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# Sponsoring a skilled migrant: A tourism industry guide for processes & costs



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ABN 75 095 706 095

2022 Queensland Tourism Industry Council

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# SPONSORING A SKILLED MIGRANT: A GUIDE TO PROCESSES AND COSTS

The following is an overview of the steps and costs involved in sponsoring a temporary or permanent skilled migrant. This guide has been produced by the Australian Chamber of Commerce and Industry (ACCI) and has been tailored to meet the needs of the tourism and hospitality industry by the Queensland Tourism Industry Council (QTIC). The guide is primarily designed for employers who have not approached the Australian visa system before.

*Note: This resource should be seen as a guide only and other steps may be needed depending on exact circumstances.*

It is important to realise that depending on the occupation, the process could take many months. Very few migration options are quick ones, although it is generally quicker if the person you, as the employer, are seeking to sponsor is already in Australia. Some employers engage migration agents to undertake these steps and provide tailored consultation services.

The steps outlined below only relate to employer sponsored temporary and permanent skilled migration. There are other migration pathways not included in this guide, i.e. workers coming in for short periods (less than 3 months) to deal with a specific project or problem, people with special talents, or working holiday makers and international students.



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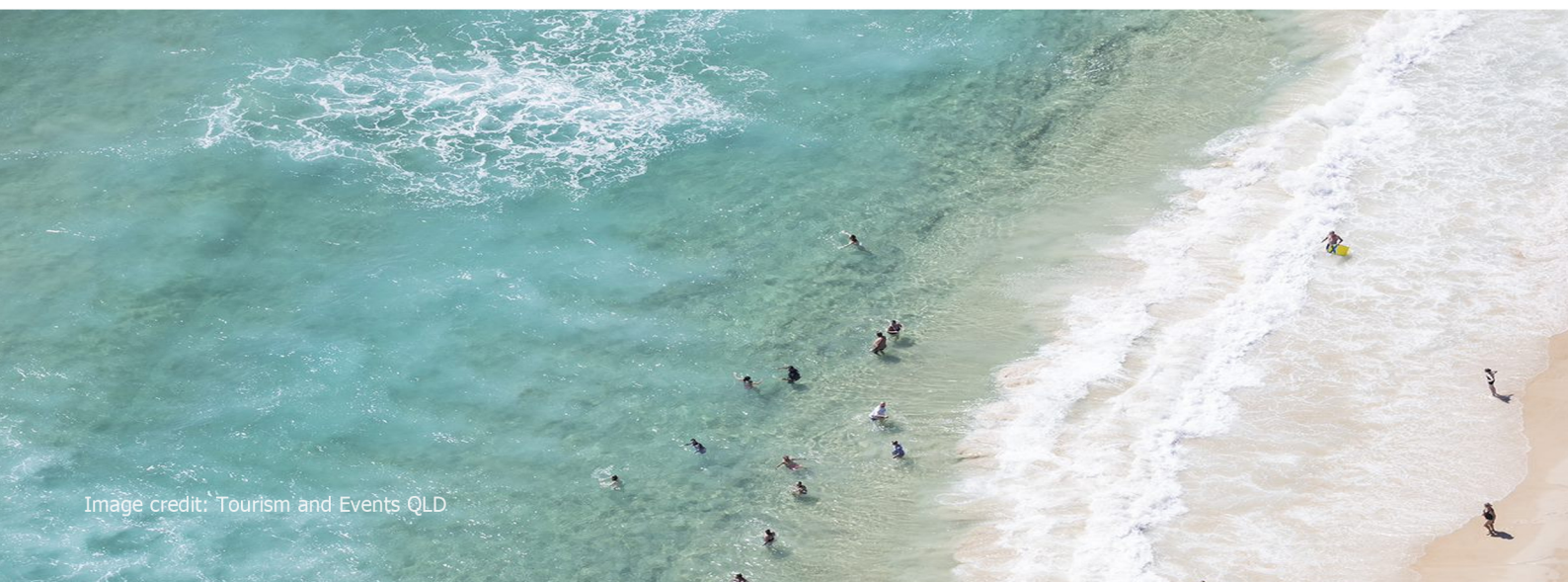


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# STEPS TOWARDS SPONSORING A SKILLED MIGRANT

- 1 Identify the occupation on the [ANZSCO Classification of Occupations](#) you wish to sponsor and take note of the code. Some common ANZSCO codes for tourism and hospitality are listed here:

Occupation	VISA Subclass									
	186	189	187	189	190	407	482	485	491	494
141111 Cafe or Restaurant Manager			✓		✓	✓	✓		✓	✓
141211 Caravan Park and Camping Ground Manager			✓			✓	✓		✓	✓
141311 Hotel or Motel Manager			✓		✓	✓	✓		✓	✓
141411 Licensed Club Manager			✓							✓
141999 Accommodation and Hospitality Managers			✓		✓	✓	✓			✓
142116 Travel Agency Manager			✓							✓
149111 Amusement Centre Manager			✓			✓	✓		✓	✓
149311 Conference and Event Organiser			✓		✓	✓	✓		✓	✓
149999 Hospitality, Retail and Service Managers nec			✓							✓
351311 Chef	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
351411 Cook			✓		✓	✓	✓		✓	✓
351112 Pastrycook			✓		✓	✓	✓		✓	✓
431411 Hotel Service Manager			✓							✓
451711 Flight Attendant			✓			✓	✓		✓	✓
451799 Travel Attendants nec			✓							✓

If you cannot find the exact occupation, find one as close as possible – not all skilled occupations are eligible for sponsored migration.

If you continue to experience difficulties locating an occupational code that is a good match for the job you are seeking to fill, you may need to [seek advice](#) from your relevant industry association or a Business, Industry and Regional Outreach Officer (BIRO). Regularly updated contact details for BIROs can be found [via this link](#).







Image credit: Tourism and Events QLD

## 2 Take a preliminary view as to whether you may want to sponsor someone as a temporary or permanent migrant:

- Temporary: Depending on which occupation and whether the job is in a regional location, a temporary skilled migrant is sponsored for either a 2-year term (with an option to extend for 2 years – i.e. 2+2) with no pathway to becoming a permanent migrant (ST TSS) or a 4 year term with an option for another 4 years (i.e. 4+4) with a pathway to becoming a permanent resident. These options are both included in a Temporary Skill Shortage Visa (Visa 482).
- Permanent skilled migrant under either the Employer Nomination Scheme (visa 186) or the Regional Sponsored (visa 187).

*Tip: Employing a skilled person who has already gone through or is prepared to go through the individual application process for residency is also an option taken up by many employers – but this guide focuses on migrants that are formally sponsored by employers.*

## 3 Check the [Home Affairs website](#) to see what options are available to you for that particular occupation. Scroll down until you find the search function and type in the code.

*Tip: You could skip the previous steps and go straight to this link. However, be aware if the occupation term you use does not yield a result you may need to restart the process to find the accepted job title and code.*

Home Affairs references the medium/long term skilled shortage list (MLTSS), Short-Term Skill Shortage List (STSSL), Regional Occupation List (ROL) or Priority Migration Skill Occupation List (PMSOL). The list the relevant occupation sits within is critical to understanding visa eligibility and associated conditions.

Many occupations are considered unskilled or semi-skilled (e.g. waiters and bar attendants) and are not eligible for employer sponsorship except under an industry Labour Agreement or Designated Area Migration Agreement/DAMA). If the occupation is classified as skilled (occupational code usually begins with 1, 2 or 3), it may be eligible for one of the following:

- BOTH temporary (4 years + 4 years) and permanent migration (this is the best option and is available when the occupation is on the medium/long term skilled shortage list – MLTSSL).
- OR 2+2 temporary migration, with no permanent pathways (on the STSSL).
- OR temporary and permanent but only if it is a regional job under the regional occupation.
- OR no sponsored migration options at all even though it is a skilled occupation (there are about 200 occupations in this category).
- OR sponsored migration but only under a Labour Agreement or DAMA.

- 4 If you cannot find the occupation on any of the lists, it may be that it is a new occupation not yet picked up in the outdated ANZSCO codes. In this instance you may need require a labour agreement. The Global Talent Scheme may be applicable to some high-paying roles.
- 5 Depending on the options open to you, decide on what category of migrant (permanent or temporary) you want to sponsor, then review the typical costs and processes you will most likely encounter along the way (refer to the tables below).

## ADDITIONAL COSTS FOR SPONSORING A SKILLED MIGRANT



### Application and nomination processes

There are many costs in sponsoring a migrant, and these costs can become higher if using a migration agent. These include:

- Becoming an approved sponsor.
- Nominating a visa applicant, with the exception of the regional permanent migration visa (RSMS).
- Paying the Skilling Australians Fund levy. The amount payable depends on the size of the business and the proposed period stay of the employee. The levy payments are tax deductible. The levy is still payable on the RSMS.
- Other costs that the applicant or employer may be required to cover, including English language tests, skills assessments etc.

In addition to government fees, costs associated with sponsoring an employee may include professional fees of a Registered Migration Agent or lawyer to prepare and lodge the application on your behalf.

Other costs required to be paid by the applicant or employer to assist with an application may include the following:

- English test (approx. \$330) – this is necessary depending on the country of origin.
- Skills assessment – depending on the occupation and the costs will vary. The list of occupations on the Home Affairs website sets out the assessing body (see below for indicative assessment costs).
- Police check
- Health check (approx. \$390 per adult and \$340 per child)
- Document translation (where applicable)
- Labour market testing – advertising costs will be applicable if the application requires labour market testing before the application is submitted. Where there are free trade agreements in place with the country of origin, some occupations are exempted. Some higher-level occupations are also exempted.

*Note: These costs will depend on the circumstances relating to each occupation or country of origin.*



## Working with migration agents

The Home Affairs Office of the Migration Agents Registration Authority (OMARA) has useful information on engaging with a registered migration agent. You can find a step-by-step guide for choosing a registered [migration agent here](#) and search for registered migration agents via the [Self-Service Portal](#).

Some registered migration agents are also QTIC members and can be found [via the Members Directory](#).

## FEES AND LEVIES

### Indicative fees and levies

The following tables provide an example of fees and levies for some of the visa subclasses and assessments applicable to the tourism and hospitality industry (see p.7 for links to information relating to all relevant visa subclasses).

#### Temporary Migration Skill Shortage Visa 482 (TSS)

Stage	Fees (\$AUD)	Details
<b>Sponsorship</b>	\$420 (paid by employer)	You cannot nominate a migrant unless you first register as a sponsor.
<b>Nomination</b>	\$330 (paid by employer)	
	Skilling Australians Fund (SAF) levy – from \$1,200 (per year paid up front by employer) <sup>10</sup>	<p>The purpose of the SAF levy is for employers to contribute to the broader skills development of Australians. As the employer, you must pay the SAF levy. You cannot transfer the cost to the applicant. The levy falls under two separate categories:</p> <ul style="list-style-type: none"><li>• Businesses with an annual turnover of less than \$10 million – \$1,200 per year of the visa (per worker).</li><li>• Businesses with an annual turnover of \$10 million or more – \$1,800 per year (per worker).</li></ul> <p>The SAF levy amount will depend on business turnover and how long you intend to sponsor your worker in Australia, e.g. a turnover of less than \$10 million and sponsorship for a 2-year Short-Term (2+2) visa would equal a \$2,400 (2 years x \$1,200) SAF levy. Large businesses sponsoring someone on a 4 +4 visa would involve a \$7,200 SAF levy paid up front.</p>
<b>Application</b>	\$2,645 – for the primary applicant if the occupation is on the MLTSSL (\$2,645 for applicant over 18 and \$660 for applicant under 18). OR \$1,265 – for primary applicant if occupation is on the short-term list (\$1,265 for applicant over 18 and \$320 for applicant under 18).	<p>The costs involved with preparing and lodging the visa application can be paid by either employer or the applicant and will vary depending on:</p> <ul style="list-style-type: none"><li>• Relevant occupation stream</li><li>• Any additional applicants included in the application</li></ul> <p>The Australian Government may charge a subsequent temporary application charge (STAC), depending on the applicant's individual visa history. If applicable, it is \$700 per applicant.</p>

## Permanent Migration Employer Nomination Scheme Visa 186 (ENS)

Stage	Fees (\$AUD)	Details
<b>Nomination</b>	\$540 (paid by employer)	Except if the applicant falls within the labour agreement stream and the position is located in regional Australia, there is no nomination fee.
	SAF levy – from \$3,000 (once-off payment by employer)	The SAF levy payable under this visa is as follows: Businesses with an annual turnover of less than \$10 million – \$3,000 one-off (per nomination). Businesses with an annual turnover of \$10 million or more – \$5,000 one-off (per nomination).
<b>Application</b>	\$4,045 (primary applicant) \$2,025 secondary applicant >18) \$1,010 (applicant <18)	The employer can cover these fees or pass the cost onto the applicant. The amount will depend on the relevant stream and any additional applicants. Secondary applicants are partners and children.

## Permanent Skilled Employer - Sponsored Regional (Provisonal) Visa 494

Stage	Fees (\$AUD)	Details
<b>Sponsorship</b>	\$420 (paid by employer)	
<b>Nomination</b>	SAF levy – from \$3,000 (once-off payment by employer)	There is no fee to nominate an applicant for either stream of this visa. However, you will need to pay the SAF levy of \$3,000 (turnover <\$10 million) or \$5,000 (turnover >\$10 million).
<b>Application</b>	\$4,045 primary applicant \$2,025 – secondary applicant >18 \$1,010 – applicant under 18	This amount will depend on the relevant stream and any additional applicants. These fees can be covered by applicant/s or the employer.

Application and sponsor costs are non-refundable. SAF levy refunds are only applicable in the following scenarios:

- The sponsorship and visa applications are approved, but the overseas skilled worker (visa holder) does not arrive/commence employment with the employer.
- The employer's sponsorship and nomination application for the overseas skilled worker is approved, but the associated visa application is refused on health or character grounds.
- A TSS visa holder leaves the sponsoring employer within the first 12 months of employment where the visa period was for more than 12 months. Refunds will only be available in this scenario for unused full years of the SAF levy. This does not apply to ENS or RSMS holders who leave their employer within the first 12 months of employment.
- The nomination fee is refunded (for example where concurrent sponsor application is refused).

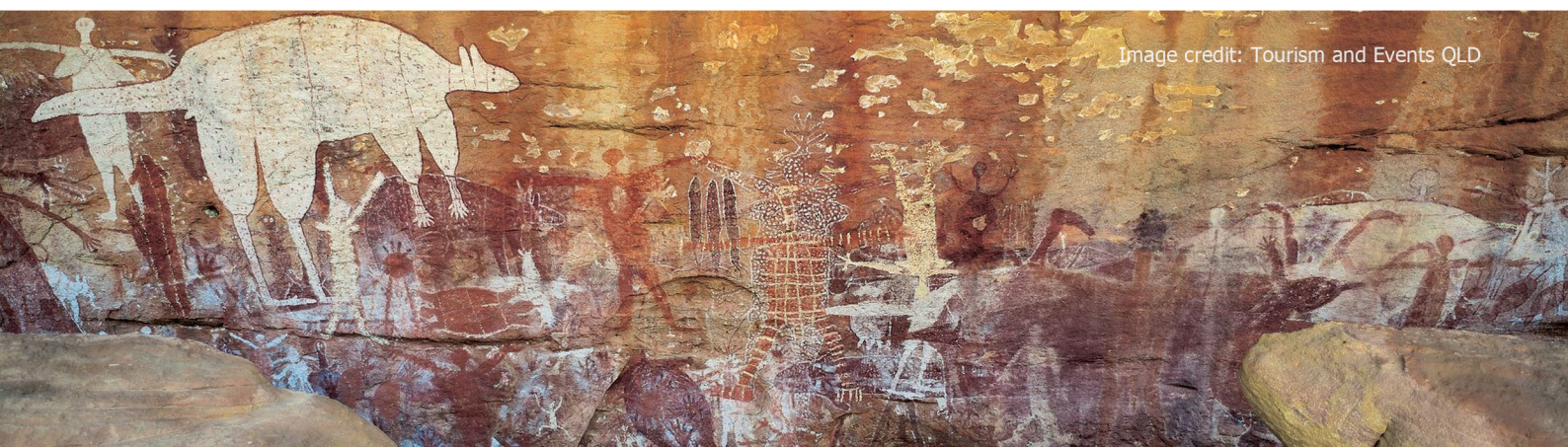


Image credit: Tourism and Events QLD



## Fees for Trades Recognition Australia (TRA) assessments

These are some of the key fees relating to skills assessments. They are now standardised by regulation.

Assessment type	Fee payable (\$AUD)
Migration Skills Assessment	\$720
Migration Points Advice (based on a satisfactory Migration Skills Assessment Outcome)	\$410
TSS Skills Assessment Program Documentary Evidence Assessment	\$280
TSS Skills Assessment Program Documentary Evidence – Reassessment	\$450
TSS Skills Assessment Program Technical Interview – Pathway 1	\$2,000
TSS Skills Assessment Program Technical Interview – Pathway 1 Reassessment	\$1,000
TSS Skills Assessment Program Technical Interview – Pathway 2	\$900
TSS Skills Assessment Program Technical Interview – Pathway 2 Reassessment	\$450
TSS Skills Assessment Program Practical Assessment	\$2,200
TSS Skills Assessment Program Practical Assessment – Reassessment	\$1,100
Offshore Skills Assessment Program Documentary Evidence Assessment	\$1,280
Offshore Skills Assessment Program Documentary Evidence – Reassessment	\$450
Offshore Skills Assessment Program Technical Interview – Pathway 1	\$2,000
Offshore Skills Assessment Program Technical Interview – Pathway 1 Reassessment	\$1,000
Offshore Skills Assessment Program Technical Interview – Pathway 2	\$900
Offshore Skills Assessment Program Technical Interview – Pathway 2 Reassessment	\$450
Offshore Skills Assessment Program Practical Assessment	\$2,200
Offshore Skills Assessment Program Practical Assessment – Reassessment	\$1,100

*Note: Some costs relating to nominations for any visa subclass must be covered by employers. Covering other costs depends on negotiations with a prospective migrant (often employers cover all costs to make an offer more attractive).*

Image credit: Tourism and Events QLD



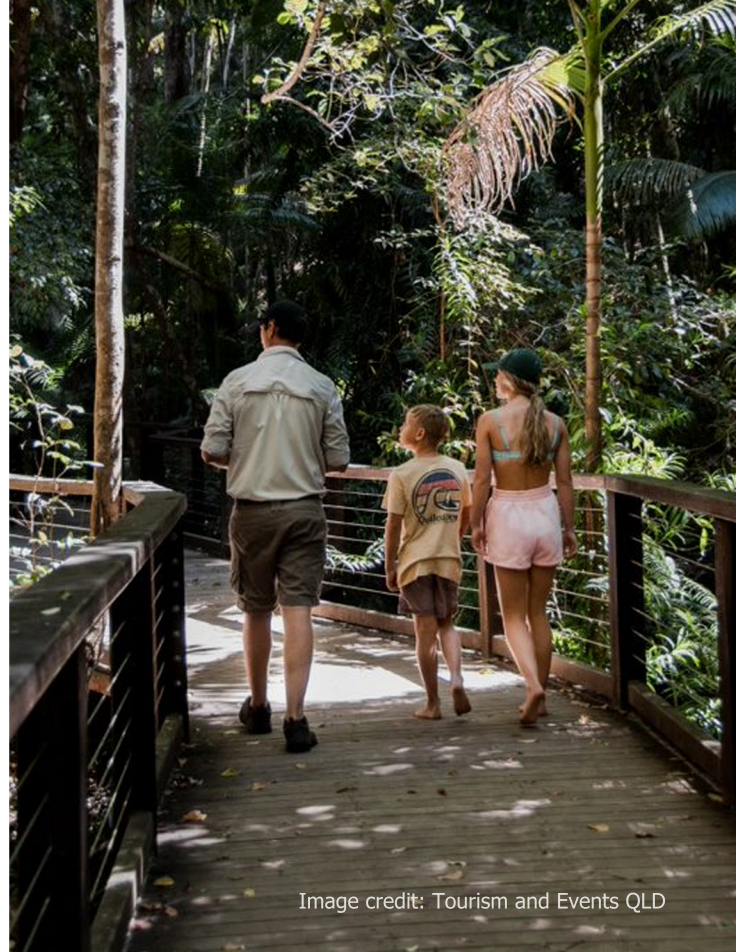


Image credit: Tourism and Events QLD

## All tourism and hospitality subclasses

The following table may be a useful point-of-reference when considering the various visa schemes available to the tourism and hospitality industry. Click on the links and select 'for applicants' and 'for sponsors' to find information on associated fees and levies for applications and nominations.

Subclass	Visa Name	Purpose	Stream
186	<a href="#">Employer Nomination Scheme</a>	This visa lets skilled workers, who are nominated by their employer, live and work in Australia permanently.	Employer Nomination
187	<a href="#">Regional Sponsor Migration Scheme</a>	This visa allows skilled workers, who are nominated by their employer in regional Australia, live and work in Australia permanently.	
189	<a href="#">Skilled Independent</a>	This visa is for invited workers and New Zealand citizens with skills we need, to live and work permanently anywhere in Australia.	
190*	<a href="#">Skilled Nominated</a>	This visa lets nominated skilled workers live and work in Australia as permanent residents.	<a href="#">State or Territory nominated; limited quota.</a>
407	<a href="#">Training visa</a>	This visa allows you to take part in workplace-based occupational training activities to improve your skills for your job, area of tertiary study, field of expertise or in a professional development training program in Australia.	
482	<a href="#">Temporary Skill Shortage</a>	This temporary visa lets an employer sponsor a suitably skilled worker to fill a position they can't find a suitably skilled Australian to fill.	
485	<a href="#">Temporary Graduate</a>	A temporary visa that allows international students to live, study and work after you have finished your studies.	
491*	<a href="#">Skilled Work Regional (provisional)</a>	A visa for skilled people nominated by a state or territory government to live and work in regional Australia	<a href="#">State or Territory nominated; limited quota.</a>
494	<a href="#">Skilled Employer Sponsored Regional (provisional)</a>	This visa enables regional employers to address identified labour shortages within their region by sponsoring skilled workers where employers can't source an appropriately skilled Australian worker	Employer sponsored stream

\* The designated subclasses have been temporarily closed and will recommence in the new financial year. [For more information click here.](#)