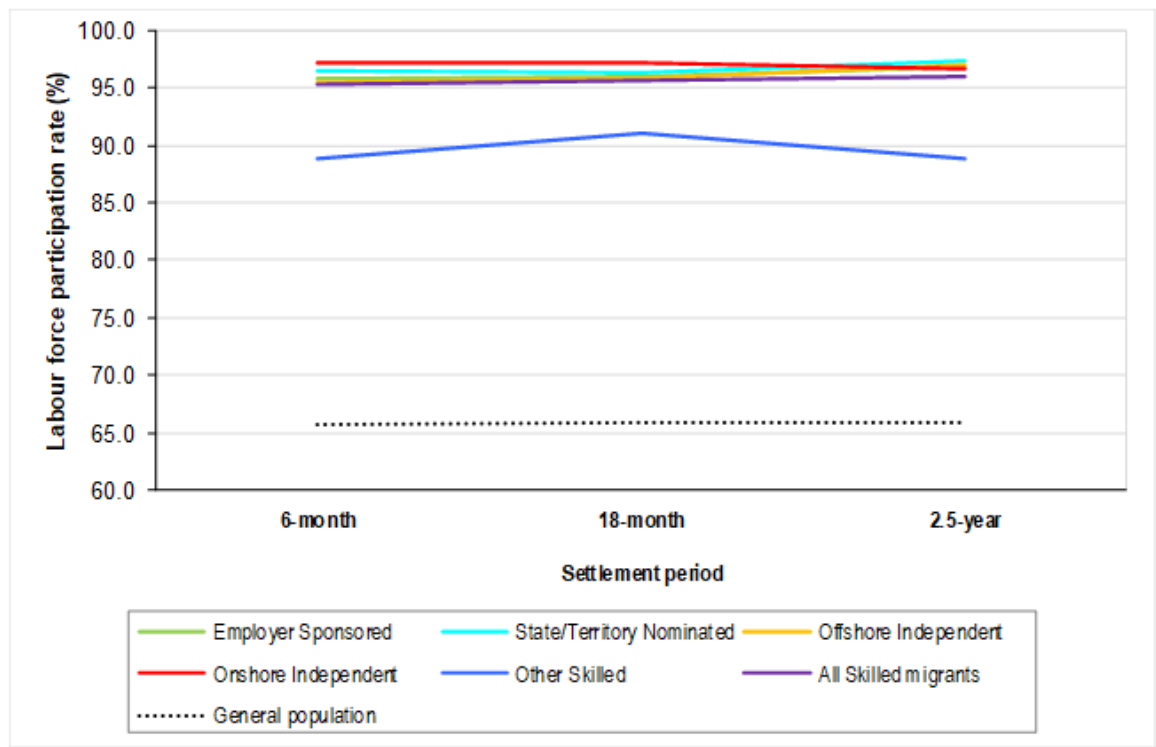
Table 8: Housing by visa stream (primary applicants) at 2.5-year stage of settlement

Current housing arrangements ² (weighted) (%)	All primary applicants	Skill stream	Family stream
Sample size: all migrants	8,224	6,459	1,765
Own home	41.3	36.5	44.4
Pay rent	50.8	59.4	45.2
Living with family/friends rent free	5.6	2.3	7.6
Accommodation provided by employer	0.9	1.3	0.6
Other	1.5	0.5	2.1
Change between settlement 18-month and 2.5-year periods (% points)			
Own home	7.0	9.7	5.3
Pay rent	-5.4	-9.8	-2.7
Living with family/friends rent free	-2.3	-0.2	-3.7
Accommodation provided by employer	-0.1	0.1	-0.1
Other	0.8	0.2	1.2

Note: Table includes only those respondents who participated in all three surveys.

Figure 1: Engagement with labour market, six-month, 18-month and 2.5-year settlement periods, Skilled Migrants by visa category and Australian general population

a) Labour force participation rate



b) Unemployment rate

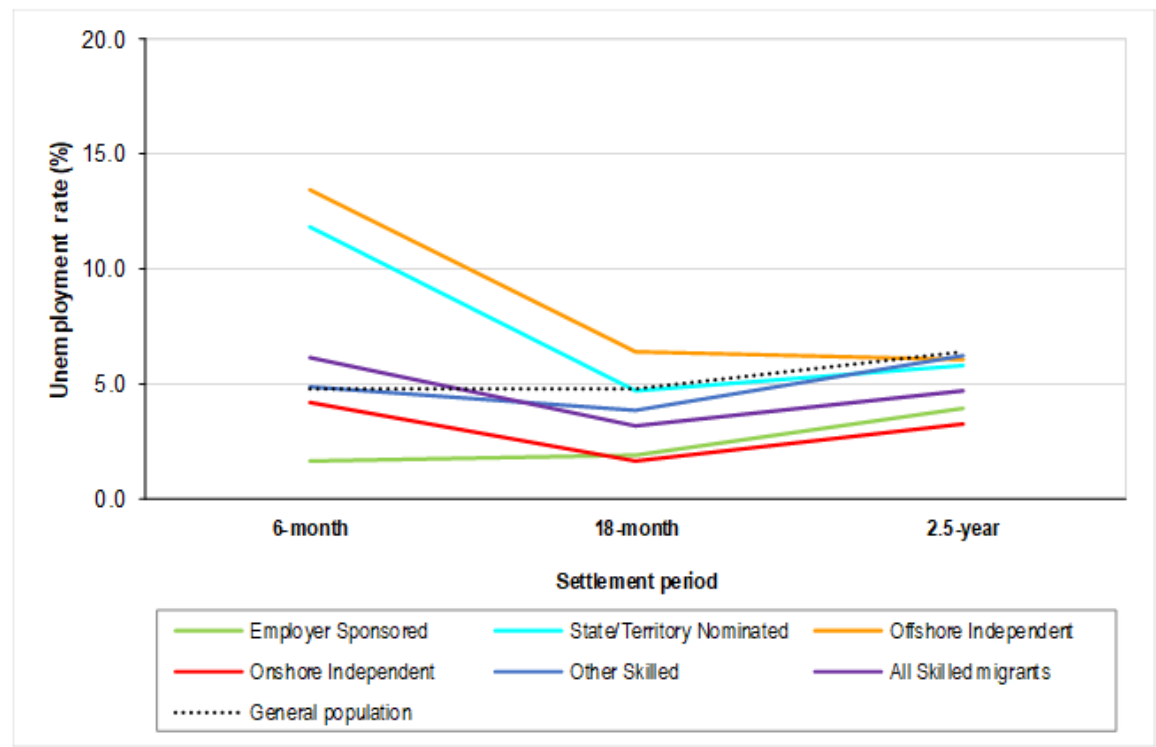
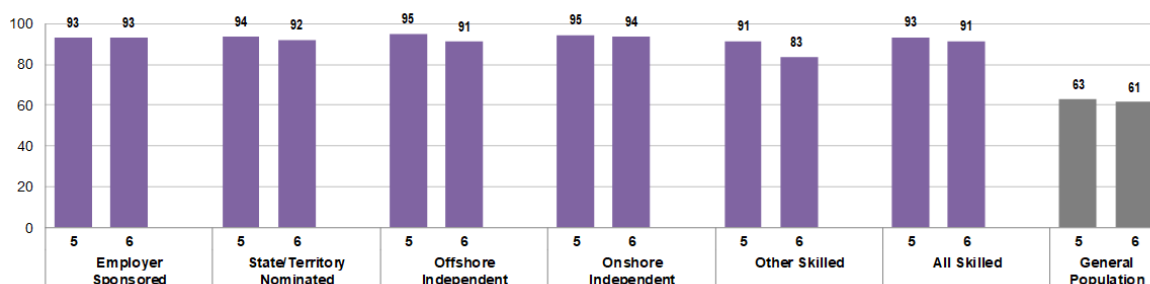
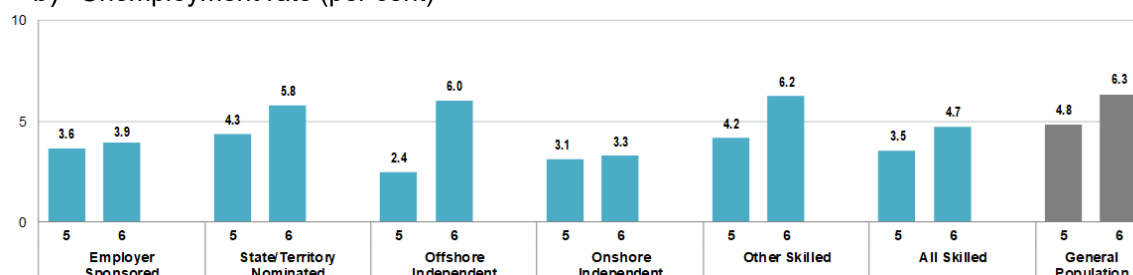


Figure 2: Comparisons of employment outcomes between survey cohorts (primary applicants) at 2.5-year stage of settlement and the Australian general population

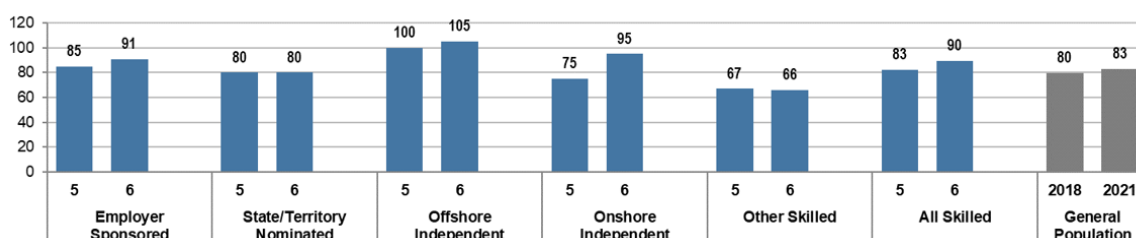
a) Employment to population ratio (per cent)



b) Unemployment rate (per cent)

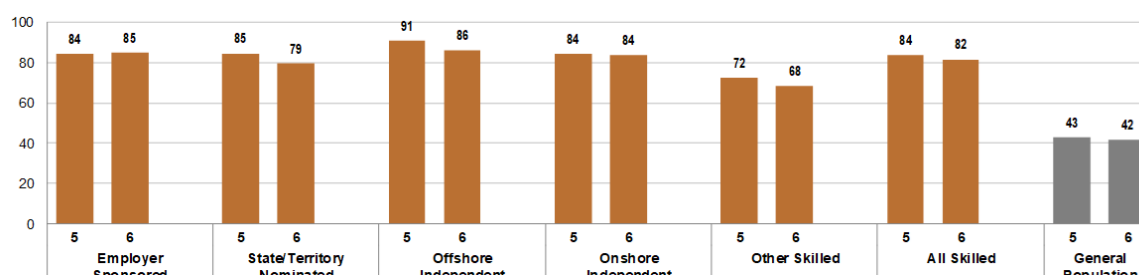


c) Median annual full-time earnings (\$'000)



Median earnings for the General Population are reported as at May 2018 and May 2021, which are approximately six months from the date of the surveys (conducted around November each year). When comparing to 2019 survey results within the report, the midpoint value between May 2018 and May 2021 (that is, \$79,600 for November 2019) is used as an approximation for General Population earnings.

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



Note: 1. Data reported in Figure 2 may differ slightly from that reported in other CSAM reports, due to:

- subsequent revision of Follow-up Survey data at the time of the Further Follow-up Survey. That is, responses are confirmed with the respondents during the Further Follow-up Survey where initial employment outcomes were not reported in the Follow-up Survey, or where there was a marked difference in income between the Follow-up and Further Follow-up surveys.
- CSAM Introductory Survey reports include all respondents who participated in the Introductory Survey, whereas CSAM Follow-up and Further Follow-up survey reports include only those respondents who participated in both the Introductory Survey, Follow-up Survey and Further Follow-up Survey.
- In the x-axis the numbers 5 to 6 refer to Cohorts (2019 to 2020).
- Figures may not sum due to rounding.

General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from Australian Bureau of Statistics (ABS), Labour Force, Australia, released March 2025. Data presented is November of 2019 and 2020 'Original', for 'At 2.5 years'. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is the midpoint of May 2018 and May 2021 (that is, Nov 2019) and May 2021 for 'At 2.5 years', the closest dates to the survey dates for which data is available at time of publication. Data may differ from previous reports due to ABS revisions.

2. See, footnote 5 in the main body of report for definitions of skill level.

Figure 3: Employment transitions between six-month and 2.5-year settlement periods

a) Skilled Migrants

Labour market outcome at six months						Outcome at 2.5 years	
In highly skilled job (68.4%)	In semi-skilled/low skilled job (21.2%)	Not in labour force (4.6%)	Unemployed (5.8%)			In highly skilled job 70.4%, up 2.0 pp	
↓	↓	↓	↓	→	→	In semi-skilled/low skilled job 20.9%, down 0.3 pp	
62.1%	3.4%	1.9%	3.0%	→	→	Not in labour force 4.2%, down 0.3 pp	
3.0%	15.4%	1.1%	1.5%	→	→	Unemployed 4.4%, down 1.4 pp	
1.4%	1.1%	1.1%	0.6%				
1.9%	1.3%	0.5%	0.8%				

b) Partner Migrants

Labour market outcome at six months						Outcome at 2.5 years	
In highly skilled job (26.2%)	In semi-skilled/low skilled job (39.7%)	Not in labour force (22.2%)	Unemployed (11.9%)			In highly skilled job 27.9%, up 1.7 pp	
↓	↓	↓	↓	→	→	In semi-skilled/low skilled job 41.7%, up 2.0 pp	
21.2%	2.9%	1.7%	2.0%	→	→	Not in labour force 19.8%, down 2.3 pp	
2.8%	31.1%	4.6%	3.1%	→	→	Unemployed 10.6%, down 1.3 pp	
0.9%	3.4%	12.4%	3.1%				
1.2%	2.3%	3.4%	3.8%				

Note: Figure 3 includes only those respondents who participated in all three surveys (the Introductory Survey, Follow-up Survey and Further Follow-up Survey). This transition analysis is based on two points in time, such that a person reported, for example, as not unemployed at the six-month and at 2.5-year surveys, may not necessarily have been unemployed for this entire two year period. pp = percentage points.