



Information for employers — visa options for hiring international student graduates

This information is for comparison only and does not represent an exhaustive list of visas or their requirements.

	Type of visa	Visa length	Sponsorship type required and cost	Work entitlements and conditions	Skill / qualification requirements	Additional information
Temporary	<u>Temporary Graduate (TGV) (subclass 485) visa</u>	Usually between 18 months and 3 years depending on qualification and visa stream	Costs (for visa applicant): <ul style="list-style-type: none">Visa application fee	<ul style="list-style-type: none">Need to find own employmentCan work full timeWork and live anywhere in Australia (for visa holders other than the Second Post-Higher Education Work stream)	<ul style="list-style-type: none">For international students aged 35 years or under (or under 50 for Hong Kong nationals, British National Overseas passport holders and graduates with a masters (research) or doctoral degree)	<ul style="list-style-type: none">TGV holders (Post-Higher Education Work, Post-Study Work or Replacement stream) who have graduated from a regional educational institution and have lived in regional Australia on their first TGV may be eligible for 1-2 years on a second TGVCan include dependants
	<u>Skills in Demand (SID) (subclass 482) visa</u> The 3 streams include: Core Skills stream Specialist Skills stream Labour Agreement stream	Up to 4 years or Hong Kong passport holders – up to 5 years	Approved sponsor (employer) Costs (for employer): <ul style="list-style-type: none">Skilling Australians Fund (SAF) levyNomination fee Costs (for visa applicant): <ul style="list-style-type: none">Visa application fee	<ul style="list-style-type: none">Income above Core Skills Income Threshold (CSIT) - Core Skills stream onlyIncome above Specialist Skills Income Threshold (SSIT) - Specialist Skills stream only	<ul style="list-style-type: none">Core Skills Occupation List (CSOL) - Core Skills stream onlyAny occupation, except trade workers, machinery operators and drivers and labourers - Specialist Skills stream onlyMust meet eligibility requirements as agreed in the labour agreement- Labour Agreement stream onlyEnglish language proficiencyMay need to get a skills assessment	<ul style="list-style-type: none">Labour Market Testing (LMT) applies, some exceptions exist such as International Trade Obligations (ITO)LMT, salary and English requirements and concessions subject to agreement for Labour Agreement streamCan include dependants
	<u>Training (subclass 407) visa</u>	Up to 2 years	Temporary Activities Sponsor Costs (for employer): <ul style="list-style-type: none">Nomination fee Costs (for visa applicant): <ul style="list-style-type: none">Visa application fee	<ul style="list-style-type: none">As part of a sponsor nominated program of workplace-based occupational trainingRestricted to 40 hours' work each fortnight	<ul style="list-style-type: none">Functional EnglishOccupational training required for registration, to improve skills in an eligible occupation, or for capacity building overseas	<ul style="list-style-type: none">Can include dependantsBe over 18 years of ageHold a valid temporary substantive visa if applying in AustraliaSponsor must be an approved temporary activity sponsor unless nominated by a Commonwealth agency
	<u>Temporary Activity (subclass 408) visa</u>	For the duration of the activity you are doing (3 months up to 2 years depending on stream)	Australian proposer or sponsor required Costs (for employer): <ul style="list-style-type: none">Sponsorship fee (unless already a Temporary Activity Sponsor) Costs (for applicant): <ul style="list-style-type: none">Visa application fee	The visa allows you to be employed by a particular employer, or to undertake specific activities in Australia. <ul style="list-style-type: none">If employed, you must not stop working for your employer or work in a different positionYou must not stop doing the activity the visa was granted for or do other unrelated activities	<ul style="list-style-type: none">You must have the skills (and experience/ qualifications where applicable) to undertake the activity to be carried out in AustraliaMeet additional requirements of the relevant stream	<ul style="list-style-type: none">Must meet the health and character requirementsCan stay in Australia with members of your family unitMust intend a genuine temporary stay

	Type of visa	Visa length	Sponsorship type required and cost	Work entitlements and conditions	Skill / qualification requirements	Additional information
Provisional	<u>Skilled Work Regional (Provisional) (subclass 491) visa</u>	5 years	State/territory government or eligible family member Costs (for visa applicant): • Visa application fee	• Need to find own employment • Must live/work/study in a regional area (not Sydney, Melbourne, or Brisbane)	• Pass points test • Competent English • Skills assessment	• Occupation must be on the Skilled Occupation List • Can include dependants • Under 45 years old • Must be invited to apply • May be eligible for Permanent Residence after 3 years
	<u>Skilled Employer Sponsored Regional (Provisional) (subclass 494) visa</u> The 2 streams include: Employer Sponsored stream (ESS) Labour Agreement stream (LAS)	5 years	Approved sponsor (employer) Costs (for employer): • SAF levy • Nomination fee Costs (for visa applicant): • Visa application fee	• Full-time work • Must live/work/study in a regional area (not Sydney, Melbourne, or Brisbane) • Must work for sponsor in nominated occupation	• Competent English • 3 years' full-time relevant work experience • Skills assessment	• Occupation must be on the Skilled Occupation List - ESS only • Labour Market Testing required • Can include dependants • Under 45 years old - ESS only • May be eligible for Permanent Residence after 3 years • LMT, salary, age and English requirements and concessions subject to agreement for LAS
Permanent	<u>Employer Nominated Scheme (ENS) (subclass 186) visa</u> The 3 streams include: Direct Entry stream (DES) Labour Agreement stream (LAS) Temporary Residence Transition stream (TRTS)	Permanent	Nominated by employer Costs (for employer): • SAF levy • Nomination fee Costs (for visa applicant): • Visa application fee	• Currently work, or will work, for your nominated employer who is party to a labour agreement - LAS only • Be licensed, registered or a member of a professional body if mandatory in the state or territory you intend to work in - DES and LAS only	• Have an occupation on the list of eligible skilled occupations - Direct Entry stream only • Candidates must have at least 3 years of relevant work experience, and a positive skills assessment - DES only • Must meet eligibility requirements as agreed in the labour agreement - LAS only • Worked in eligible sponsored employment for at least 2 years full time while holding a subclass 457 or 482 visa - TRTS only	• Usually, you must be under 45 years of age when you apply, exemptions apply • You must hold a subclass 457, 482 or related Bridging visa A,B or C when you apply - TRTS only • Can include dependants • Salary, age and English requirements and concessions subject to agreement for LAS
	<u>Skilled Independent (subclass 189) visa (Points Tested Stream)</u>	Permanent	Invitation from Australian government Costs (for visa applicant): • Visa application fee	• Must find own employment • Work and live anywhere in Australia	• Pass points test • Competent English • Skills assessment	• Occupation must be on the skilled occupation list • Can include dependants • Under 45 years old • Must be invited to apply
	<u>Skilled Nominated (subclass 190) visa</u>	Permanent	Invitation from state or territory government Costs (for visa applicant): • Visa application fee	• Must find own employment • Work and live anywhere in Australia	• Pass points test • Competent English • Skills assessment	• Occupation must be on the skilled occupation list • Can include dependants • Under 45 years old • Nominated by an Australian state or territory government agency
	<u>Permanent Residence (Skilled Regional) (subclass 191) visa</u>	Permanent	Costs (for visa applicant): • Visa application fee	• Must find own employment • Work and study anywhere in Australia	• Hold an eligible visa for at least 3 years • Have a taxable income at or above a specific income threshold for at least 3 years while holding your eligible visa	Can include dependants
	<u>National Innovation (subclass 858) visa</u>	Permanent	• Invitation from the Department • Must be nominated by an eligible nominator Costs (for visa applicant): • Visa application fee	• Must find own employment • Work and live anywhere in Australia	• Have an internationally recognised record of exceptional and outstanding achievement • Must have functional English	• For exceptionally talented migrants • You must be invited to apply • Can include dependants • Must have functional English or pay 2nd visa application charge • Priority processing