



Australian Government
Department of Home Affairs

A stylized globe with a digital grid overlay, showing continents in a light blue color against a dark blue background. The globe is partially obscured by a diagonal line on the right side.

Continuous Survey of Australia's Migrants

Cohort 8 Report—Introductory survey 2020

Continuous Survey of Australia's Migrants was prepared by:

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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 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.¹ 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 8 Report—Introductory survey 2020* highlights some of the main employment and other settlement outcomes of migrants, and their spouses, who settled in Australia between January and July of 2020. This group of respondents is referred to as Cohort 8, being the eighth cohort surveyed since 2013, when the CSAM underwent a change in series. Cohort 8 included 28,539 respondents, comprised of 16,050 primary applicant migrants, 6684 migrating unit spouses and 5805 non-migrating unit spouses.

A comparison is also made between findings of all CSAM Introductory Surveys conducted between 2013 and 2020. In this report, respondents from each year's survey are referred to as a cohort, from Cohort 1 (Introductory Survey of 2013) to Cohort 8 (Introductory Survey of 2020).²

Employment outcomes

Skilled Migrants

At the six-month stage of settlement, Skilled Migrants (that is, primary applicant migrants of the Skill stream) demonstrated predominantly better employment outcomes compared to the Australian general population (Appendix: Table 1, and Tables 2a and 2b).³ These employment outcomes, with a comparison to the Australian employment outcomes at the same period, included:

- employment to population ratio—88.9 per cent (27.4 points above that for the general population)
- labour force participation rate—95.7 per cent (30.1 points above that for the general population)
- unemployment rate—7.1 per cent (0.8 points above that for the general population)
- proportion in full-time employment—74.8 per cent (33.0 points above that for the general population)
- median annual earnings—\$67,600 (\$4,600 above that for the general population), comprised of:
 - full-time—\$72,800 (\$10,200 below that for the general population)
 - part-time—\$41,600 (\$7,800 above that for the general population)
- highly skilled employment to population ratio⁴—67.0 per cent.

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.

⁴ 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 if the occupation is classified as ANZSCO skill level 3 or 4, which requires Certificate II, III or IV level qualification
- low skilled if the occupation is classified as ANZSCO skill level 5, which requires Certificate I level qualification, or lower.

The reporting categories for Skilled Migrants were Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled (Appendix: Table 2a).⁵ These categories constitute only primary applicants and are described in more detail in the Survey Methodology section of this report.

Amongst these categories at the six-month stage of settlement, and relative to each other:

- more favourable employment outcomes were recorded by:
 - Employer Sponsored and Onshore Independent migrants, based on higher levels of employment and lower unemployment
 - Offshore Independent migrants, based on higher levels of highly skilled employment relative to semi/low skilled employment, and higher median annual incomes.
- less favourable employment outcomes were recorded by:
 - Offshore Independent migrants, based on lower levels of employment and higher unemployment
 - State/Territory Nominated migrants, based on levels of higher unemployment
 - Other Skilled migrants, based on levels of lower highly skilled employment and higher low skilled employment.

These findings have been consistent across all Introductory Surveys (2013 through to 2020) (Appendix: Figure 1).

Employer Sponsored

- employment to population ratio—94.2 per cent (5.3 points above the average for all Skilled Migrant categories)
- labour force participation rate—96.9 per cent (1.2 points above the average for all Skilled Migrant categories)
- unemployment rate—2.8 per cent (4.3 points below the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—76.0 per cent (9.0 points above the average for all Skilled Migrant categories).

State/Territory Nominated

- employment to population ratio—87.5 per cent (1.4 points below the average for all Skilled Migrant categories)
- labour force participation rate—96.1 per cent (0.4 points above the average for all Skilled Migrant categories)
- unemployment rate—8.9 per cent (1.8 points above the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—66.9 per cent (0.1 points below the average for all Skilled Migrant categories).

Offshore Independent

- employment to population ratio—70.6 per cent (18.3 points below the average for all Skilled Migrant categories)
- labour force participation rate—94.9 per cent (0.8 points below the average for all Skilled Migrant categories)
- unemployment rate—25.7 per cent⁶ (18.5 points above the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—65.0 per cent (2.0 points below the average for all Skilled Migrant categories).

⁵ 'Offshore' and 'Onshore' refer to the location of the migrant at the time of their visa grant, for example, a migrant in Australia on a temporary visa who was granted an Independent skilled visa, would be classified as an Onshore Independent migrant.

⁶ Note: Figures may not sum due to rounding.

Onshore Independent

- employment to population ratio—90.9 per cent (2.0 points above the average for all Skilled Migrant categories)
- labour force participation rate—96.7 per cent (1.0 points above the average for all Skilled Migrant categories)
- unemployment rate—6.0 per cent⁷ (1.2 points below the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—71.1 per cent (4.1 points above the average for all Skilled Migrant categories).

Other Skilled

- employment to population ratio—84.7 per cent⁸ (4.1 points below the average for all Skilled Migrant categories)
- labour force participation rate—93.2 per cent (2.5 points below the average for all Skilled Migrant categories)
- unemployment rate—9.1 per cent (1.9 points above the average for all Skilled Migrant categories)
- highly skilled employment to population ratio—54.4 per cent (12.6 points below the average for all Skilled Migrant categories).

The strong employment outcomes for Employer Sponsored and Onshore Independent migrants are attributable to Employer Sponsored migrants arriving onshore with pre-arranged employment, and Onshore Independent migrants having spent time living and possibly working in Australia, before receiving their permanent visa.

Although Offshore Independent migrants underwent a similar selection process to the Onshore Independent category, they had the highest unemployment rate of all Skilled Migrants at 25.7 per cent—four times higher than for the general population. Offsetting their less favourable unemployment outcome was that Offshore Independent migrants had the highest incomes of all Skilled Migrants, with median annual full-time earnings of \$91,000—\$7,000 above the next highest earning category (Employer Sponsored) and \$11,000 above the Onshore Independent category.

The high rate of unemployment and high income may be attributable to several characteristics. For example, Offshore Independent migrants are likely to have arrived in Australia without a job-offer, and finding work can take time, in particular, unemployment was high at this time due to the economic conditions that arose during the COVID-19 pandemic.⁹ In addition, as these migrants are, in part, selected based on their employment experience and specialist skills, they may be prepared to wait until the right job comes along. Consequently, when they do find work they may tend to work in better paying jobs. Previous CSAM Follow-up Surveys also consistently found substantially improved employment outcomes for Offshore Independent migrants after a further 12 months in Australia.

State/Territory Nominated migrants had mixed employment outcomes compared to the other categories of skilled migrants. For example, more favourable employment outcomes were recorded by:

- Onshore Independent in terms of:
 - unemployment rate
 - level of highly skilled employment.
- Other Skilled category—median annual full-time earnings.

However, their participation rate (96.1 per cent) was on par with all categories except for Other Skilled migrants (93.2 per cent).

⁷ Note: Figures may not sum due to rounding.

⁸ Note: Figures may not sum due to rounding.

⁹ Australian Bureau of Statistics (13 August 2020) <https://www.abs.gov.au/articles/understanding-unemployment-and-loss-work-during-covid-19-period-australian-and-international-perspective> (Accessed October 2024).

The mixed performance of migrants in the Other Skilled category compared to the alternate skilled categories, is the result of the cumulative outcomes of the visa subclasses within this category, and is therefore not representative of each individual within the Other Skilled category. For example, disaggregating the data beyond what is provided in Appendix: Table 2a, and aggregating the visa subclasses to the two largest migration visa categories, Skilled Regional and Global Talent Independent (GTI) identifies that GTI migrants had a much higher unemployment rate (14.6 per cent) compared to Skilled Regional Migrants (7.1 per cent).

Spouses of Skilled Migrants

Also included in CSAM were spouses of the Skilled Migrants, comprised of:

- Migrating Unit Spouses (secondary applicants who migrated as part of the same visa application as their Skill stream spouse)
- Non-Migrating Unit Spouses (people either born in Australia or who migrated to Australia at an earlier time to their Skill stream spouse).

Of these two categories, Non-Migrating Unit Spouses performed better in the labour force, however, both categories reported less favourable employment outcomes than Skilled Migrants, (Appendix: Table 1).

Migrating Unit Spouses of Skilled Migrants

- employment to population ratio—69.6 per cent (8.1 points above that for the general population)
- labour force participation rate—83.6 per cent (18.0 points above that for the general population)
- unemployment rate—16.8 per cent (10.5 points above that for the general population)
- proportion in full-time employment—45.6 per cent¹⁰ (3.9 points above that for the general population)
- median annual earnings—\$49,400 (\$13,600 below that for the general population), comprised of:
 - full-time—\$58,000 (\$25,000 below that for the general population)
 - part-time—\$33,800 (the same as that for the general population).

Non-Migrating Unit Spouses of Skilled Migrants

- employment to population ratio—79.1 per cent (17.6 points above that for the general population)
- labour force participation rate—86.6 per cent¹¹ (21.0 points above that for the general population)
- unemployment rate—8.7 per cent (2.4 points above that for the general population)
- proportion in full-time employment—60.6 per cent (18.8 points above that for the general population)
- median annual earnings—\$65,000 (\$2,000 above that for the general population), comprised of:
 - full-time—\$75,000 (\$8,000 below that for the general population)
 - part-time—\$36,400 (\$2,600 above that for the general population).

Compared to the general population, Non-Migrating Unit Spouses of Skilled Migrants had higher engagement in the labour force (that is, employment-to-population ratio and labour force participation rate); reasonably similar unemployment; and greater median annual earnings.

Whereas for Migrating Unit Spouses, compared to the general population, despite their also having higher engagement in the labour force they nevertheless recorded some less favourable outcomes, and in particular, at 16.8 per cent their unemployment rate was more than two times higher.

¹⁰ Note: Figures may not sum due to rounding.

¹¹ Note: Figures may not sum due to rounding.

Family Migrants

At the six-month stage of settlement, Family Migrants (that is, primary applicant migrants of the Family stream) reported higher engagement compared to the general population, but less favourable earnings at the time of the survey (Appendix: Table 1 and Table 2b). These employment outcomes included:

- employment to population ratio—66.3 per cent¹² (4.9 points above that for the general population)
- labour force participation rate—80.0 per cent¹³ (14.3 points above that for the general population)
- unemployment rate—17.0 per cent (10.7 points above that for the general population)
- proportion in full-time employment—44.7 per cent¹⁴ (3.0 points above that for the general population)
- median annual earnings—\$50,000 (\$13,000 below that for the general population), comprised of:
 - full-time—\$58,000 (\$25,000 below that for the general population)
 - part-time—\$31,800 (\$2,000 below that for the general population).

Family Migrants had relatively similar employment outcomes to Migrating Unit Spouses of Skilled Migrants. This similarity, including both having an unemployment rate over twice that of the general population, was not surprising because migrants from both of these categories are relatively new to Australia, and unlike Skilled Migrants, they were not selected on the basis of their skills and employability.

The reporting categories for Family Migrants were Partner Family and Other Family.¹⁵ These categories are comprised of primary applicants, and are described in more detail in the Survey Methodology section of this report. Of these two categories at the six-month stage of settlement, better employment outcomes were recorded by Partner Family migrants. This was expected given the Other Family category is an elderly cohort comprised of more than nine-in-ten Parent and Aged Parent visa migrants.

Partner Family

- employment to population ratio—67.1 per cent (2.5 points below that for Migrating Unit Spouses of Skilled Migrants)
- labour force participation rate—80.8 per cent (2.8 points below that for Migrating Unit Spouses of Skilled Migrants)
- unemployment rate—17.0 per cent (0.2 points above that for Migrating Unit Spouses of Skilled Migrants)
- highly skilled employment to population ratio—29.8 per cent¹⁶ (1.1 points below that for Migrating Unit Spouses of Skilled Migrants).

Other Family

- employment to population ratio—22.3 per cent¹⁷ (47.2 points below that for Migrating Unit Spouses of Skilled Migrants)
- labour force participation rate—31.4 per cent (52.2 points below that for Migrating Unit Spouses of Skilled Migrants)
- unemployment rate—29.0 per cent (12.2 points above that for Migrating Unit Spouses of Skilled Migrants)
- highly skilled employment to population ratio—3.8 per cent (27.0 points below that for Migrating Unit Spouses of Skilled Migrants).

¹² Note: Figures may not sum due to rounding.

¹³ Note: Figures may not sum due to rounding.

¹⁴ Note: Figures may not sum due to rounding.

¹⁵ Prior to the 2019 Introductory Survey, only Partner visas were included in the Family Migrant category. Since then, the survey was expanded so that the Family Migrant category includes all Family stream visas. This does not include Child visa migrants.

¹⁶ Note: Figures may not sum due to rounding.

¹⁷ Note: Figures may not sum due to rounding.

Spouses of Family Migrants

Also included in CSAM were the spouses of Family Migrants, comprised of:

- Migrating Unit Spouses (secondary applicants who migrated as part of the same visa application as their Family stream spouse)
- Non-Migrating Unit Spouses (people either born in Australia or who migrated to Australia at an earlier time to their Family stream spouse).

Of these two spouse categories, nine-in-ten were Non-Migrating Unit Spouses. This is because the Family stream is overwhelmingly comprised of the Partner visa category, which requires an Australian permanent resident or citizen to be the sponsoring spouse.

The employment outcomes for Non-Migrating Unit Spouses of Family Migrants are substantially better than those for Migrating Unit Spouses of Family Migrants. Whereas they are somewhat mixed when compared to those for the general population (for example, notably better in terms of engagement in the labour force and part-time earnings, but not quite as good in terms of full-time earnings).

As Non-Migrating Unit Spouses of Family Migrants are born in, or are long-term residents of, Australia, it is expected that their employment outcomes are predominantly similar to those of the general population, but with higher engagement in the labour force. This higher engagement is expected because of their younger age profile—more than half were under the age of 34 years and one-in-thirty were over the age of 64 years—and because often by necessity they are likely to be the main earner for their family (given that their spouse only recently settled in Australia).

Conversely, Migrating Unit Spouses of Family migrants had understandably low engagement in the labour force, attributable to the category being mostly comprised of an older profile (that is, they are secondary applicants on Parent, Aged Parent and Aged Dependent visas) such that more than half were over the age of 64 years.

Migrating Unit Spouses of Family Migrants

- employment to population ratio—14.8 per cent¹⁸ (46.6 points below that for the general population)
- labour force participation rate—23.7 per cent¹⁹ (42.0 points below that for the general population)
- unemployment rate—37.2 per cent (30.9 points above that for the general population)
- proportion in full-time employment—8.0 per cent (33.8 points below that for the general population)
- median annual earnings—\$46,800 (\$16,200 below that for the general population), comprised of:
 - full-time—\$51,400 (\$31,600 below that for the general population)
 - part-time—\$24,400 (\$9,300 below that for the general population).

Non-Migrating Unit Spouses of Family Migrants

- employment to population ratio—83.7 per cent²⁰ (22.3 points above that for the general population)
- labour force participation rate—90.5 per cent²¹ (24.8 points above that for the general population)
- unemployment rate—7.5 per cent²² (1.1 points below that for the general population)
- proportion in full-time employment—70.1 per cent²³ (28.4 points above that for the general population)
- median annual earnings—\$67,600 (\$4,600 above that for the general population), comprised of:
 - full-time—\$75,000 (\$8,000 below that for the general population)
 - part-time—\$35,100 (\$1,300 above that for the general population).

¹⁸ Note: Figures may not sum due to rounding.

¹⁹ Note: Figures may not sum due to rounding.

²⁰ Note: Figures may not sum due to rounding.

²¹ Note: Figures may not sum due to rounding.

²² Note: Figures may not sum due to rounding.

²³ Note: Figures may not sum due to rounding.

Summary

In general, Skilled Migrants had better employment outcomes than other surveyed categories, followed by spouses who were Australian citizens/residents (that is, Non-Migrating Unit Spouses of Skilled Migrants and of Non-Migrating Unit Spouses of Family Migrants).

Family Migrants, and Migrating Unit Spouses of Skilled Migrants, had less favourable employment outcomes. This is likely because both of these categories were comprised of migrants who were:

- not selected for migration on the basis of their skills or employability (unlike Skilled Migrants)
- relatively new to Australia, with all of the inherent employment integration challenges this entails (unlike Non-Migrating Unit Spouses and Family stream spouses, who were either born in Australia or had migrated to Australia at an earlier time)
- more likely than other surveyed categories to have family caring duties—supported by data from previous CSAM Follow-up Surveys.²⁴

Migrating Unit Spouses of Family Migrants reported little engagement in the workforce, and where this was reported, there was very little difference between full-time and part-time employment. This difference is more likely a result of the prevailing labour market conditions that occurred during the COVID-19 pandemic compared with those surveyed in 2019, where they were predominantly in part-time employment. This was not an unexpected result, given the older profile of the Parent, Aged Parent and Aged Dependent visas, which comprise the vast majority of this category.

Employment outcomes of Skilled Migrants by cohort over 2013 to 2020

The CSAM provides a time series of employment outcomes for different cohorts of migrants, based on their year of settlement (Appendix: Figure 1). Using the eight Follow-up Surveys from 2014 to 2020 (cohorts 1-through-8), comparisons are provided of employment outcomes between the skilled reporting categories, and between Skilled Migrants and the general population.

Comparison between cohorts for skilled categories

Employment to population ratio:

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

Proportion in highly skilled employment:

- upward trend for all Skilled Migrant visa categories.

Unemployment rate:

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

Labour force participation rate:

- upward trend for Onshore Independent and Other Skilled

²⁴ Based on data from CSAM Cohorts 1 to 8, 55.2 per cent of Migrating Unit Spouses of Skilled Migrants and 44.6 per cent of Family Migrants performed unpaid family care duties (that is, in the two weeks preceding the survey they provided unpaid care for a child and/or elderly/disabled/ill family member). This was greater than any of the other categories, with 33.0 per cent of Skilled Migrants, 43.7 per cent of Non Migrating Unit Spouses of Family Migrants, 43.9 per cent of Migrating Unit Spouses of Family Migrants, and 31.8 per cent of Non Migrating Unit Spouses of Skilled Migrants, who performed unpaid family care duties. N.B: In Cohorts 1 to 6, the Family Migrant category included only Partner visa migrants, other Family migrants were not included until Cohort 7.

- trend relatively flat for State/Territory Nominated and Offshore Independent
- downward trend for Employer Sponsored.

Median annual full-time earnings:

- upward trend for all Skilled Migrant visa categories.

Proportion in full-time employment:

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

Comparison between Cohorts 1 and 8 for Skilled Migrants and the Australian general population

Employment to population ratio:

- decreased 1.3 percentage points for Skilled Migrants
- increased 0.6 percentage points for the general population.

The difference in the employment rate for Skilled Migrants and the general population remained large, with an average rate over the eight years of 89.3 per cent and 61.6 per cent, respectively.

Unemployment rate:

- increased 1.2 percentage points for Skilled Migrants
- increased 0.9 percentage points for the general population.

In 2013 and 2020, the unemployment rate for Skilled Migrants was commensurate with that for the general population, at 6.0 per cent and 5.4 per cent respectively in 2013, and 7.1 per cent and 6.3 per cent respectively in 2020. From 2014 to 2018, the unemployment rate for Skilled Migrants was consistently higher than that for the general population, with an average rate over the five years of 7.2 per cent and 5.3 per cent, respectively.

Labour force participation rate:

- decreased 0.2 percentage points for Skilled Migrants
- increased 1.3 percentage points for the general population.

The difference in the participation rate for Skilled Migrants and the general population remained large, with an average rate over the seven years of 95.8 per cent and 65.1 per cent, respectively.

Median annual full-time earnings:

- increased \$1,830 per year on average for Skilled Migrants
- increased \$1,870 per year on average for the general population.

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 eight years has been observed.

Full-time employment to population ratio:

- decreased by 4.5 percentage points for Skilled Migrants
- decreased by 0.7 percentage points for the general population.

The difference in the full-time employment rate for Skilled Migrants and the general population remained large, with an average rate over the seven years of 78.4 per cent and 42.3 per cent, respectively.

Occupation, industry and job characteristics

The CSAM provides detailed data on surveyed migrants at the occupation and industry level, including the proportion of Skilled Migrants who are working in their nominated occupation at the time of the survey (Appendix: Tables 1, 3 and 4).²⁵ It also collects information on the employment characteristics of recent migrants, such as hours worked and the proportion who are self-employed.

Occupation

At the six-month stage of settlement more than half (54.6 per cent) of employed Skilled Migrants were working in a professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. This was more than twice the rate for the Australian general population (25.6 per cent), and well above the rate for most other surveyed categories. The rates for Skilled Migrants working as managers (11.2 per cent) and as technicians and trades workers (11.5 per cent) were slightly lower than that for the Australian general population (12.5 per cent and 13.9 per cent, respectively).

Of those Skilled Migrants employed at the six-month stage of settlement, the three most common occupations were midwifery and nursing professionals (13.9 per cent), business and systems analysts, and programmers (6.8 per cent), and engineering professionals (5.3 per cent).

Some occupations have a larger share of people working in them. For example, for Skilled Migrants more than half of those employed were working in just 10.0 per cent of occupations (12 out of 120) captured in the Introductory Survey. Conversely, Migrating Unit Spouses and Non-Migrating Unit Spouses of Family Migrants had the most uniform distribution throughout their occupations (6 out of 17, and 23 out of 116, respectively). At the time of the survey, the proportion of occupations that accounted for half of those working, was:

- 35.3 per cent for Migrating Unit Spouses of Family Migrants
- 19.8 per cent for Non-Migrating Unit Spouses of Family Migrants
- 16.5 per cent for Family Migrants
- 16.4 per cent for Non-Migrating Unit Spouses of Skilled Migrants
- 14.0 per cent for Migrating Unit Spouses of Skilled Migrants
- 10.0 per cent for Skilled Migrants.

At the time of the survey, of those Skilled Migrants with a nominated occupation, 69.5 per cent were employed in either their nominated occupation (56.0 per cent) or in an occupation of equivalent or higher skill level (13.6 per cent). One-in-five (20.9 per cent) were working at a lower skill level and the remaining 9.5 per cent were not working.²⁶

²⁵ Within this report 'occupations' is reported at the ANZSCO Minor Group (3-digit) level, and 'nominated occupation' at the ANZSCO Unit Group (4-digit) level.

²⁶ 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.

Industry

At 21.2 per cent, health care and social assistance was the main industry of employment of all surveyed migrants who had a job. This was the main industry of employment for all reporting categories. Of note, the proportion of migrants working in the health care and social assistance industries was much higher than for migrants captured in the 2019 survey, and is reflective of the increased demand for these workers during the COVID-19 pandemic.²⁷

The main industries of employment for Skilled Migrants were health care and social assistance (30.3 per cent), professional, scientific and technical services (12.5 per cent), education and training (9.8 per cent), construction (8.1 per cent), and accommodation and food services (7.3 per cent). In total, 67.9 per cent²⁸ of Skilled Migrants were working in these five industries—21.1 points higher than for the general population.

The other reporting categories were also concentrated in a handful of industries. The proportion working in each reporting category's top five industries ranged from 54.0 per cent²⁹ for Non-Migrating Unit Spouses of Family Migrants, to 64.6 per cent for Non-Migrating Unit Spouses of Skilled Migrants—9.2 points and 16.4 points higher, respectively, than the proportion of the general population working in the same five industries. Australia's general population is also concentrated in a handful of industries (although slightly less so than those surveyed) with, at the time of the survey, 50.5 per cent working in just five out of a total of 19 industries.

Job characteristics

At the six-month stage of settlement, 83.0 per cent of Skilled Migrants were employees working for wages and salaries and 5.8 per cent were business owners (with the remaining 11.1 per cent³⁰ not working).

The rate of business ownership for surveyed migrants was 7.5 per cent, and for each of the surveyed categories the rate was lower than for the Australian population (10.1 per cent), with the exception of Non-Migrating Unit Spouses of Family Migrants (11.7 per cent).

At the six-month stage of settlement, 74.8 per cent of Skilled Migrants were working full-time, that is, working 35 hours or more per week, 14.1 per cent were working part-time and the remaining 11.1 per cent were not working. This rate of full-time employment was substantially higher than for the other surveyed categories (between 4.6 percentage points³¹ to 66.8 percentage points higher) and was 32.9 percentage points higher than that for the general population.

Migration, demographic and language characteristics

The CSAM collects detailed information on the characteristics and social integration of migrants (Appendix: Tables 5 to 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.

²⁷ Health Care and Social Assistance Gross value added (GVA) rose by 4.4 per cent in financial year 2019-2020, Australian Bureau of Statistics—<https://www.abs.gov.au/statistics/economy/national-accounts/australian-national-accounts-state-accounts/2019-20> (Accessed October 2024).

²⁸ Note: Figures may not sum due to rounding.

²⁹ Note: Figures may not sum due to rounding.

³⁰ Note: Figures may not sum due to rounding.

³¹ Note: Figures may not sum due to rounding.

English proficiency

The CSAM collected data on English proficiency that is based on self-assessment. The results showed some clear patterns, with more than half (54.6 per cent) of Skilled Migrants and more than one-third (39.8 per cent) of Family Migrants speaking English as their best or only language (Appendix: Table 5). Furthermore, almost all (98.5 per cent) Skilled Migrants and the majority (87.3 per cent) of Family Migrants assessed themselves as speaking English well or better.

Duration of residence in Australia had a high impact on spoken English proficiency, with Non-Migrating Unit Spouses having a higher proportion of respondents with English as their 'best or only' spoken language.

- Non-Migrating Unit Spouses of Skilled Migrants (64.0 per cent)
- Non-Migrating Unit Spouses of Family Migrants (77.9 per cent).

This is as expected as these respondents were either born in Australia or migrated to Australia earlier than their spouse.

Reason for migrating

The main reason for migrating to Australia given by Skilled Migrants was for a 'better future for me or my family' (50.4 per cent) followed by for 'work or business opportunities' (18.2 per cent).

Disaggregating beyond what is shown in Appendix: Table 6, these two responses, respectively, were the highest responses for the majority of the reporting categories, with:

- 43.8 per cent and 26.0 per cent for Employer Sponsored
- 43.2 per cent and 22.0 per cent for Onshore Independent
- 53.7 per cent and 15.0 per cent for State/Territory Nominated
- 56.6 per cent and 12.7 per cent for Other Skilled (their 1st and 3rd highest responses), and 'a higher standard of living' (15.9 per cent) their 2nd highest response
- 76.6 per cent and 4.6 per cent for Offshore Independent (their 1st and 4th highest responses), and 'a higher standard of living' (11.7 per cent) their 2nd highest response.

For Family Migrants, the main reason cited, was 'to join their partner, family or relatives' who were already residing in Australia (75.9 per cent) followed by for 'a better future for me or my family' (13.0 per cent).

Within the Family Migrant category, these were also the two highest responses, respectively, with:

- 75.9 per cent and 13.0 per cent for Partner Family
- 80.7 per cent and 14.1 per cent for Other Family.

Educational profile

A high level of education (Appendix: Table 7) is typical for recently arrived Skilled Migrants and Family Migrants, compared to the Australian population.³² At the six-month stage of settlement:

- 96.3 per cent³³ of Skilled Migrants and 78.1 per cent of Family Migrants had a post-school qualification, compared to 63.6 per cent for the Australian population
- 84.0 per cent of Skilled Migrants and 55.9 per cent of Family Migrants had a university degree, compared to 30.5 per cent for the Australian population.

³² Based on the 2021 Census of those not in full-time study and aged 15 years and over. Not shown in Appendix: Table 7.

³³ Note: Figures may not sum due to rounding.

Many of these qualifications were attained in Australia, and at the six-month stage of settlement, with:

- 63.6 per cent³⁴ of Skilled Migrants and 37.1 per cent of Family Migrants having an Australian post-school qualification
- 77.3 per cent of Skilled Migrants and 66.4 per cent of Family Migrants having an overseas post-school qualification.

Management and commerce was the main field of study for all primary applicant Migrants, whether the qualifications were attained in Australia or overseas, with:

- 36.0 per cent and 26.5 per cent, respectively, which held true for Family Migrants, with 44.1 per cent and 30.5 per cent, respectively.

However, this did not hold true for Skilled Migrants, with:

- 26.3 per cent and 19.4 per cent, ranking second and third, respectively. For Skilled Migrants, the main fields of study were Health (26.8 per cent), with an Australian qualification, and Engineering and related technologies (22.6 per cent), with an overseas qualification.

Carer duties and other unpaid activities

A little under a half (45.9 per cent) of Migrating Unit Spouses of Skilled Migrants provided unpaid care to someone in the two weeks before they were surveyed (Appendix: Table 8), namely:

- 6.3 per cent provided unpaid care to other family members who were elderly, ill or disabled
- 43.8 per cent provided unpaid care to children, comprised of:
 - 42.7 per cent for their own child
 - 1.9 per cent for someone else's child.³⁵

This overall proportion who provided unpaid care, was 6.4 percentage points higher than for Migrating Unit Spouses of Family Migrants (39.5 per cent). However, this category of migrants had a uniquely different split compared to the other surveyed respondents, particularly so when it came to caring for children, with:

- 16.1 per cent provided unpaid care to other family members who were elderly, ill or disabled
- 34.4 per cent provided unpaid care to children, comprised of:
 - 14.9 per cent for their own child
 - 21.9 per cent for someone else's child.³⁶

The reason for the different profile of carer duties may be attributable to Migrating Unit Spouses of Family Migrants being comprised of Parent, Aged Parent, Aged Dependent and Carer visas (visa categories that typically do not include young children). It was thus not surprising that this category had a larger portion caring for other people's children instead of their own, whereas the reverse was the case for all of the other categories.

³⁴ Note: Figures may not sum due to rounding.

³⁵ Proportions exclude not known or not answered responses and therefore may not sum to totals.

³⁶ Proportions exclude not known or not answered responses and therefore may not sum to totals.

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 Introductory Survey, the main subject of this report, included primary applicant migrants who settled in Australia around mid-April 2020, 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 2020 to 31 July 2020
- Onshore visa—date of visa grant: 1 January 2020 to 31 July 2020.

The population file consisted of 65,857 sample records, which after data cleansing left 63,556 records as the population frame. The sample selection process was conducted in two stages, initially delivering 18,545 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 22,000 records. Of these, 4436 sample records were matched to state and territory records. A total of 28,539 respondents completed the Introductory Survey for Cohort 8—16,050 primary applicant migrants and 12,489 spouses.

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

Results presented in this report were weighted to help account for any discrepancies between the profile of the 22,000 migrants invited to participate in the Introductory Survey and those completing the Introductory 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 each 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 to examine changes in outcomes between surveys for a particular cohort. For example, six-month settlement outcomes for Cohort 8 that are presented in this report, may differ slightly from six-month settlement outcomes for Cohort 8 presented in any forthcoming reports, because these later reports will have used updated weighting 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:

1. **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.
2. **Family stream**—enables family reunion by allowing the migration of family members such as spouses, 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 have therefore been included as part of the reports for the Follow-up and Further Follow-up surveys, from 2020 and 2021 onwards, respectively.

Appendix: Tables and figures

Table 1: Employment outcomes by visa stream at six-month stage of settlement

Outcomes (weighted)	All surveyed migrants ¹	Skill stream			Family stream			General Pop. ²
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Family Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	
Sample size	22,734	11,661	6,507	1,937	4,389	177	3,868	N/A
Employment (%)								
Employed	72.9	88.9	69.6	79.1	66.3	14.8	83.7	61.5
<i>By skill level of job³</i>								
<i>Highly skilled</i>	40.0	67.0	30.8	49.5	29.3	1.9	49.2	N/A
<i>Semi-skilled</i>	22.7	16.8	25.6	21.6	25.1	3.3	27.3	N/A
<i>Low skilled</i>	10.2	5.2	13.2	8.0	12.0	9.6	7.3	N/A
Unemployed	11.8	6.8	14.1	7.5	13.6	8.8	6.7	4.2
Not in labour force	15.4	4.3	16.4	13.4	20.0	76.3	9.5	34.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	13.9	7.1	16.8	8.7	17.0	37.2	7.5	6.3
Participation rate	84.6	95.7	83.6	86.6	80.0	23.7	90.5	65.6
Employee	65.4	83.0	62.0	72.9	58.1	11.6	72.1	51.4
Self-employed ⁴	7.5	5.8	7.5	6.2	8.3	3.3	11.7	10.1
Full-time work	53.1	74.8	45.6	60.6	44.7	8.0	70.1	41.8
Part-time work	19.8	14.1	23.9	18.5	21.6	6.8	13.6	19.7
Annual earning, hours worked and rate of pay (median)⁵ (weighted)								
Sample size (employed)	16,832	10,134	4,014	1,277	2,661	N/A	2,864	N/A
Earnings (\$'000)	54.6	67.6	49.4	65.0	50.0	N/A	67.6	63.0
Full-time earnings (\$'000)	62.5	72.8	58.0	75.0	58.0	N/A	75.0	83.0
Part-time earnings (\$'000)	33.8	41.6	33.8	36.4	31.8	N/A	35.1	33.8
Hours (hours/week)	38.0	38.0	38.0	38.0	38.0	N/A	40.0	N/A
Hourly pay (\$/hour)	29.8	34.2	27.1	32.9	27.3	N/A	32.2	N/A
Time held job, number of jobs								
Average number of months held a job in last 12 months including current job	10.1	10.7	NC	NC	9.8	NC	NC	N/A
Average number of jobs held in last 12 months including current job	1.4	1.4	NC	NC	1.4	NC	NC	N/A

Note: N/A = not available. NC = not collected.

1. 'All surveyed migrants' excludes Skill stream Non-Migrating Unit Spouse and Family stream Non-Migrating Unit Spouse, 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 2020 'Original'. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2021 release for 'At six months', the closest date to the survey date for which data is available at time of publication. Data may differ slightly from previous reports due to ABS revisions.

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

4. 'Self-employed' combines 'Owner Manager' with 'Contributing family worker' for both the ABS and CSAM data presented.

5. Income records flagged as outliers, or where stated income is markedly different between the Introductory Survey and Follow-up Survey will be flagged during the Follow-up Survey, whereby respondents will be asked to confirm or rectify their income information.

Table 2a: Employment outcomes for Skilled Migrants (primary applicants) at six-month stage of settlement

Outcome (weighted)	All Skill stream	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled	General Pop. ¹
Sample size	11,661	2,241	4,436	155	1,897	2,932	N/A
Employment (%)							
Employed	88.9	94.2	87.5	70.6	90.9	84.7	61.5
<i>By skill level of job²</i>							
<i>Highly skilled</i>	67.0	76.0	66.9	65.0	71.1	54.4	N/A
<i>Semi-skilled</i>	16.8	15.8	14.1	4.4	17.0	22.3	N/A
<i>Low skilled</i>	5.2	2.4	6.4	1.2	2.8	8.0	N/A
Unemployed	6.8	2.7	8.6	24.4	5.8	8.5	4.2
Not in labour force	4.3	3.1	3.9	5.1	3.3	6.8	34.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	7.1	2.8	8.9	25.7	6.0	9.1	6.3
Participation rate	95.7	96.9	96.1	94.9	96.7	93.2	65.6
Proportion self-employed ³	5.8	4.7	3.8	2.0	6.1	10.3	10.1
Proportion in full-time work	74.8	88.0	67.7	62.2	79.4	68.9	41.8
Annual earnings, hours worked and rate of pay (median)⁴							
Sample size (employed)	10,134	2,056	3,855	105	1,692	2,426	N/A
Earnings (\$'000)	67.6	82.5	61.0	90.0	78.0	60.0	63.0
Full-time earnings (\$'000)	72.8	84.0	65.0	91.0	80.0	66.3	83.0
Part-time earnings (\$'000)	41.6	47.8	41.6	65.0	46.8	40.0	33.8
Hours (hours/week)	38.0	40.0	38.0	40.0	40.0	38.0	N/A
Rate of pay (\$/hour)	34.2	39.5	31.4	45.6	37.5	31.3	N/A

Note: 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 and the 'Detailed' version, released March 2025, data presented is November 2020 'Original'. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2021 release for 'At six months', the closest date to the survey date for which data is available at time of publication. Data may differ slightly from previous reports due to ABS revisions.

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

3. 'Self-employed' combines 'Owner Manager' with 'Contributing family worker' for both the ABS and CSAM data presented.

4. Income records flagged as outliers, or where stated income is markedly different between Introductory Survey and Follow-up Survey will be flagged to phone interviewers during the Follow-up Survey, whereby respondents will be asked to confirm or rectify their income information.

Table 2b: Employment outcomes for Family Migrants (primary applicants) at six-month stage of settlement

Outcome (weighted)	All Family stream	Partner Family	Other Family	General Pop. ¹
Sample size	4,389	3,986	403	N/A
Employment (%)				
Employed	66.3	67.1	22.3	61.5
<i>By skill level of employment²</i>				
<i>Highly skilled</i>	29.3	29.8	3.8	N/A
<i>Semi-skilled</i>	25.1	25.3	10.9	N/A
<i>Low skilled</i>	12.0	12.0	7.6	N/A
Unemployed	13.6	13.7	9.1	4.2
Not in labour force	20.0	19.2	68.6	34.4
Total	100.0	100.0	100.0	100.0
Unemployment rate	17.0	17.0	29.0	6.3
Participation rate	80.0	80.8	31.4	65.6
Proportion self-employed ³	8.3	8.3	5.6	10.1
Proportion in full-time work	44.7	45.3	8.5	41.8
Annual earnings, hours worked and rate of pay (median)⁴				
Sample size (employed)	2,661	2,576	85	N/A
Median annual earnings (\$'000)	50.0	50.0	34.0	63.0
Median annual full-time earnings (\$'000)	58.0	58.0	49.9	83.0
Median annual part-time earnings (\$'000)	31.8	31.9	26.0	33.8
Median hours per week (hours/week)	38.0	38.0	30.0	N/A
Median hourly rate of pay (\$/hour)	27.3	27.3	25.0	N/A

Note: 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, and the 'Detailed' version, released March 2025, data presented is November 2020 'Original'. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2021 release for 'At six months', the closest date to the survey dates for which data is available at time of publication. Data may differ slightly from previous reports due to ABS revisions.

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

3. 'Self-employed' combines 'Owner Manager' with 'Contributing family worker' for both the ABS and CSAM data presented.

4. Income records flagged as outliers, or where stated income is markedly different between Introductory Survey and Follow-up Survey will be flagged to phone interviewers during the Follow-up Survey, whereby respondents will be asked to confirm or rectify their income information.

Table 3: Occupation, industry and nominated field by visa stream at six-month stage of settlement

Outcome (weighted)	All surveyed migrants ¹	Skill stream			Family stream			General Pop. ²
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Family Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	
Sample size (employed)	16,832	10,134	4,014	1,277	2,661	N/A	2,864	N/A
Occupation category (%)								
Managers	11.2	11.2	9.5	12.6	11.7	N/A	16.2	12.5
Professionals	33.2	54.6	25.3	40.8	21.2	N/A	34.4	25.6
Technicians and trades workers	11.3	11.5	8.8	8.8	11.7	N/A	14.9	13.9
Other occupations	44.3	22.7	56.4	37.7	55.4	N/A	34.5	48.1
Nominated field of work³ (%)								
Sample size (with nominated occupation)	N/A	11,285	N/A	N/A	N/A	N/A	N/A	N/A
Working in nominated field	N/A	56.0	N/A	N/A	N/A	N/A	N/A	N/A
Working at the same (or higher) skill level as nominated field	N/A	13.6	N/A	N/A	N/A	N/A	N/A	N/A
Working at lower skill level than nominated field	N/A	20.9	N/A	N/A	N/A	N/A	N/A	N/A
Not working	N/A	9.5	N/A	N/A	N/A	N/A	N/A	N/A

Note: N/A = not available.

1. 'All surveyed migrants' excludes Skill stream Non-Migrating Unit Spouse and Family stream Non-Migrating Unit Spouse, 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, Detailed, released March 2025. Data presented is November 2020 'Original'.

3. Working in nominated field is determined at 4-digit ANZSCO occupation. Percentages are based only on those with a nominated occupation.

Table 4: Most common occupation groups and industries of employed by visa stream at six-month stage of settlement

Outcome (weighted)	CSAM	General Pop. ¹	Outcome (weighted)	CSAM	General Pop. ¹
Occupation ² (%)			Industry ² (%)		
All surveyed migrants ³					
Sample size — 16,832					
Midwifery and Nursing Professionals	5.8	2.7	Health Care and Social Assistance	21.2	13.6
Sales Assistants and Salespersons	4.6	5.4	Accommodation and Food Services	11.5	6.4
Personal Carers and Assistants	4.4	2.5	Education and Training	9.6	8.7
Business and Systems Analysts, and Programmers	3.5	1.5	Professional, Scientific and Technical Services	9.5	9.0
Cleaners and Laundry Workers	3.5	2.2	Retail Trade	9.3	10.0
Skilled Migrants					
Sample size — 10,134					
Midwifery and Nursing Professionals	13.9	2.7	Health Care and Social Assistance	30.3	13.6
Business and Systems Analysts, and Programmers	6.8	1.5	Professional, Scientific and Technical Services	12.5	9.0
Engineering Professionals	5.3	1.5	Education and Training	9.8	8.7
Medical Practitioners	4.4	0.9	Construction	8.1	9.1
Accountants, Auditors and Company Secretaries	3.1	1.8	Accommodation and Food Services	7.3	6.4
Migrating Unit Spouse of Skilled Migrants					
Sample size — 4,014					
Personal Carers and Assistants	10.2	2.5	Health Care and Social Assistance	25.8	13.6
Cleaners and Laundry Workers	5.7	2.2	Retail Trade	11.7	10.0
Sales Assistants and Salespersons	5.2	5.4	Accommodation and Food Services	11.0	6.4
Business and Systems Analysts, and Programmers	3.2	1.5	Education and Training	8.4	8.7
Accountants, Auditors and Company Secretaries	3.1	1.8	Manufacturing	7.7	6.5
Non-Migrating Unit Spouse of Skilled Migrants					
Sample size — 1,277					
Personal Carers and Assistants	5.7	2.5	Health Care and Social Assistance	27.9	13.6
Midwifery and Nursing Professionals	5.5	2.7	Construction	11.1	9.1
Medical Practitioners	4.3	0.9	Retail Trade	9.3	10.0
Engineering Professionals	4.0	1.5	Professional, Scientific and Technical Services	8.4	9.0
Cleaners and Laundry Workers	2.9	2.2	Accommodation and Food Services	7.9	6.4
Family Migrants					
Sample size — 2,661					
Sales Assistants and Salespersons	6.2	5.4	Accommodation and Food Services	14.2	6.4
Cleaners and Laundry Workers	4.5	2.2	Health Care and Social Assistance	14.2	13.6
Personal Carers and Assistants	4.2	2.5	Retail Trade	10.7	10.0
Hospitality Workers	3.8	2.0	Education and Training	9.8	8.7
Food Trades Workers	3.4	1.5	Construction	8.0	9.1
Migrating Unit Spouse of Family Migrants					
Sample size — N/A					
Not reported due to small sample size			Not reported due to small sample size		
Non-Migrating Unit Spouse of Family Migrants					
Sample size — 2,864					
Engineering Professionals	3.8	1.5	Construction	13.6	9.1
Construction, Distribution and Production Managers	3.7	2.4	Health Care and Social Assistance	13.2	13.6
Accountants, Auditors and Company Secretaries	3.6	1.8	Professional, Scientific and Technical Services	10.4	9.0
Business and Systems Analysts, and Programmers	3.5	1.5	Manufacturing	8.6	6.5
Advertising, Public Relations and Sales Managers	2.9	1.2	Accommodation and Food Services	8.1	6.4

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 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 excludes Skill stream Non-Migrating Unit Spouse and Family stream Non-Migrating Unit Spouse, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.

Table 5: Language characteristics by visa stream at six-month stage of settlement

Characteristic			
Main language spoken (weighted %)		Spoken English proficiency (weighted %)	
All surveyed migrants ¹			
Sample size — 22,734			
English	44.8	Best or only	44.7
Mandarin	6.3	Very well	21.1
Chinese	4.0	Well	25.1
Spanish	3.0	Not well	8.2
Vietnamese	3.0	Not at all	0.9
Skilled Migrants			
Sample size — 11,661			
English	54.6	Best or only	54.6
Mandarin	6.3	Very well	24.0
Chinese	4.2	Well	19.9
Nepali	3.5	Not well	1.4
Persian (excluding Dari)	2.8	Not at all	0.0
Migrating Unit Spouse of Skilled Migrants			
Sample size — 6,507			
English	46.2	Best or only	45.2
Mandarin	5.6	Very well	19.0
Nepali	5.1	Well	27.9
Chinese	4.0	Not well	7.4
Persian (excluding Dari)	3.4	Not at all	0.4
Non-Migrating Unit Spouse of Skilled Migrants			
Sample size — 1,937			
English	65.6	Best or only	64.0
Nepali	4.1	Very well	15.7
Mandarin	3.7	Well	17.0
Punjabi	2.7	Not well	3.1
Spanish	2.0	Not at all	0.1
Family Migrants			
Sample size — 4,389			
English	39.8	Best or only	39.8
Mandarin	6.5	Very well	20.4
Spanish	4.0	Well	27.1
Chinese	3.9	Not well	11.5
Vietnamese	3.6	Not at all	1.2
Migrating Unit Spouse of Family Migrants			
Sample size — 177			
English	37.2	Best or only	37.2
Mandarin	12.1	Very well	1.3
Chinese	10.1	Well	8.1
Vietnamese	9.2	Not well	32.0
Punjabi	4.9	Not at all	21.3
Non-Migrating Unit Spouse of Family Migrants			
Sample size — 3,868			
English	79.1	Best or only	77.9
Mandarin	3.1	Very well	11.1
Chinese	1.9	Well	8.5
Vietnamese	1.6	Not well	2.0
Cantonese	1.2	Not at all	0.5

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

Table 6: Main reasons for migration by visa stream (primary applicants) at six-month stage of settlement

Outcome (weighted)	All Primary Applicants	Skill stream Primary Applicant	Family stream Primary Applicant
Sample size	16,050	11,661	4,389
Main reason for migration (%)			
Better future for me or my family	25.1	50.4	13.0
A higher standard of living	6.4	13.5	3.0
Australia's features—beaches, climate, lifestyle, etc.	6.3	12.3	3.5
To join my partner, family or relatives	52.4	2.6	75.9
Work or business opportunities	7.4	18.2	2.2
Education/study	1.9	2.1	1.8
Other reason	0.6	0.9	0.5

Table 7: Educational characteristics by visa stream (primary applicants) at six-month stage of settlement

Outcome (weighted) (%)	All Primary Applicants	Skill stream - Primary Applicant	Family stream - Primary Applicant
Sample size	16,050	11,661	4,389
Country of highest education attainment			
Australian qualification only	14.0	18.9	11.7
Overseas qualification only	38.3	32.7	40.9
Both Australian and overseas qualification	31.7	44.6	25.5
No post-school qualification	16.1	3.7	21.9
Highest education attainment			
Doctoral degree	4.1	9.3	1.6
Master degree	22.4	32.9	17.4
Other postgraduate qualification	4.6	4.5	4.6
Bachelor degree	33.9	37.3	32.3
Diploma/Certificate level	18.3	11.9	21.3
Other post-school qualification	0.7	0.3	0.9
No post-school qualification	16.1	3.7	21.9
Field of study (weighted) (%)			
Australian qualification		Overseas qualification	
All primary applicants	Sample size — 8,948	Sample size — 11,770	
Management and Commerce	36.0	Management and Commerce	26.5
Health	16.2	Society and Culture	14.5
Society and Culture	12.4	Engineering and Related Technologies	14.0
Engineering and Related Technologies	9.6	Health	13.1
Information Technology	7.6	Information Technology	9.4
<i>Australian qualification attained</i>	<i>45.7</i>	<i>Overseas qualification attained</i>	<i>69.9</i>
Skilled Migrants	Sample size — 7,527	Sample size — 9,021	
Health	26.8	Engineering and Related Technologies	22.6
Management and Commerce	26.3	Health	20.7
Engineering and Related Technologies	15.3	Management and Commerce	19.4
Information Technology	11.7	Information Technology	14.5
Society and Culture	6.5	Society and Culture	7.3
<i>Australian qualification attained</i>	<i>63.6</i>	<i>Overseas qualification attained</i>	<i>77.3</i>
Family Migrants	Sample size — 1,421	Sample size — 2,749	
Management and Commerce	44.1	Management and Commerce	30.5
Society and Culture	17.3	Society and Culture	18.6
Food, Hospitality and Personal Services	8.9	Engineering and Related Technologies	9.1
Health	7.5	Health	8.8
Education	5.0	Information Technology	6.6
<i>Australian qualification attained</i>	<i>37.1</i>	<i>Overseas qualification attained</i>	<i>66.4</i>

Table 8: Activities in last two weeks by visa stream¹ at six-month stage of settlement

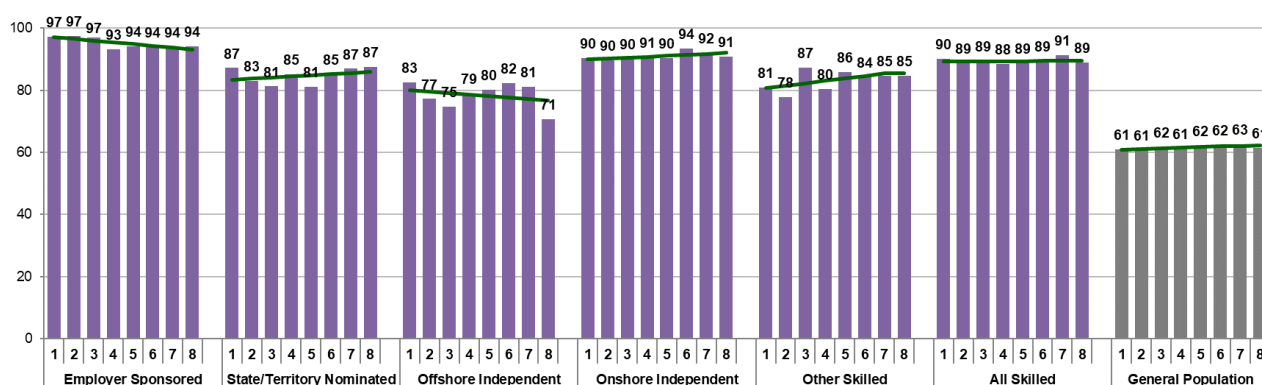
	All surveyed migrants ¹	Skill stream			Family stream		
		Skilled Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Family Migrant	Migrating Unit Spouse	Non-Migrating Unit Spouse
Sample size	22,734	11,661	6,507	1,937	4,389	177	3,868
Provision of unpaid care or assistance in last two weeks² (weighted) (%)							
Provided care or assistance to anyone	33.6	25.8	45.9	25.1	34.2	39.5	35.6
<i>To elderly, ill or disabled family members</i>	5.7	3.9	6.3	5.5	6.2	16.1	8.3
To own or other children	30.7	23.4	43.8	21.8	30.9	34.4	30.6
<i>To own children</i>	28.5	21.5	42.7	19.2	28.5	14.9	28.9
<i>To other people's children</i>	2.5	2.2	1.9	3.1	2.7	21.9	1.9
Other activities in last two weeks² (weighted) (%)							
Unpaid domestic work for household	55.3	49.2	55.5	49.9	58.3	49.4	54.0
Voluntary work through an organisation / group	5.1	5.7	4.6	4.4	4.9	3.3	3.7
Full / part-time study	14.2	14.2	13.2	14.4	14.6	5.5	9.4
None	37.4	42.5	37.7	41.7	34.9	45.8	40.7

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

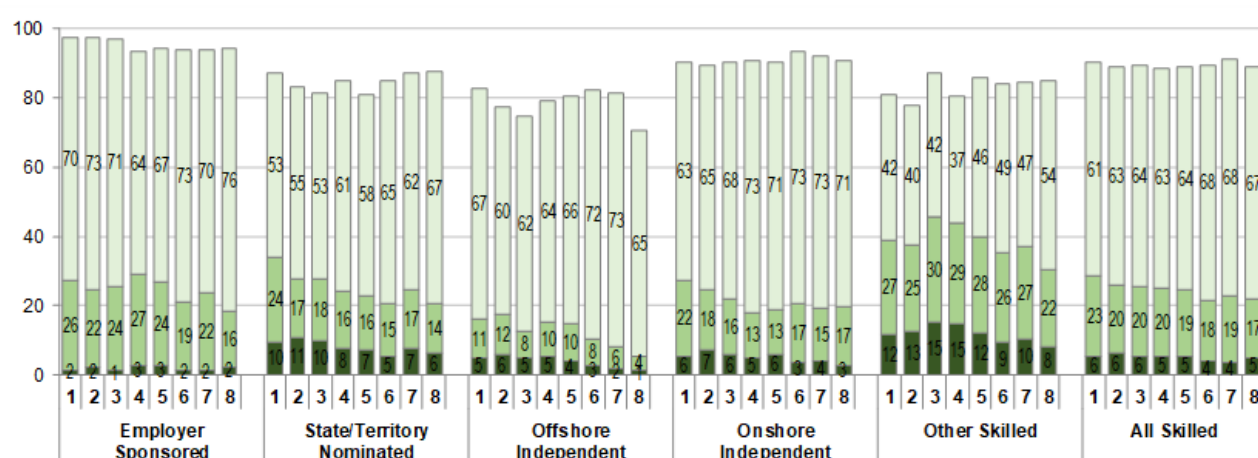
2. Multiple responses were accepted.

Figure 1: Comparisons of key employment outcomes between survey cohorts (primary applicants) and the Australian general population, at six-month stage of settlement

a) Employment to population ratio (per cent)



b) Highly skilled / semi-skilled / low skilled employment to population ratio (per cent)



c) Unemployment rate (per cent)

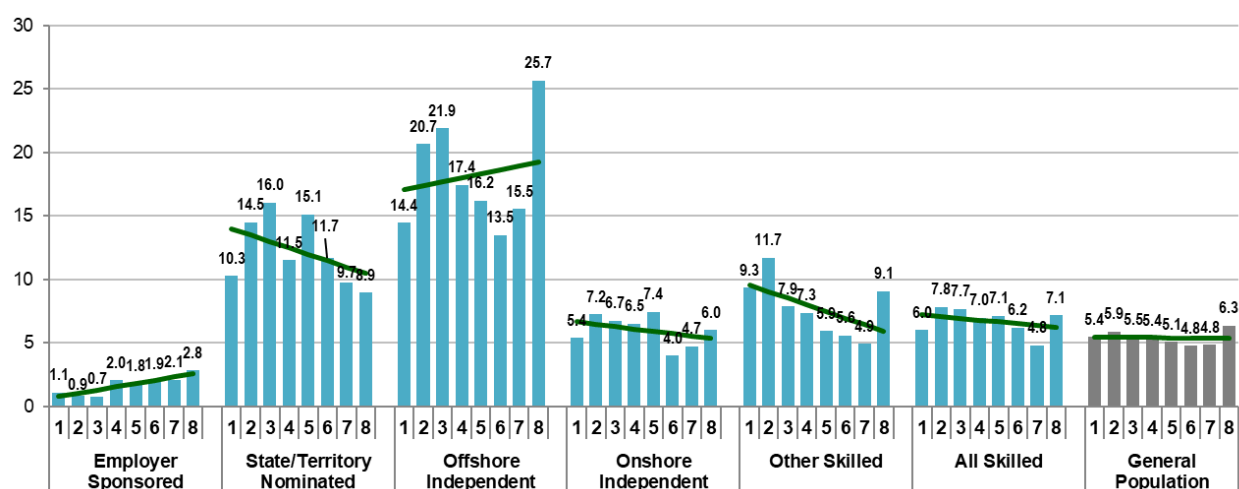
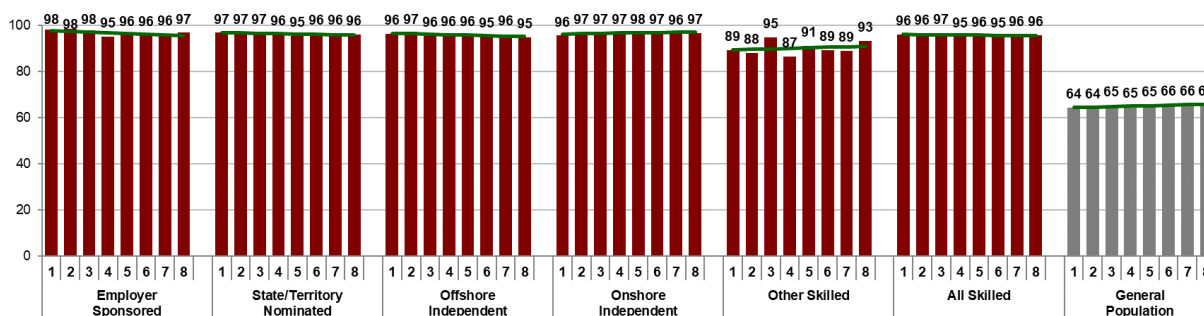
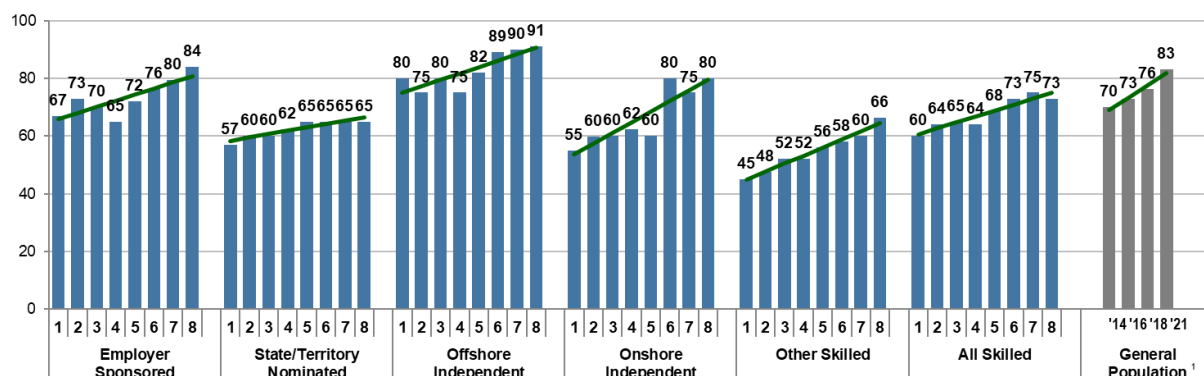


Figure 1 (continued)

d) Labour force participation rate (per cent)

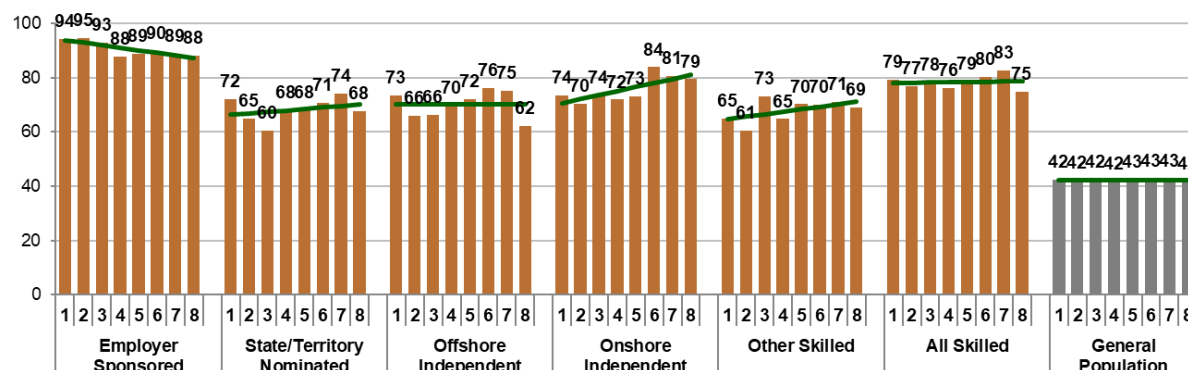


e) Median annual full-time earnings (\$'000)



1. Dates for the General Population represent a break in the earnings figures (May 2014, May 2016, May 2018 and May 2021) and utilise the closest date to the survey date for which data is available at time of publication.

f) Proportion of population 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 Survey reports include all respondents who participated in the Introductory Survey, whereas CSAM Follow-up Survey reports include only those respondents who participated in both the Introductory Survey and Follow-up Survey.
- In the x-axis the numbers 1 to 8 refer to Cohorts (2013 to 2020).

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, released March 2025. Data presented is November 'Original' for each year spanning 2013 to 2020. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2014, 2016, 2018, and 2021 releases. Data may differ from previous reports due to ABS revisions.