



Sponsorship Options | What Employers Should Consider

Does your business require people with expertise difficult to obtain in the local labour market?

Standard Business Sponsorship (SBS) provides businesses a five year period to sponsor Subclass 482 Visa and 494 Visa holders for skilled positions that are difficult to fill locally. To apply for an SBS, an Australian business must:

- Be registered and operating in Australia;
- Demonstrate a commitment to employing Australians (Citizens or Permanent Residents);
- Undertake non-discriminatory employment practices;
- Agree to meet sponsorship obligations;
- Agree to pay the Nomination Training Contribution Charge/NTCC into the Skilling Australians Fund;
- Agree to participate in sponsorship monitoring by the Department of Home Affairs.

Other requirements apply for overseas businesses.

Sponsoring employees to work in Australia

Sponsoring an overseas employee is done through the 482 Visa or 494 Regional Visa programs. After becoming an approved sponsor, there are two parts to the process: the nomination and visa applications.

Nominations

Nominating an employee involves an assessment of the position offered. The application is assessed based on:

- Whether the vacant position matches an occupation on the relevant skilled occupation list (not required for the Specialist Skills Stream of the 482 Visa as long as the occupation is not excluded).
- The level of skills and expertise required.
- Evidence of Labour Market Testing (LMT) - advertising.
- Evidence that the remuneration for the nominee is at the 'Annual Market Salary Rate' (AMSR), which is what you would be/are paying an Australian for the same role in your business.
- Whether the position is genuinely required in your business.
- Regional Certifying Body assessments.

482 and 494 Visas

The 482 and 494 visa process involve an assessment of the skills and experience of the visa applicant. It is assessed based on whether the applicant:

- Has the skills and expertise for the position offered, including the ability to obtain a skills assessment if required;
- Can meet the registration and licencing requirements;
- Can meet the English language requirements;
- Can meet the health and character requirements.

Accredited Business Sponsorship

Can our business access expedited visa processing?

Accredited Sponsorship enables eligible businesses to upgrade their Standard Business Sponsorship to accredited status.

Benefits include:

- Priority processing of visa and nomination applications by the Government, providing a significant advantage during visa backlogs or delays.
- Streamlined processing of some low-risk nominations.
- The option to use job postings on the sponsor's website for Labour Market Testing (LMT).
- Rather than requiring applicants to obtain police certificates from countries other than Australia, sponsors can provide written character references, speeding up the process by weeks or months.

To apply, your business will need to be a Standard Business Sponsor and either*:

- An Australian Trusted Trader with at least 75% of its workforce in Australia;
- A business (excluding sole traders and most partnerships) with an annual turnover of at least AUD \$4million in the last 2 years. The business must also be an active 482 sponsor and satisfy the required percentage of Australian workers;
- A STEM Start-up Business with venture capital funding;
- A Commonwealth, State and Territory agency with at least 75% of Australian workers;
- Or a major investor with at least AUD \$50 million invested in Australian operations.

*Further conditions apply. Interstaff can assist your business to determine your business' eligibility.

Interstaff has over 35 years of Australian immigration expertise since being established in 1988. Our Registered Migration Agents provide employers with strategic immigration advice to engage workers for temporary and long-term work.

We liaise with the Department, Australian State or Territory Government Agencies and any regional certifying bodies on your behalf and provide specialist advice each step of the way. Contact our team to discuss your business' migration requirements.

