

## Schedule 5 – Qualifications and Experience

The following skills, qualifications, experience and employment background requirements apply to the occupations listed in the tables below in relation to a SID visa, SESR visa and where eligible under the permanent residence pathway, ENS visa.

### **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 required under the Labour Agreement for the purpose of the SID, SESR or ENS visa can be served concurrently with any work experience used to substitute for formal qualifications as per ANZSCO requirements, provided the work experience was undertaken at the same skilled level.

For the occupations specified in **Tables 2 to 3**, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a SID, SESR or ENS visa made under the Migration Legislation.

### **Skills Assessment**

Qualifications are to be assessed by the relevant Skills Assessing Authority (as specified in the Labour Agreement) 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.

The Minister may require a person to demonstrate that he or she has the skills that are necessary to perform the tasks of the nominated occupation by undertaking a skills assessment conducted by an independent Skills Assessing Authority (as specified in the Labour Agreement). Any skills assessment must be certified as being in accordance with the arrangements agreed to in writing with the Commonwealth prior to the first Labour Agreement being entered into. A skills assessment is required for applications lodged for the occupations listed in **Tables 2 to 3**.

### **Item 5.1 - ANZSCO Skill level 1-3 occupations on the combined skilled occupation list (CSOL)**

For the occupations in Table 2 below, which are on the eligible lists of skilled occupations (the Short-term Skilled Occupation List (STSOL), Medium and Long-term Strategic Skills List (MLTSSL) or Regional Occupation List (ROL)), any nomination for these occupations or any application for a SID, SESR or ENS visa connected with these occupations must satisfy the skills, qualifications, experience and employment background required under the standard SID, SESR or ENS visa programs except:

- Where the relevant AQF qualification was obtained in Australia, only one (1) year of relevant full time work experience is required for the SID visa program; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program.

**Table 2: ANZSCO Skill level 1-3 occupations on the CSOL**

ANZSCO or 6 Digit Code	Occupation	Skill Level
421111	Child Care 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

**Item 5.2 – Specified ANZSCO Skill level 1-3 occupations on the combined skilled occupation list (CSOL)**

For the Occupations in Table 3 below, which are on the eligible lists of skilled occupations, any nomination for these Occupations or any application for a SID, SESR visa or ENS visa connected with these Occupations must satisfy the following skills, qualifications, experience and employment background requirements. The visa applicant must:

- Meet the skill level as defined in ANZSCO including where relevant experience can substitute the formal qualification

**AND**

- Have at least one (1) year of relevant full-time work experience for the SID visa program, where the relevant AQF qualification was undertaken in Australia; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard ENS program.

**Table 3: Specified Skill Level 1-3 occupations on the CSOL**

ANZSCO or 6 Digit Code	Occupation	Skill Level
141999	Accommodation and Hospitality Managers nee	2
311211	Anaesthetic Technician	2
121111	Aquaculture Farmer	1
232111	Architect	1
321111	Automotive Electrician	3
351111	Baker	3
312113	Building Inspector	2
141111	Cafe or Restaurant Manager	2

ANZSCO or digit Code	Occupation	Skill Level
351311	Chef	2
312211	Civil Engineering Draftperson	2
312212	Civil Engineering Technician	2
272311	Clinical Psychologist	1
411711	Community Worker	2
133111	Construction Project Manager	1
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
399911	Diver	3
241111	Early Childhood Teacher (Pre-primary School) Teacher	1
253912	Emergency Medicine Specialist	1
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
411713	Family Support Worker	2
399212	Gas or Petroleum Operator	3
333111	Glazier	3
391111	Hairdresser	3
251511	Hospital Pharmacist	1
149999	Hospitality, Retail and Service Managers nee	2
141311	Hotel or Motel Manager	2
135112	ICT Project Manager	1
362711	Landscape Gardener	3
312911	Maintenance Planner	2
251211	Medical Diagnostic Radiographer	1
253999	Medical Practitioners nee	1
322311	Metal Fabricator	3
312912	Metallurgical or Materials Technician	2
254111	Midwife	1
321211	Motor Mechanic (General)	3
321213	Motorcycle Mechanic	3
254411	Nurse Practitioner	1
312611	Occupational Health and Safety Inspector	3
252411	Occupational Therapist	1
324111	Panelbeater	3
351112	Pastrycook	3
252511	Physiotherapist	1

ANZSCO or digit Code	Occupation	Skill Level
322312	Pressure Welder	3
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	1
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nee	1
411715	Residential Care Officer	2
399611	Signwriter	3
321214	Small Engine Mechanic	3
272511	Social Worker	1
252712	Speech Pathologist	1
232611	Urban and Regional Planner	1
333411	Wall and Floor Tiler	3
322313	Welder (First Class)	3
272613	Welfare Worker	1
234213	Wine Maker	1
411716	Youth Worker	2

#### **Other occupations not on combined skilled occupation list (CSOL)**

For the Occupations specified in **Tables 4 to 8**, which are not on the combined eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will be included in the Labour Agreements associated with this Agreement.

Qualifications are to be assessed by the relevant Skills Assessing Authority (as specified in the Labour Agreement) 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.

The Minister may require a person to demonstrate that he or she has the skills that are necessary to perform the tasks of the nominated occupation by undertaking a skills assessment conducted by an independent Skills Assessing Authority (as specified in the Labour Agreement). Any skills assessment must be certified as being in accordance with the arrangements agreed to in writing with the Commonwealth prior to the first Labour Agreement being entered into. A skills assessment is required for applications lodged for the occupations listed in **Tables 4 to 8**.

**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 required under the Labour Agreement for the purpose of the SID, SESR or ENS visa can be served concurrently with any work experience used to substitute for formal qualifications as per ANZSCO requirements, provided the work experience was undertaken at the same skilled level.

**Item 5.3 – ANZSCO Skill Level 1-4 occupations which are not on the combines skilled occupation list (CSOL)**

For the occupations in Table 4 below, which do not appear on the eligible lists of skilled occupations, any nomination for these Occupations or any application for a TSS, SESR visa or ENS visa connected with these Occupations must satisfy the following skills, qualifications, experience and employment background requirements. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

**AND**

- Meet the skill level as defined in ANZSCO including where relevant experience can substitute the formal qualification

**AND**

- Have at least one (1) year of relevant full time work experience for the SID visa program, where the relevant AQF qualification was undertaken in Australia; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard ENS program.

**Table 4: ANZSCO Skill level 1-3 occupations not on the CSOL**

ANZSCO or 6 Digit Code	Occupation	Skill Level
421111	Child Care Worker	3
452215	Outdoor Adventure Instructor	3
363117	Vineyard Supervisor	3

**Item 5.4 – General ANZSCO Skill level 4 Occupations**

The following skills requirements are to be met for the following ANZSCO skill level 4 occupations in **Table 5**. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

**AND**

- Meet the skill level as defined in ANZSCO including where relevant experience can substitute the formal qualification

**AND**

- Have at least one (1) year of relevant full time work experience undertaken in Australia for the SID visa program; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard SID and ENS programs.

**Table 5: General ANZSCO Skill Level 4 occupations**

<b>ANZSCO or digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
423111	Aged or Disabled Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721911	Aircraft Baggage Handler and Airline Ground Crew	4
899412	Autoglazier	4
721212	Backhoe Operator	4
431112	Barista	4
842311	Beef Cattle Farm Worker	4
712211	Driller	4
721211	Earthmoving Plant Operator (General)	4
721214	Excavator Operator	4
711211	Industrial Spraypainter	4
541211	Information Officer	4
721216	Loader Operator	4
721112	Logging Plant Operator	4
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
423312	Nursing Support Worker	4
839312	Product Grader	4
542111	Receptionist (General)	4
621511	Retail Supervisor	4
711516	Rubber Production Machine Operator	4
711913	Sand Blaster	4
821713	Steel Fixer	4
821714	Structural Steel Erector	4
733111	Truck Driver (General)	4
899415	Tyre Fitter	4
431511	Waiter	4

**Item 5.5 – Specified ANZSCO Skill level 5 Occupations**

The following skills requirements are to be met for the ANZSCO skill level 5 occupations in **Table 6** below. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

**AND**

- Have at least a relevant AQF or equivalent Certificate I or compulsory secondary education; **OR**
- Have at least one year full-time relevant work experience as a substitute for the formal qualification. This work experience can be undertaken concurrently with additional work experience required under the visa program.

**AND**

- Have at least one (1) year of relevant full-time work experience undertaken in Australia for the SID visa program; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard SID and ENS programs

**Table 6: Specified ANZSCO Skill Level 5 occupations**

ANZSCO or 6 Digit Code	Occupation	Skill Level
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

**Item 5.6 – General ANZSCO Skill level 5 Occupations**

The following skills requirements are to be met for the ANZSCO skill level 5 occupations in **Table 7** below. The visa applicant must:

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

**AND**

- Undergo skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

**AND**

- Have at least one (1) year of relevant full-time work experience undertaken in Australia for the SID visa program; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard SID and ENS programs

**Table 7: General ANZSCO Skill Level 5 occupations**

ANZSCO or 6 Digit Code	Occupation	Skill Level
842111	Aquaculture Worker	5
811411	Commercial Housekeeper	5
821211	Concreter	5
842299	Crop Farm Workers nec	5
831114	Dairy Products Maker	5
899311	Handyperson	5
431999	Hospitality Workers nec	5
821511	Paving and Surface Labourer	5
839412	Sawmill or Timber Yard Worker	5
831313	Seafood Process Worker	5

**Non-ANZSCO Occupations**

For occupations listed in Schedule 4 (not in ANZSCO) and outlines in Table 8 below, the following skill and experience requirements apply. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

**AND**

- Have at least a relevant AQF or equivalent Certificate II or III; **OR**
- Have at least one year full-time relevant work experience as a substitute for the formal qualification. This work experience can be undertaken concurrently with additional work experience required under the visa program.

**AND**

- Have at least one (1) year of relevant full-time work experience undertaken in Australia for the SID visa program; **OR**
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard SID and ENS programs

**Table 8: Specified Non-ANZSCO (Equivalent to Skill Level 4) occupations**

ANZSCO or 6 Digit Code	Occupation	Skill Level
070499	Bar Attendant (Supervisor)	4
070499	Waiter (Supervisor)	4