

# Sponsoring a skilled migrant

A tourism industry guide for  
processes and costs



QUEENSLAND  
TOURISM INDUSTRY  
COUNCIL

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## **Acknowledgement of Country**

The Queensland Tourism Industry Council acknowledges the Traditional Custodians of the lands on which we work and live across Queensland, and recognises their continuing connection to the land, waters and culture. We also pay our respects to all First Nations people, past, present and emerging.

## **About the Queensland Tourism Industry Council**

The Queensland Tourism Industry Council (QTIC) is Queensland's peak tourism industry body and the leading advocate for Queensland's tourism and hospitality sector. QTIC represents the interests of the state's more than 60,000 tourism businesses and more than 800 members across Queensland working in all sectors of the tourism and hospitality industry.

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Image credit: Tourism and Events Queensland

# Overview: 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. Correct as of 17 October 2023.

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.

## 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	489	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](#).

**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 [Department of 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), and Regional Occupation List (ROL). 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 – 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 Department of Home Affairs website sets out the assessing body.
- Police check.
- Health check.

- 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](#).



## Relevant Visa 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.

Please refer to the links in the table for indicative fees and levies.

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).

Subclass	Visa Name	Purpose	Stream
186	<a href="#">Employer Nomination Scheme</a>	The ENS scheme is 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 onshore/offshore 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 (up to 40 hours per fortnight).	
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, and is a pathway to permanent residency through the Temporary Residence Transition stream of the ENS scheme (subclass 186).	
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>	This visa allows skilled onshore/offshore workers nominated by a state or territory government to live and work in regional Queensland for 5 years and is a pathway to permanent residency.	<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

## About QTIC

The Queensland Tourism Industry Council (QTIC) is the peak industry body and leading advocate for the tourism, hospitality, and events sectors in Queensland, committed to the growth and sustainability of the state visitor economy. Our efforts focus on powerful lobbying, policy development, and collaboration with key industry stakeholders to create a favourable business environment for operators.

As a not-for-profit, membership-based organisation, we take pride in ensuring that the concerns and needs of our members and the broader tourism industry inform all relevant policy debates and that businesses have strong representation in decision-making processes. By promoting the value and importance of tourism in government forums and to the wider community, we help to create a vibrant, diverse industry that benefits all.

Through delivery of workforce and skilling programs, advocating for attraction and infrastructure investment, and working with the private sector to develop innovative solutions to tourism priorities, QTIC continues to serve members and industry. We also provide expert advice and support, including workforce and business development opportunities and access to vital industry insights.

Working as a voice to government, we help to ensure Queensland remains a go-to destination and that operators have the resources to meet evolving consumer demands.



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