



## Qualifications and Experience

The following skills, qualifications, experience and employment background requirements apply to the occupations listed in the tables below in relation to subclass 482 Temporary Skills Shortage (TSS) visa, subclass 494 Skilled Employer Sponsored Regional Provisional (SESR) visas and where eligible, under the permanent residence pathway, subclass 186 Employer Nomination Scheme (ENS) visas.

### Skills Assessments

Qualifications are to be assessed and certified by the relevant skills assessing authority as being at least equivalent to the relevant Australian Qualifications Framework (AQF) qualification detailed for the relevant tables below, in order to assist the Minister's decision as to whether the visa applicant has the necessary qualifications for the position.

For occupations that appear on an eligible list of skilled occupations, a skills assessment is only required in accordance with the relevant standard visa programs set out under Migration law.

For the SESR visa program only, a skills assessment is required under the Labour Agreement Stream if it is required under the Employer Sponsored Stream. The skills assessment, including the relevant skills assessing authority, will be in accordance with the relevant legislative instrument specified under the Employer Sponsored stream.

For the TSS visa program, applicants must undergo a skills assessment by the relevant assessing authority for occupations specified in the table below:

**Table: Specified occupations that require a skills assessment**

ANZSCO Code	Occupation	Skill Level	Skills Assessing Authority
421111	Child Care Worker (Group Leader)	2	ACECQA

For all other occupations, applicants must undergo a skills assessment by **VETASSESS** unless specified in the table below:

**Table: Occupations with specified skills assessing authorities**

ANZSCO Code	Occupation	Skill Level	Skills Assessing Authority
421111	Child Care Worker (Not Group Leader)	3	ACECQA

## Work Experience

Work experience to fulfil visa requirements must be:

- relevant to the nominated occupation and at the required skill level\*
- full-time or part time pro rata equivalent unless otherwise specified below. Full-time work should be in accordance with the National Employment Standards; and
- undertaken in the last five (5) years

Work experience to fulfil visa requirements can be undertaken concurrently with work experience used to substitute qualifications, provided the work experience was at the same skilled level\*.

\*For Skill Level 5 occupations accessing a permanent residence pathway under the South-West DAMA, work experience undertaken in the skill level 5 occupation can be counted towards the higher skill level occupation under the TSS program, provided it is assessed as genuine and relevant experience.

## General Occupations on an eligible list of skilled occupations

For the occupations in Table 1 below, which are on the eligible list of skilled occupations (the Short-term Skilled Occupation List, Medium and Long-term Strategic Skills List or Regional Occupation lists). Any nomination for these occupations or any application for a TSS, SESR or ENS visa connected with these occupations must satisfy the skills, qualifications, experience and employment background required under the standard TSS, SESR or ENS visa programs (unless an exception is outlined below).

### Skills Assessment

Hold a relevant skills assessment if required under the Employer Sponsored Stream of the SESR program or standard TSS or ENS programs applicable to the visa being applied for.

### Skills and Qualifications

Meet the skill level as defined in ANZSCO.

### Work Experience

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS:* Have at least one (1) year of relevant work experience, where the relevant AQF qualification was obtained in Australia.

*SESR:* Have at least three (3) years of relevant work experience.

*ENS:* Have at least three (3) years of relevant work experience.

**Table 1: General Occupations on an eligible list of skilled occupations**

ANZSCO Code	Occupation	Skill Level
421111	Child Care Worker (Group Leader)	2
233211	Civil Engineer	1
351411	Cook	3
253111	General Practitioner	1
431411	Hotel Service Manager	3
233513	Production or Plant Engineer	1
251214	Sonographer	1
233215	Transport Engineer	1

## Specified Occupations on an eligible list of skilled occupations

For the occupations in Table 2 below, which are on an eligible list of skilled occupations (the Short-term Skilled Occupation List, Medium and Long-term Strategic Skills List or Regional Occupation List), any nomination for these occupations or any application for a TSS, SESR or ENS visa connected with these occupations must satisfy the skills, qualifications, experience and employment background required under the standard TSS, SESR and ENS visa programs (unless an exception is outlined below).

### Skills Assessment

Hold a relevant skills assessment if required under the Employer Sponsored Stream of the SESR program or standard TSS or ENS programs applicable to the visa being applied for.

### Skills and Qualifications

Meet the skill level as defined in ANZSCO including where work experience can substitute the formal qualification.

### Work Experience

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS:* Have at least one (1) year of relevant work experience, where the relevant AQF qualification was obtained in Australia.

*SESR:* Have at least two (2) years of relevant work experience.

*ENS:* Have at least three (3) years of relevant work experience.

**Table 2: Specified Occupations on an eligible list of skilled occupations**

ANZSCO Code	Occupation	Skill Level
141999	Accommodation and Hospitality Managers nec	2
321111	Automotive Electrician	3
351111	Baker	3
141111	Café or Restaurant Manager	2
411711	Community Worker	2
133111	Construction Project Manager	1
411712	Disabilities Services Officer	2
321212	Diesel Motor Mechanic	3
411411	Enrolled Nurse	2
411713	Family Support Worker	2
149999	Hospitality, Retail and Service Managers nec	2
141311	Hotel or Motel Manager	2
135112	ICT Project Manager	1
321213	Motorcycle Mechanic	3
321211	Motor Mechanic (General)	3
324111	Panelbeater	3

351112	Pastrycook	3
411715	Residential Care Officer	2
272613	Welfare Worker	1
411716	Youth Worker	2

### Child Care Occupations not on an eligible list of skilled occupations

For the occupations listed in Table 3 below, which is requested under the South-West DAMA but are not on an eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a TSS, SESR or ENS visa made under the Migration Legislation.

#### **Skills Assessment**

Hold a relevant skills assessment for the nominated occupation.

#### **Skills and Qualifications**

Meet the skill level as defined in ANZSCO.

#### **Work Experience**

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS:* Have at least one (1) year of relevant work experience, where the relevant AQF qualification was obtained in Australia.

*SESR:* Have at least three (3) years of relevant work experience

*ENS:* Have at least three (3) years of relevant work experience

**Table 3: Child Care Occupations not on an eligible list of skilled occupations**

ANZSCO Code	Occupation	Skill Level
421111	Child Care Worker (non-Group Leader)	3

## ANZSCO Skill Level 4 Occupations - not on an eligible list of skilled occupations

For the occupations listed in the Table 4 below, which are requested under the South-West DAMA but are not on an eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a TSS, SESR or ENS visa made under the Migration Legislation.

### **Skills Assessment**

Hold a relevant skills assessment for the nominated occupation.

### **Skills and Qualifications**

Meet the skill level as defined in ANZSCO including where work experience can substitute the formal qualification.

### **Work Experience**

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS:* Have at least one (1) year of relevant work experience undertaken in Australia

*SESR:* Have at least two (2) years of relevant work experience

*ENS:* Have at least three (3) years of relevant work experience

**Table 4: ANZSCO Skill Level 4 Occupations not on an eligible list of skilled occupations**

ANZSCO Code	Occupation	Skill Level
423111	Aged or Disabled Carer	4
721212	Backhoe Operator	4
712211	Driller	4
721211	Earthmoving Plant Operator (General)	4
721214	Excavator Operator	4
721216	Loader Operator	4
721112	Logging Plant Operator	4
899411	Motor Vehicle Parts & Accessories Fitter (General)	4
423312	Nursing Support Worker	4
621511	Retail Supervisor	4
711913	Sand Blaster	4
821713	Steel Fixer	4
733111	Truck Driver (General)	4
899415	Tyre Fitter	4
431511	Waiter	4

## General ANZSCO Skill Level 5 Occupations not on an eligible list of skilled occupations

For the occupations listed in Table 5 below, which are requested under the South-West DAMA but are not on an eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a TSS, SESR or ENS visa made under the Migration Legislation.

### **Skills Assessment**

Hold a relevant skills assessment for the nominated occupation.

### **Skills and Qualifications**

Meet the skill level as defined in ANZSCO including where work experience can substitute the formal qualification.

### **Work Experience**

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS*: Have at least one (1) year of relevant work experience undertaken in Australia.

*SESR*: Have at least two (2) years of relevant work experience.

*ENS*: Have at least three (3) years of relevant work experience.

**Table 5: General ANZSCO Skill Level 5 Occupations not on an eligible list of skilled occupations**

<b>ANZSCO Code</b>	<b>Occupation</b>	<b>Skill Level</b>
821211	Concreter	5
831114	Dairy Products Maker	5
431999	Hospitality Workers (nec)	5
839412	Sawmill or Timber Yard Worker	5

## Specified ANZSCO Skill Level 5 Occupations not on an eligible list of skilled occupations

For the occupations listed in Table 6 below, which are requested under the South-West DAMA but are not on an eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a TSS, SESR or ENS visa made under the Migration Legislation.

### **Skills Assessment**

Hold a relevant skills assessment for the nominated occupation.

### **Skills and Qualifications**

- Meet the skill level as defined in ANZSCO; or
- Have at least one (1) year of relevant work experience.

### **Work Experience**

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS*: Have at least one (1) year of relevant work experience undertaken in Australia.

*SESR*: Have at least two (2) years of relevant work experience.

*ENS*: Have at least three (3) years of relevant work experience.

**Table 6: Specified ANZSCO Skill Level 5 Occupations not on an eligible list of skilled occupations**

<b>ANZSCO Code</b>	<b>Occupation</b>	<b>Skill Level</b>
841512	Dairy Cattle Farm Worker	5
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
841217	Mushroom Picker	5
841214	Vegetable Farm Worker	5
841215	Vegetable Picker	5
841216	Vineyard Worker	5

## Non-ANZSCO Indicative Skill Level 4 Occupations

For the occupations listed in Table 7 below, which are requested under the South-West DAMA but are not on an eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a TSS, SESR or ENS visa made under the Migration Legislation.

### **Skills Assessment**

Hold a relevant skills assessment for the nominated occupation.

### **Skills and Qualifications**

- Hold a relevant AQF (or equivalent) Certificate II or higher qualification; or
- Have at least one (1) year of relevant work experience.

### **Work Experience**

Meet the work experience requirements under the standard TSS, SESR or ENS program; or

*TSS:* Have at least one (1) year of relevant work experience undertaken in Australia.

*SESR:* Have at least two (2) years of relevant work experience.

*ENS:* Have at least three (3) years of relevant work experience.

**Table 7: Non-ANZSCO Indicative Skill Level 4 Occupations**

<b>6 Digit Code</b>	<b>Occupation</b>	<b>Indicative Skill Level</b>
070499	Bar Attendant (Supervisor)	4
070499	Waiter (Supervisor)	4