



Australian Government



Jobs and Skills Australia

2025 Skills in Demand (SID) Report

May 2026



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Executive Summary

Jobs and Skills Australia's (JSA's) *2025 Skills in Demand (SID) Report* is presented in response to the Australian Government's [Migration Strategy](#) which noted that JSA will provide input to the design and delivery of a targeted migration system, including through analysis on the labour market impact of the three streams of the SID visa program.

While data is limited at this early stage, to date, the employer-sponsored temporary SID visa program appears to be meeting the principles and objectives outlined in the Migration Strategy. This report also highlights the importance of JSA's labour market analysis and proactive tripartite stakeholder engagement, to informing regular updates to the Core Skills Occupations List (CSOL) and for the evaluation of the labour market impacts of each stream of the SID visa program.

This report provides analysis on the use of the SID visa across each of the three streams – the Specialist Skills, the Core Skills and the Labour Agreement Streams – for the period from their introduction with the SID program in December 2024 to 30 September 2025. Key findings from this analysis include:

- The introduction of the SID visa, in combination with the indexed salary thresholds has had a strong positive impact on nominated salaries for primary SID visa applicants compared to applicants under the Temporary Skills Shortage (TSS) visa.¹
- The transition from the previous Skilled Migration Occupation Lists (SMOL) to the CSOL has resulted in some minor changes in the occupation composition of the employer-sponsored temporary skilled visa intake. Over 90 per cent of visas granted under the SID visa were for occupations that were available under the preceding TSS visa.
- In line with the objectives of the Migration Strategy, temporary skilled migration is helping to address occupational shortages in the labour market, with Department of Home Affairs' administrative data showing that for the period December 2024 to 30 September 2025:
 - 98 per cent of primary SID visas granted under the Specialist Skills Stream were for either Australian and New Zealand Standard Classification of Occupations (ANZSCO) Major Group 1 (Managers, 32.6 per cent) or ANZSCO Major Group 2 (Professionals, 65.4 per cent).
 - Just over 89 per cent of primary SID visas granted under the Core Skills Stream were for either ANZSCO Major Group 2 (Professionals, 49.5 per cent) or ANZSCO Major Group 3 (Technicians and Trades Workers, 39.6 per cent).
- The use and role of Labour Agreements has increased following recent changes to temporary skilled migration policy settings.²

JSA analysis also shows that visa grants under the temporary SID program and the legacy TSS visa program remain high, in part reflecting the resilience of the Australian labour market. While SID visa arrivals (i.e. SID visa grants to offshore applicants as an addition to the workforce) is slowly returning to the pre-pandemic trend, ongoing high levels of offshore applicants shows the importance of regular updates to the CSOL.

¹ This finding does not apply to SID visas granted under Labour Agreements where there is a fixed reduced Core Skills Income Threshold (CSIT), such as that approved by the Minister for Immigration and Citizenship for the template Aged Care Labour Agreement.

² There were over 4,751 Labour Agreements in effect at 30 September 2025 compared to 3,093 in effect at 30 September 2024. The number of primary SID/TSS visas granted under the Labour Agreement stream increased from 2,641 visas in 2022-23 to 4,267 visas in 2023-24 and 5,654 visas in 2024-25. A further 1,154 visas granted in the 3 months to 30 September 2025.

JSA will continue to monitor the labour market impact of the three streams of the temporary SID visa program, and will undertake tripartite engagement to ensure that its reports and advice to Government on the nexus between migration and the labour market reflects the insights of domestic stakeholders (including Australian and migrant workers and job seekers).

See **Appendix A** for the acronyms used in this report.

Background

The [Migration Strategy](#) notes that JSA will provide input to the design and delivery of a targeted migration system for Australia, including through analysis on the labour market impact of the three streams of the SID (Subclass 482) visa program. This report acquits that direction.

The employer-sponsored temporary SID visa program comprises the Specialist Skills Stream, Core Skills Stream and Labour Agreement Stream³, noting the:

- Specialist Skills Stream — available to all occupations, other than Major Groups 3, 7 and 8⁴ and those to which Australian citizenship applies, where the market salary is at least the Specialist Skills Income Threshold (SSIT, of \$141,210 per annum from 1 July 2025).
- Core Skills Stream — available to CSOL occupations where the market salary is at least the Core Skills Income Threshold (CSIT of \$76,515 per annum from 1 July 2025).
- Labour Agreement Stream— to supplement the workforce needs of lower paid workers (usually below the CSIT) where there is a demonstrated shortage.

The SID visa program is not subject to planning levels – this means there is no numerical limit on the number of visas that can be granted for any one occupation, employing industry, state or territory (or region). **Figure 1** shows the number of primary SID and TSS visas granted in recent years and **Figure 5** presents this information with an on-shore and off-shore profile (where the latter is a new addition to the Australian workforce).

The CSOL is only one of the eligibility criteria for the SID visa program. Other criteria include but are not limited to labour market testing (unless exemptions apply), salary thresholds, English language proficiency, skills assessment⁵, and the Skilling Australian Funds levy.

While the Migration Strategy refers to a role for JSA’s advice in other visa programs, to date JSA’s role has been specific to the SID and Direct Entry Stream of the Employer Nomination Scheme (ENS) to which CSOL also applies. Other visa programs with labour market related objectives include:

- Skill Stream Permanent—this comprises the Employer Nominated (where primary applicants are sponsored by an approved Australian business)⁶; Skilled Independent; Regional; State and Territory Nominated; and Talent and Innovation categories.^{7,8,9}
- Targeted Temporary—in addition to the SID visa which is targeted to skilled workforce needs through CSOL and other migration policy settings (such as the market salary and

³ For the 2025 SID Report, the analysis is for the Labour Agreement Stream, which is currently the primary pathway to support delivery of essential skills while Government considers how best to regulate migration for lower paid workers with essential skills.

⁴ In the Occupation Standard Classification for Australia (OSCA) classification, Major Group 3 is Technicians and Trades Workers, Major Group 7 is Machinery Operators and Drivers and Major Group 8 is Labourers.

⁵ Unless exemptions apply (e.g. to meet international obligations), skills assessment by the appointed Australian assessing authority is usually only required for regulated occupations (to which registration or licensing applies under federal, state or territory law) and/or for occupations identified in a legislative instrument (see [Migration \(IMMI 18/039: Mandatory Skills Assessment—Subclass 482 Visa\) Instrument 2018 - Federal Register of Legislation](#)). Template industry Labour Agreements and Designated Area Migration Agreements may also specify skills assessment for SID visa applicants through a specified skills assessing authority. The Department of Home Affairs has the discretion to request formal skills assessment for primary SID visa applicants.

⁶ For the presentation of planning levels in the Migration Program, the Employer Nominated program comprises the Direct Entry Stream (to which CSOL applies), Temporary Residence Stream (which provides a permanent visa option for SID/TSS visa holders who have worked in sponsored employment for two years), and the Labour Agreement Stream.

⁷ The points test assesses prospective skilled migrants on a set of human capital characteristics including education, age, English language ability and work experience. The points test applies to the Skilled Independent (Subclass 189), Skilled Nominated (Subclass 190) and Skilled Work Regional Provisional (Subclass 491) visa programs.

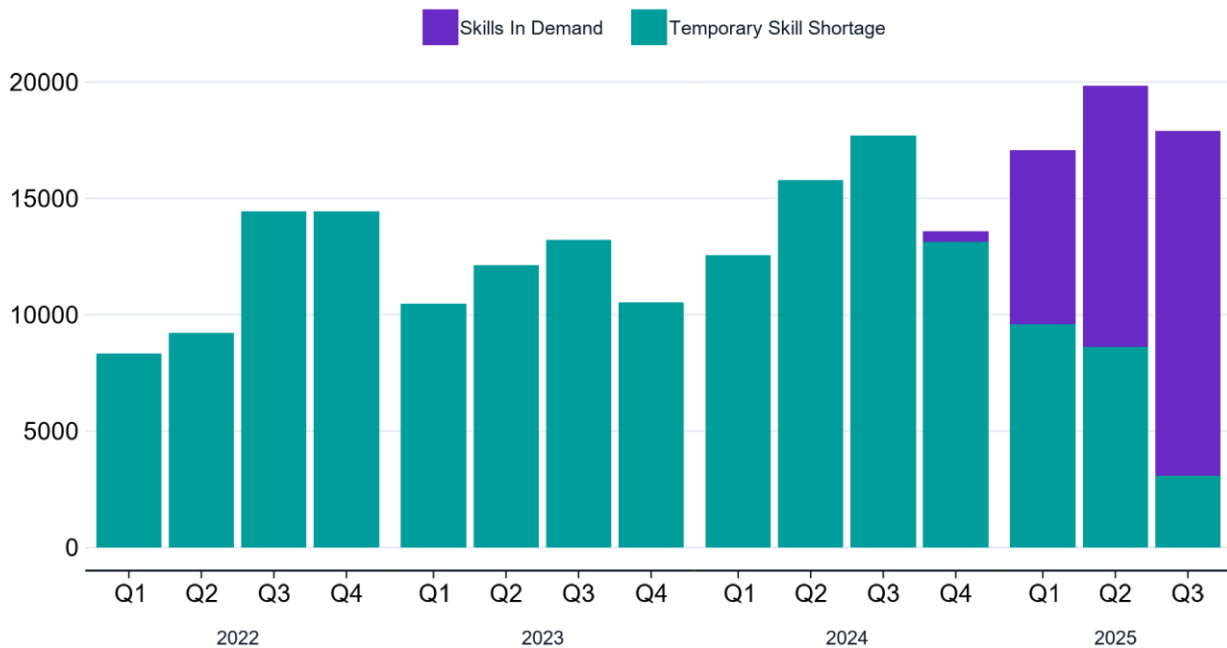
⁸ For the presentation of planning levels in the Migration Program, Regional migration includes the Skilled Work Regional (Subclass 491), Skilled Employer Sponsored Regional Provisional (Subclass 494) and Permanent Residence Skilled Regional (Subclass 191) visa programs.

⁹ The National Innovation Visa (NIV) was introduced in December 2024 with a focus on high calibre talent to support innovation in sectors of strategic importance to the Australian, state and territory governments.

labour market testing), the SMOL is one of the eligibility criteria for the Temporary Training visa and the Graduate Work Stream of the Temporary Graduate Visa (TGV).

- Other Temporary Work Visas—the broader workforce needs of Australian industry are supplemented by other temporary visas with a full or partial work right such as the Working Holiday Maker, Work and Holiday, International Student visas, other streams of the TGV, and the Temporary Work International Relations visa (used for the Pacific Australian Labour Mobility (PALM) Scheme and other labour mobility programs with an international objective).

Figure 1: Number of Primary TSS and SID visas granted



Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au).

Labour Market Profile of the SID Visa Program

The analysis in this report on the labour market impact of the SID visa uses the Department of Home Affairs’ administrative dataset for the Temporary Resident (Skilled) visa program¹⁰:

- The focus of the analysis is on the following five metrics: number of primary visas granted, occupation, industry, nominated salaries and location (with some gender analysis).¹¹
- Other datasets that may provide more granular information on labour market impacts and outcomes will be analysed by JSA as they become available (such as the Person Level Integrated Data Asset (PLIDA), including recent and future additions to the data asset). JSA will continue to work with other Commonwealth departments on options to incorporate their workforce analysis findings.

¹⁰ The analysis used the published administrative dataset on the Temporary Work (Skilled) Visa Program at www.data.gov.au and an alternative format of this dataset provided to JSA to support its role as outlined in the Migration Strategy. More detailed JSA analysis has included comparisons of SID/TSS visa grant and visa holders, and Australian Bureau of Statistics (ABS) data on the resident Australian workforce.

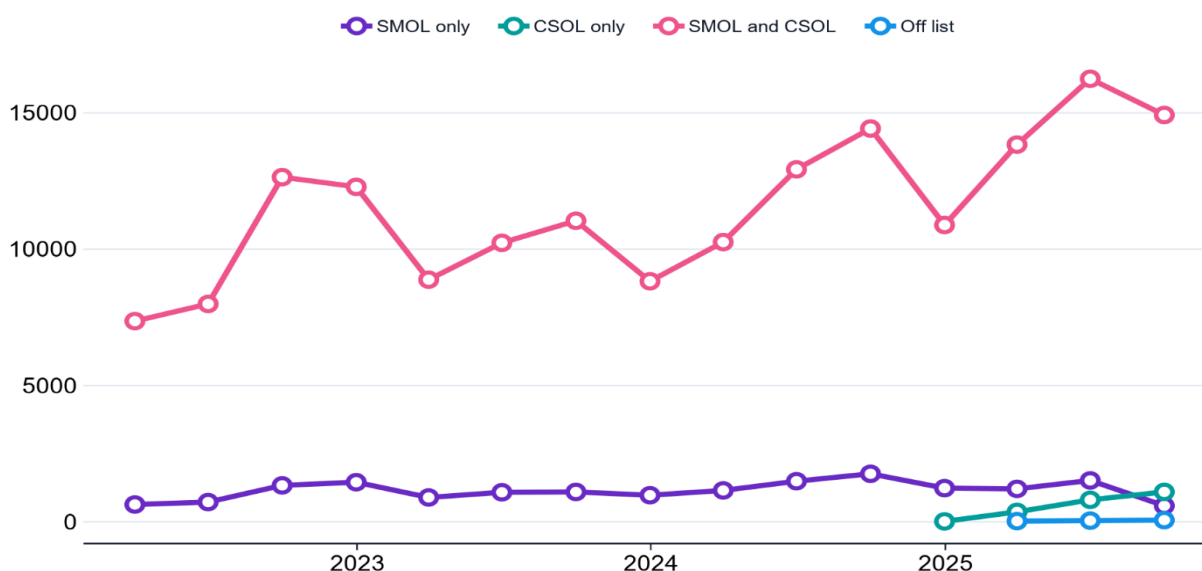
¹¹ Future analysis will consider other factors (including gender and age) where for the purposes of the time period covered by this report, the analysis did not identify significant trends or differences between the streams of the SID and TSS visa programs.

Key findings from this analysis include that:

1. The introduction of the SID visa in combination with the indexed CSIT has had a strong positive impact on nominated salaries for SID visas.¹²
2. The methodological rigour and consultation process used to provide advice on the CSOL resulted in some promising, albeit not yet substantial, change in the occupation composition of the employer-sponsored temporary skilled visa intake (e.g. through including some skilled occupations not previously available).
3. The use and role of Labour Agreements have responded to changing migration settings. (e.g. the indexation of salary thresholds and to meet company specific workforce for occupations not on the CSOL or which are excluded from the Specialist Skills Stream).¹³

Some aspects of the temporary skill visa program remain unchanged.¹⁴ For example, primary visa grants continued an upward trend since the opening of Australia’s international borders following the pandemic (see **Figure 2**). The result is that over 90 per cent of visas granted under the SID visa were for occupations also available under the TSS visa.¹⁵

Figure 2: Primary Subclass 457¹⁶ and 482 Visa Grants since January 2022 by Occupation List¹⁷



Note: Subclass 482 includes visas granted under all streams of both the TSS and SID visa programs.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au). Labour Agreement visa grants excluded.

¹² The impact of the increase and indexation of salary thresholds varied across Major Groups — for example, while there was an increase to the median salary for Technicians and Trades Workers (Major Group 3) to above the threshold, the median salary for Community and Personal Service Workers (Major Group 4) increased but remained below the threshold, possibly reflecting salary concessions in Labour Agreements.

¹³ There were over 4,751 Labour Agreements in effect at 30 September 2025 compared to 3,093 in effect at 30 September 2024. The number of primary SID/TSS visas granted under the Labour Agreement stream increased from 2,641 visas in 2022-23 to 4,267 visas in 2023-24 to 5,654 visas in 2024-25 with a further 1,154 visas granted in the 3 months to 30 September 2025.

¹⁴ Temporary Skill Visa Program comprises subclass 482 visas granted under all streams of the TSS and SID visa programs.

¹⁵ Primary visa grants only, excluding Labour Agreement.

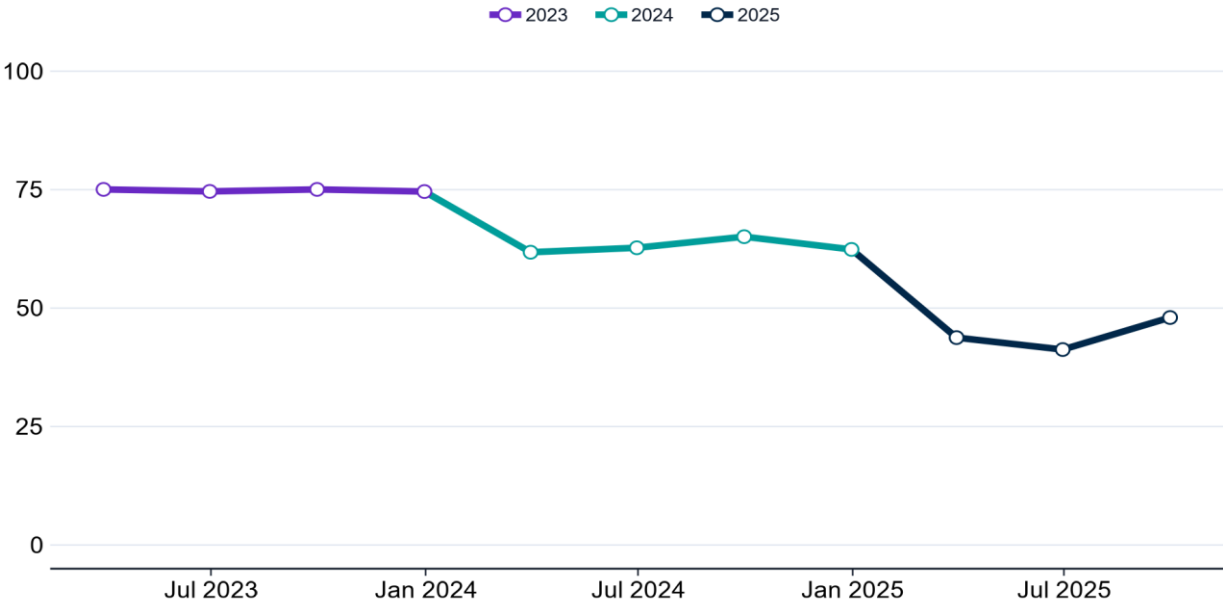
¹⁶ Temporary Work Skilled (Subclass 457) visa program was replaced with the Temporary Skill Shortage (TSS, Subclass 482) visa in March 2018. The legacy caseload continued to be processed and as such may be included in the analysis covered by this report.

¹⁷ Off-list covers a range of occupations across Skill Levels which are not on the CSOL or SMOL. For future SID reports, JSA will analyse available data-to develop a profile on the status of the off-list occupations, including the stream of visa grant (noting for the period covered in Figure 1, visa grant was mainly for the Specialist Skills Stream).

Broad stability in the composition of the current and previous releases of the SMOL and the 2024 CSOL has meant that the temporary skilled visa program has been available for an increasing number of occupations that JSA rated as not being in national skill shortage in 2025, as domestic skills shortages gradually ease.¹⁸

- **Figure 3** shows the percent of primary Subclass 457/482 visas granted for occupations rated as being in national shortage. The observed drop in percentage is driven by changes in the Occupation Shortage List (OSL) — for example Chef (ANZSCO 351311) and Software Engineer (ANZSCO 261313), which both accounted for high levels of primary subclass 457/482 visa grant were both classified as “not in national shortage” in 2025.
- Employer-sponsored skilled migration has a role in helping to address current skills shortages and in reducing the likelihood of future shortages emerging. JSA’s 2024 advice recommended a total of 456 occupations be included on CSOL, which is higher than the around 270 Skill Level 1 to 3 occupations rated as being in national shortage in 2024. The difference reflects a significant number of occupations where JSA analysis and stakeholder engagement found that temporary skilled migration was working as an appropriate complement to domestic education and training, helping to address current and future domestic labour market needs and prevent shortages emerging.
- As recognised in the Migration Strategy, there is an ongoing need for regular reviews of the CSOL to ensure that the Core Skills Stream of the SID visa program continues to reflect Australia’s current and future skills needs, as well as continuing to assess where skilled migration is an appropriate solution to help to address domestic skilled workforce needs.

Figure 3: Percent of Primary Subclass 457/482 Visas Granted to National Shortage Occupations



Note: Shortages are defined as the Skills Priority List (SPL)/OSL national shortage rating for that calendar year.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au). Labour Agreement visa grants excluded.

¹⁸ The JSA OSL uses four ratings to classify the shortage status of occupations. **Shortage (S)**: An occupation is in national shortage or overall shortage; **Metropolitan shortage (M)**: An occupation is in shortage in metropolitan area(s); **Regional shortage (R)**: An occupation is in shortage in regional area(s); **No shortage (NS)**: An occupation is not in shortage.

Salary

The SID visa program is working as expected with a strong positive impact on visa holder salaries. That is, the labour market has responded to indexation of CSIT and the Temporary Skilled Migration Income Threshold (TSMIT), and to the extent that Labour Agreements can include a concession, this is reflected in the salary distribution around the threshold.

The market salary framework¹⁹ for the SID (and the preceding TSS) visa program, requires applicants to receive a market salary (determined by the salary received by an Australian worker performing similar duties in the workplace). This market salary must satisfy applicable Australian workplace law and be above the applicable salary threshold²⁰ (CSIT or SSIT):

- The TSMIT — replaced with CSIT with the introduction of the SID — remained at \$53,900 from 1 July 2013 to 1 July 2023, when it increased to \$70,000 with annual indexation.

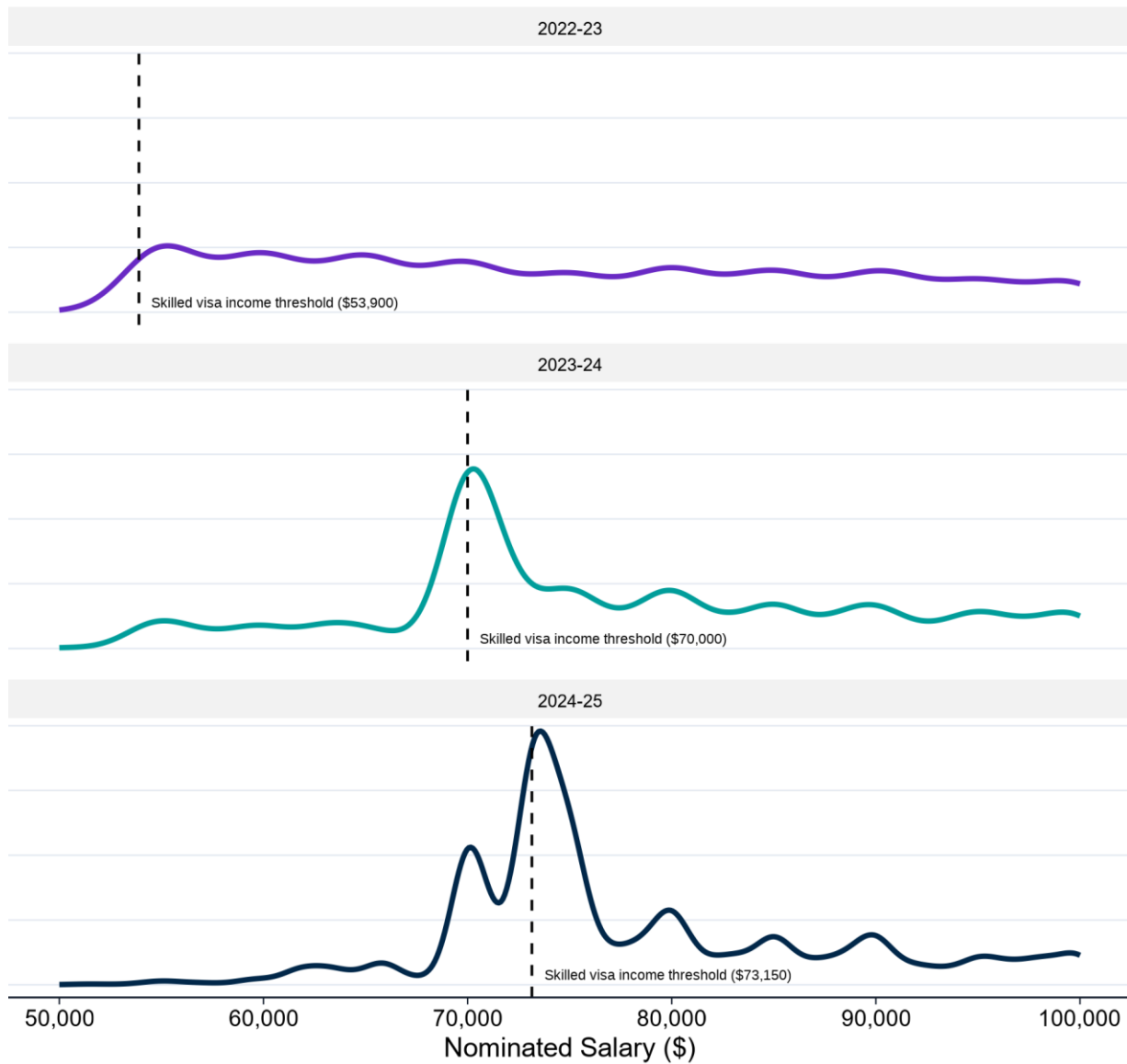
Figure 4:

- Shows for 2022-23, the highest distribution of salaries for TSS visa grants was almost exactly the TSMIT, which had been set 10 years previously (i.e. from 1 July 2013).
 - Shows the market responded to 1 July 2023 increase to TSMIT with the highest distribution of salaries moving towards the \$70,000 threshold. A similar response followed annual indexation and the 1 July 2024 increase to \$73,150 threshold.
 - Suggests the market salary (or annual market salary rate (AMSR)) – without an indexed salary threshold – may not have always historically been sufficient to address some stakeholder concerns that temporary skilled migration contributes to the suppression of wages growth and/or contributes to a financially vulnerable overseas workforce. As such, the introduction of annual indexation of the income threshold has been effective.
- In **Figure 4**, the concentration of the salary distributions that appear below the salary threshold is expected to reflect Labour Agreements, where a concession to the threshold may be approved where this is the market rate and satisfies applicable workplace law.

¹⁹ For information on the market salary—including determination of the annual market salary rate (AMSR)—see [Salary requirements to nominate a worker](#).

²⁰ The salary threshold aims to ensure that temporary visa holders and permanent visa holders serving the newly arrived residents waiting period (who are not eligible for most Government funded transfer payments and programs) are able to financially support themselves and any dependents.

Figure 4: Distribution of Primary Subclass 457/482 Visa Grant Nominated Salaries by Financial Year



Source: Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025.

Industry

The SID and TSS visa programs are labour market driven, which is reflected in the percentage growth in visa grant for most industries in recent years. This includes Accommodation and Food Services which is the main employing industry for Chefs and Cooks which consistently appear in the top occupations for primary SID/TSS visa grant.

The SID and TSS visa programs are labour market driven and there is no limit on the number of visas that can be granted for any one occupation or main employing industry. Further analysis of primary temporary skilled visa grant including by location of visa applicant (i.e. onshore or offshore) will be undertaken by JSA in future reports to assess if visa grant is consistent with vacancy data and employment growth projections for industries.

Department of Home Affairs' data shows a steady increase in the number of temporary skill visas granted for most industries since 2018-19, with an average increase of 22 per cent year-on-year between 2018-19 and 2024-25. Further, 15 of the 19 major industry groups recorded an increase in visa grant from 2023-24 to 2024-25. In percentage terms, **Table 1** shows the top five industries by growth and the two industries with the greatest decline.

Table 1: Primary 457/482 Visa Grants — Sponsoring Industry

Industry	Visa grants in 2023-24	Visa grants in 2024-25	Percentage change between 2023-24 and 2024-25
Accommodation and Food Services ²¹	4,781	10,763	+125%
Public Administration and Safety	53	93	+75%
Arts and Recreation Services	245	402	+64%
Administrative and Support Services	193	299	+55%
Rental, Hiring and Real Estate Services	204	303	+49%
Industry	Visa grants in 2023-24	Visa grants in 2024-25	Percentage change between 2023-24 and 2024-25
Mining	2,235	2,019	-10%
Electricity, Gas, Water and Waste Services	1,275	970	-24%

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au).

Occupation

Primary visa grants under the SID program suggests it is working as expected with many of the top occupations in terms of primary SID visa grant numbers having a national shortage rating in 2024.²² JSA will undertake further analysis of the relationship between primary SID visa grant (and subsequent transitions to permanent ENS) and the OSL national ratings and drivers of occupation shortage, noting that since the SID visa came into effect in December 2024 there has been a slight reduction in the number of occupations in shortage.

Analysis of data shows most temporary skill visas were granted for occupations that were on the long standing SMOL, suggesting the recent introduction of CSOL has not contributed materially to the recent growth in visa grants:

- JSA will monitor changes to visa grant growth patterns and the occupation profile of the SID visa, including alignment to skill shortages and the effect of annual indexation of CSIT.
- While the salary thresholds apply to the entirety of the stream, a general growth trend across industries suggests the salary thresholds have been set at an appropriate level. That is, the salaries are not at too high a level for businesses.

²¹ The Accommodation and Food Services Industry includes the Food and Beverage Services and Accommodation which are the top industry subdivisions employing Chef (ANZSCO 351311) that has appeared in the top 15 occupations for primary temporary skill visa grant in 2023-24 and 2024-25.

²² The 2024 CSOL comprises 456 occupations of which 260 were in national shortage in 2024 and 211 were in national shortage in 2025 which shows the importance of regular reviews of the CSOL, and suggests there is a need to occupation coverage under template industry Labour Agreements and DAMAs many of which have been in place for over 10 years without independent review.

Table 2 shows the top 15 occupations for primary temporary skill visa grant in 2023-24 and 2024-25, noting the occupation of Chef (ANZSCO 351311) had an increase of almost 180 per cent over this period. JSA will continue to monitor Department of Home Affairs administrative and other labour market data, to determine the relationship between use of the SID visa and the OSL status and occupation shortage drivers for Chef (which moved from national shortage in 2023 and 2024, to only in regional shortage for 2025).

Table 2: Top Occupations for Primary Subclass 457/482 Visa Grants

Nominated ANZSCO Occupation	2023-24	2024-25	Position	2023 to 2025 OSL National Ratings
351311 Chef T	2,279	6,361	1 (↑2)	S, S, R
253112 Resident Medical Officer	2,406	2,727	2 (↓1)	S, S, S
321211 Motor Mechanic (General) T	1,559	2,247	3 (↑5)	S, S, S
Specified in Labour Agreement *#	1,844	1,916	4 (4)	NA
261313 Software Engineer	1,878	1,806	5 (↓3)	S, S, NS
141111 Cafe or Restaurant Manager #	938	1,683	6 (↑10)	NS, NS, NS
351411 Cook T	670	1,554	7 (↑14)	S, S, S
261111 ICT Business Analyst	1,042	1,149	8 (↓7)	NS, NS, NS
254412 Registered Nurse (Aged Care)	622	1,136	9 (↑18)	S, S, S
312512 Mechanical Engineering Technician	1,011	1,083	10 (↓8)	S, S, S
225113 Marketing Specialist	779	1,079	11 (↑12)	S, NS, NS
321212 Diesel Motor Mechanic T	1,152	1,062	12 (↓6)	S, S, S
423313 Personal Care Assistant #	417	1,003	13 (↑30)	S, S, NS
221111 Accountant (General)	717	952	14 (↓13)	NS, NS, NS
322313 Welder (First Class) T	912	851	15 (↓11)	S, S, S

Note: Specified in Labour Agreement (*) refers to multiple occupation titles not recognised in ANZSCO and which are processed against a Department of Home Affairs administrative code (070499); (#) denotes occupations not on 2024 CSOL but which were on occupation lists for Subclass 457/TSS visa programs and/or have coverage under Labour Agreements; and (T) denotes skills assessment by the appointed Australian assessing authority unless exemptions apply (e.g. to meet international obligations). The OSL ratings to classify the shortage status of occupations reflect: Shortage (S): An occupation is in national shortage or overall shortage; Regional shortage (R): An occupation is in shortage in regional area(s); No shortage (NS): An occupation is not in shortage.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 June 2025 – (accessed 14 November 2025 from www.data.gov.au).

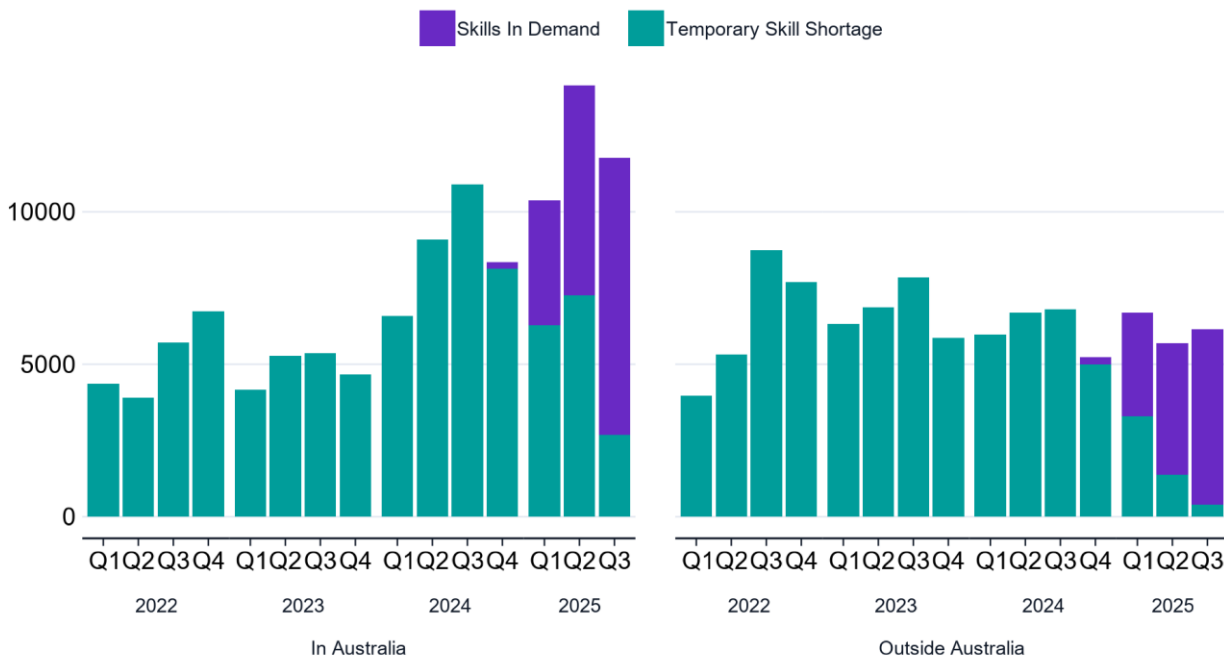
Onshore and Offshore — Primary SID Visa Grants

The profile of onshore and offshore primary SID visa grant (including growth in onshore grant) is consistent with migration policy settings that allow approved Australian businesses to lodge SID nominations to retain existing TSS/Subclass 457 visa holders and to nominate other temporary visa holders with a work right, thereby gaining a return on investment in workplace based training (e.g. Working Holiday and TGV holders).

Since the introduction of the SID visa program, there has been a continuation of growth in the number of primary Subclass 482 (including both TSS and SID) visas granted for applicants that are resident within Australia, while the number of visas granted to offshore visa applicants remained stable but is still above pre-pandemic levels (see **Figure 5**):

- Further analysis is required to determine the drivers of recent growth in Subclass 482 visa grant to onshore applicants, as the increase preceded the introduction of the SID visa program in December 2024.
- Subclass 482 visas granted to onshore applicants typically have lower nominated salaries compared to offshore visa grants. In future SID Reports, JSA will analyse variation in the nominated salary by relevant indicators (such as occupation, industry, state or territory of residence, and location at the time of visa grant), taking into consideration changes to market salaries and the annual indexation of salary thresholds.

Figure 5: Number of Primary TSS and SID visas granted by applicant location



Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au).

Visa Grant and Vacancies

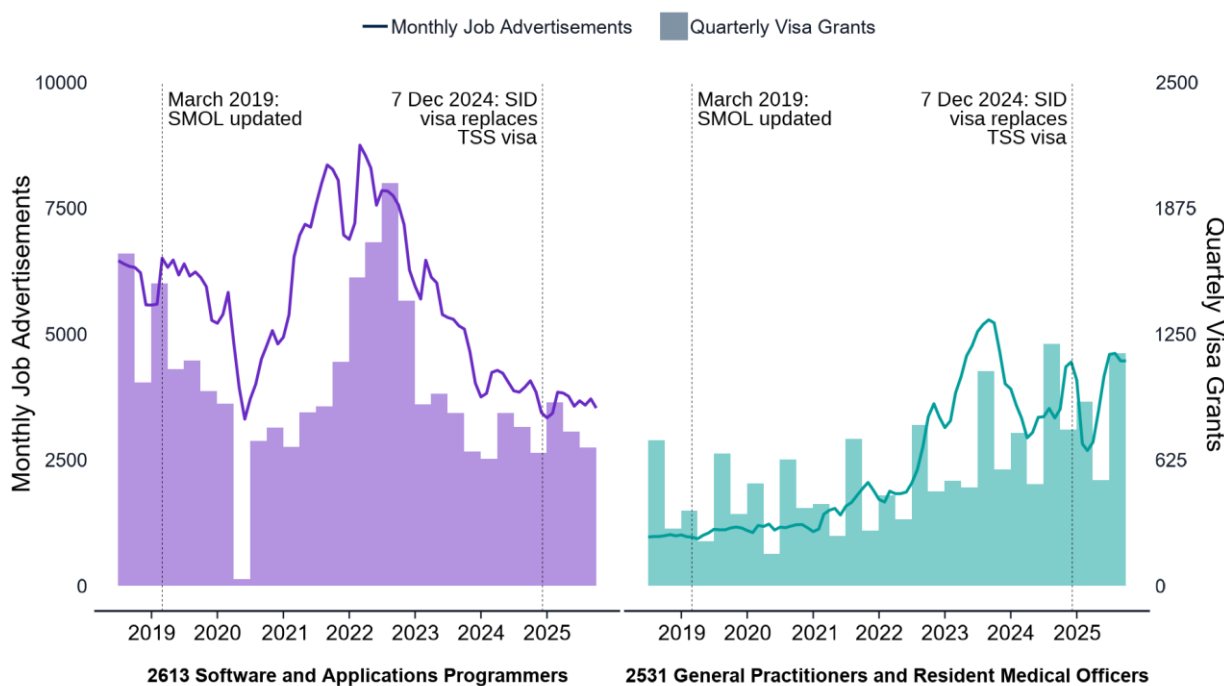
Future reports will provide more detailed analysis on the relationship between job vacancy datasets and primary visa grant for each of the streams of the SID program. This analysis, in combination with the incorporation of new additions to integrated data assets (such as PLIDA and BLADE²³) and JSA’s occupational shortage drivers and consideration of international obligations, may provide more meaningful insights than is available through analysis of current SID data.

²³ Business Longitudinal Analysis Data Environment (BLADE) is an economic data tool combining tax, trade and intellectual property data with information from ABS surveys to provide a better understanding of the Australian economy and businesses performance over time.

The relationship between online job vacancies (using the JSA Internet Vacancy Index (IVI)²⁴) and primary temporary skilled visa grants is complex — however, for many ANZSCO Unit Groups a broadly consistent relationship does seem to exist:

- A perceived relationship — as seen for Software and Application Programmers (ANZSCO Unit Group 2613) and General Practitioners and Resident Medical Officers (ANZSCO Unit Group 2531) may suggest that for these Unit Groups, temporary skilled migration plays a role in helping to address vacancies and skill shortages (see **Figure 6**).
- For Chefs (ANZSCO Unit Group 3513), Café and Restaurant Managers (ANZSCO Unit Group 1411)²⁵ and Cooks (ANZSCO Unit Group 3514), analysis does not show a consistent relationship between temporary skilled migration and Australian vacancies or skill shortages. This may indicate an ongoing over-reliance on temporary skilled migration and/or a need to invest in domestic employment and training to attract and retain workers from within the Australian labour market (see **Figure 7**).

Figure 6: Monthly job advertisements (IVI) by Temporary Skilled Visa Grants, Higher Correlation Occupations

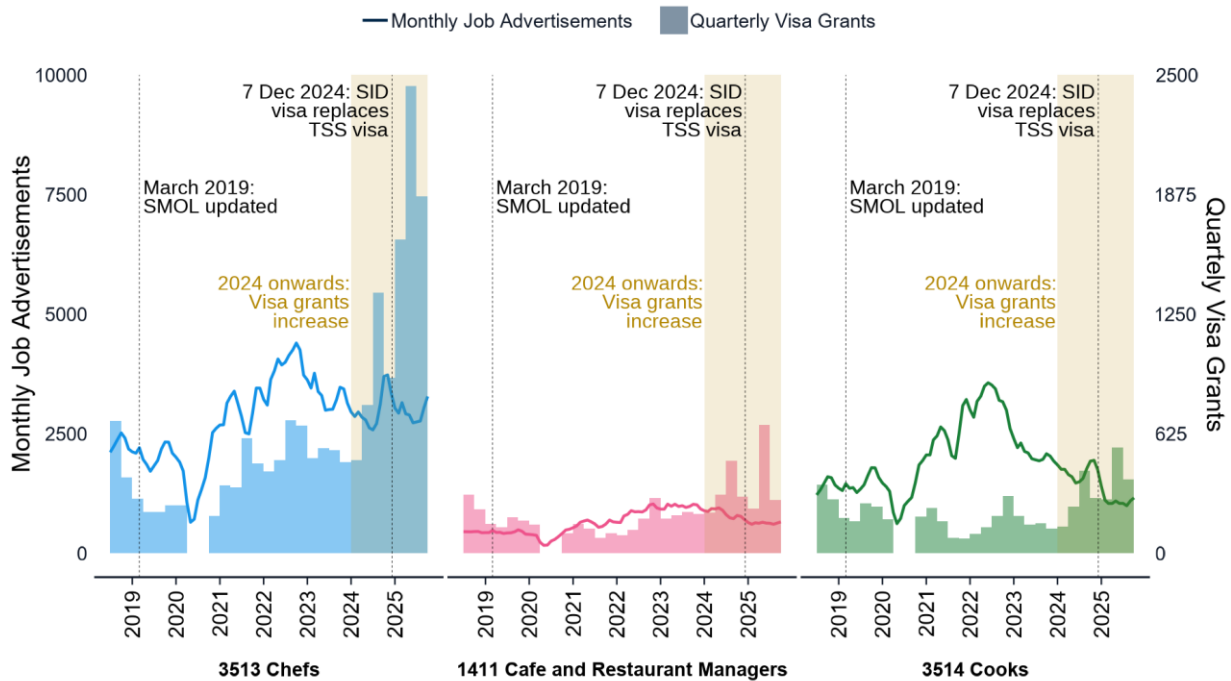


Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au), JSA Internet Vacancies Index to October 25 – (accessed 20 November 2025 from www.jobsandskills.gov.au)

²⁴ JSA publishes seasonally adjusted IVI data to show monthly fluctuations in job advertisements which can be affected by seasonal factors and economic shocks such as the COVID-19 pandemic. There is some volatility in the IVI series month-on-month, particularly for results post-COVID-19, and as such results should be interpreted carefully. See [Internet Vacancy Index \(IVI\) | Jobs and Skills Australia](#).

²⁵ Café and Restaurant Managers (ANZSCO 1411111) is not on 2024 CSOL.

Figure 7: Monthly job advertisements (IVI) by Temporary Skilled Visa Grants, Lower Correlation Occupations



Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au), JSA Internet Vacancies Index to October 25 – (accessed 20 November 2025 from www.jobsandskills.gov.au)

States and Territories

The SID visa program and related migration policy settings is non-discriminatory and at an aggregate level is meeting the objective of supplementing the workforce needs of each state and territory. Future reports will provide more detailed analysis of SID visa grant by Stream and jurisdiction and will explore if analysis can be at a more disaggregated level.

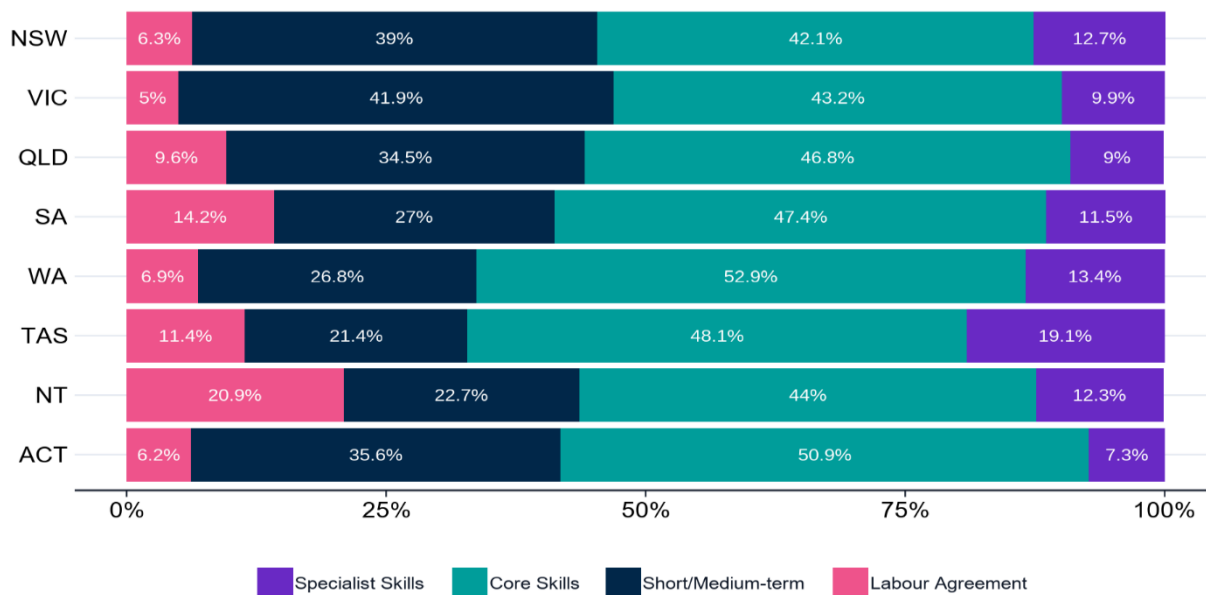
The [Migration Strategy](#) included a direction that the CSOL for the Core Skills Stream of the SID visa program would be a single list with a national focus. This is a different construct to the SMOL for the TSS visa program which included the Short Term Skilled Occupations List (STSOL), Medium Long Term Strategic Skills List (MLTSSL) and Regional Occupations (ROL), where the latter was intended to reflect the workforce needs of regional Australia which for the TSS visa was all of Australia other than major metropolitan Sydney, Melbourne and Brisbane.

Notwithstanding that New South Wales (NSW) and Victoria are the higher paying states for employer-sponsored temporary skill visa grants in Australia, there is no evidence they are benefitting from the higher salary threshold for the Specialist Skills Stream. **Figure 8** shows that:

- Tasmania is the state with the highest proportion of Specialist Skills Stream visas granted (19.1 per cent), although had a lower comparative number of total primary visas granted. This figure may be prone to fluctuation.

- The Australian Capital Territory (ACT)²⁶ had the lowest proportion of Specialist Skills Stream visas granted (7.3 per cent), and a smaller market for temporary skilled visa grants.

Figure 8: Percentage of Primary Subclass 482 visa grants by Stream and State/Territory of grant location, January 2025 to September 2025



Note: Labour Agreement combines visa grants for TSS and SID visas.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au). Labour Agreement visa grants excluded.

Specialist Skills Stream and the Labour Market

Background

The Specialist Skills Stream of the SID visa was introduced to provide a migration option for highly skilled applicants that meet a need that is broader than the CSOL. This is reflected in the policy settings for the Stream outlined in the Migration Strategy, which include an indexed SSIT (of \$141,210 per annum from 1 July 2025) and exclusion of Major Groups 3, 7 and 8.²⁷

Occupations

The occupation profile of the Skills Stream is consistent with the SID visa policy settings which recognises that within a skilled occupation there is variation in the salary (e.g. Software Engineer which appears in the top 15 occupations for both the Specialist Skills and the Core Skills Stream of the SID visa).

²⁶ In November 2025, the Public Administration and Safety industry (where Australian citizenship and security clearances may be a condition of appointment and where salaries are usually set by enterprise agreements), accounted for 26.9 per cent of employment in the ACT. Source: ABS Labour Force Survey November 2025 (trended by JSA).

²⁷ For information on OSCA, including the structure (i.e. Major Group, Sub-major Group, Minor Group, Unit Group and Occupation), see [The OSCA structure](#) | Australian Bureau of Statistics.

Analysis of Department of Home Affairs' administrative data (see **Table 3**) shows the top 15 occupations by visa grant numbers for the Specialist Skills Stream of the SID visa for the period December 2024 to 30 September 2025:

- For many occupations (such as General Practitioner (ANZSCO 253111) and Finance Manager (ANZSCO 132211)), the number of grants under the Specialist Skills Stream are close to the number of visa grants under the TSS visa program for 2023-24.
 - This suggests that for many occupations where nominated salaries meet the SSIT, the Specialist Skills Stream is an attractive alternative to the Core Skills Stream due to the faster median processing standard.
 - For occupations eligible for both the Specialist and Core Skills Stream (i.e. Major Group 1, 2, 4, 5 and 6 occupations on CSOL), the SID visa program provides flexible options for businesses operating in regions or sectors where the market salary is lower than the national market rate.
- Some occupations (such as Software Engineer (ANZSCO 261313) and Resident Medical Officer (ANZSCO 253112)) have smaller proportions granted under the Specialist Skills Stream compared to the TSS visa.
 - This suggests that where there is wide variation in the market salary for an occupation, the Specialist Skills Stream may be used for visa applicants with niche skills or work experience with new and emerging technologies.
- Across the top 15 occupations, the average aggregate age for the Specialist Skills Stream is 2.4 years older and the proportion of females is 3.6ppts lower, compared to the 2023-24 TSS cohort.
 - This may suggest that slightly older visa applicants are more likely to be offered salaries that meet the SSIT (reflecting skillsets, work experience and/or management responsibilities in addition to the main skills needed for the occupation).
 - Of these occupations, only Resident Medical Officer (ANZSCO 253112) and Information and Organisation Professionals not elsewhere classified (ANZSCO 224999) had an equal gender balance under TSS in 2023-24, and both recorded the most significant drops to gender balance under the Specialist Skills Stream (14.9pp and 11.1pp respectively).²⁸

²⁸ Not elsewhere classified (nec) is a residual category in ANZSCO/OSCA used to classify specialised or specific job roles that do not fit into any of the separately identified, detailed, or "general" occupational categories within a particular unit group.

Table 3: Top occupations for Primary Specialist Skills Stream Visa grants—December 2024 to 30 September 2025

Nominated ANZSCO Occupation	TSS visa grants (2023-24)	Total Specialist Skills Stream Visa Grants (from 7 Dec 2024 to 30 Sep 2025)	Average Specialist Skills Stream Age	Average Specialist Skills Stream % Female	2023 to 2025 OSL National Ratings
253111 General Practitioner	500	350	40.6 (+2)	41.1 (-3.8pp)	S, S, S
111211 Corporate General Manager	503	327	46 (-0.1)	15.5 (-1.2pp)	NS, NS, NS
224713 Management Consultant		302	34.5	36.2	NS, NS, NS
131112 Sales and Marketing Manager	613	299	39.4 (+2)	30.8 (-1.2pp)	S, S, NS
261313 Software Engineer	1878	285	36.7 (+2.8)	15.4 (-6.8pp)	S, S, NS
261111 ICT Business Analyst	1042	232	37.8 (+2.8)	29.1 (+0.3pp)	NS, NS, NS
133211 Engineering Manager	455	207	44.4 (+0.7)	9.8 (-0.4pp)	S, S, NS
253112 Resident Medical Officer	2406	207	35 (+4.2)	37.6 (-14.9pp)	S, S, S
132211 Finance Manager	267	194	40.2 (+1)	28.3 (-7.2pp)	NS, NS, NS
111111 Chief Executive or Managing Director	245	178	50 (+1.8)	7.4 (-1.2pp)	NS, NS, NS
133111 Construction Project Manager	380	142	43.9 (+3.5)	8 (-0.4pp)	S, S, S
135112 ICT Project Manager	221	104	41.2 (+2.3)	27.5 (-1.5pp)	NS, NS, NS
233311 Electrical Engineer	389	104	38 (+2.9)	5 (-4.8pp)	S, S, S
233512 Mechanical Engineer	473	96	38.9 (+4.3)	10.8 (+3.8pp)	S, S, NS
224999 Information and Organisation Professionals nec	349	88	36.1 (+3.3)	39.5 (-11.1pp)	NS, NS, NS

Note: Management Consultant (ANZSCO 224713) is not available for comparison due to a change of ANZSCO code in the Home Affairs administrative dataset. All occupations in Table 3 are included on 2024 CSOL and 2019 SMOL.

Note: TSS from 1 January 2025 to 30 September 2025 is the TSS caseload (or pipeline) processed in the period.

Note: The OSL ratings to classify the shortage status of occupations reflect: Shortage (S): An occupation is in national shortage or overall shortage; No shortage (NS): An occupation is not in shortage.

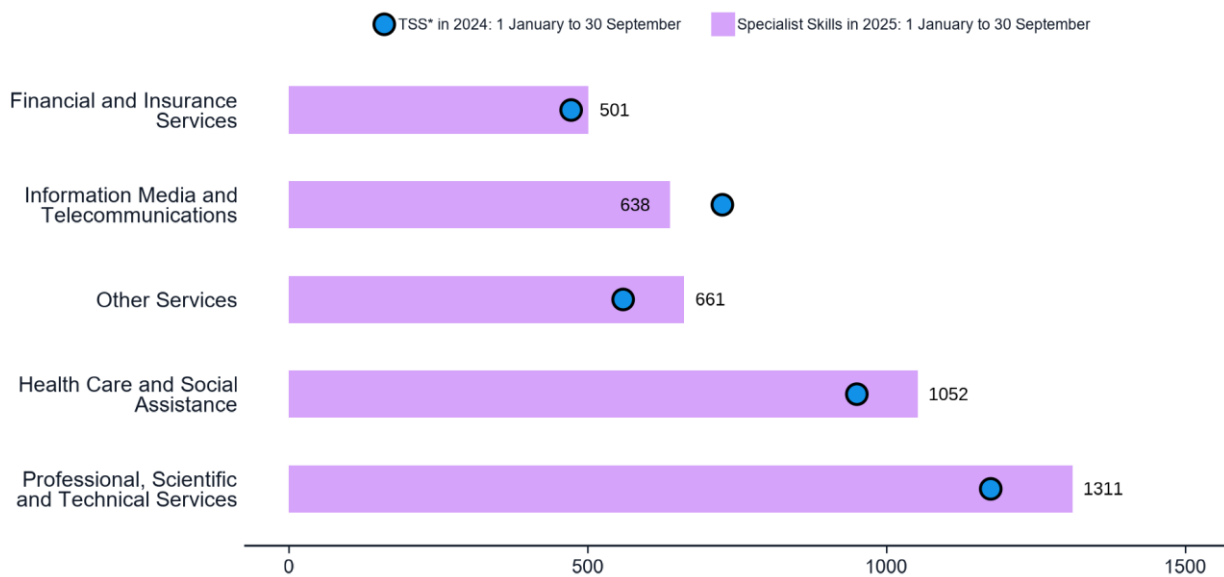
Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au).

Industry

The consistency in the industry profile of Specialist Skills Stream of the SID visa and the TSS visa programs, reflects that these programs are labour market driven with no limit on the number of visas that can be granted in an occupation or for a sector. This suggests the SID visa program is acting as expected.

Analysis of Department of Home Affairs' administrative data on visa grant numbers by industry for the Specialist Skills Stream do not show much change compared to similarly high-paid visa grants under the TSS program (see **Figure 9**).

Figure 9: Top five industries by Specialist Skills Stream visa grants compared to the TSS*



Note: Asterisk (*) indicates TSS visa grants were filtered to nominated yearly salaries over \$135,000 to provide an appropriate point of comparison to the SSIT for the time period. Major Groups 3, 7 and 8 have been excluded.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au) and Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025.

Salary

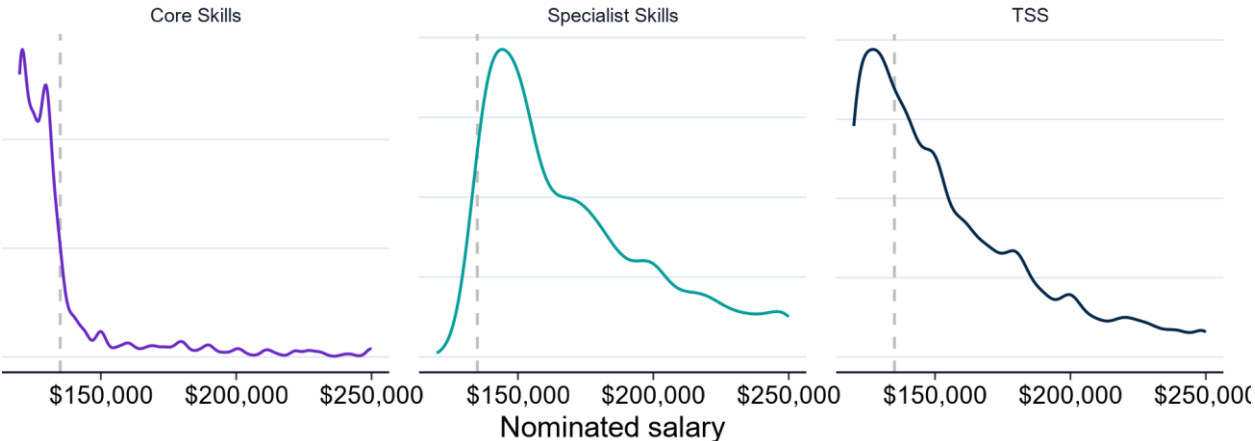
The market salary framework for the SID visa (including indexation of salary thresholds) is consistent with principles outlined in the Migration Strategy. Future monitoring reports will analyse if the SSIT has had an impact on wages growth for the occupations and main employing industries for businesses using the Specialist Skills Stream of the SID program.

The Specialist Skills Stream was introduced from 7 December 2024 to support the introduction of the SID visa. Eligibility criteria include an indexed SSIT of \$135,000 per annum. The SSIT was increased to \$141,210 per annum for SID nominations and visa applications lodged from 1 July 2025.

Analysis of data for the TSS and SID visa programs with an occupation list basis (i.e. the Short Term and Medium Term Streams of the TSS and the Specialist Skills and Core Skill Streams of the SID visa programs) shows that (see **Figure 10**):²⁹

- Given the faster visa processing times, it is more advantageous for an employer to use the Specialist Stream rather than the Core Skills Stream where the SSIT can be met.
- Employers will use the Core Skills Stream of the SID where the market salary is above the SSIT for occupations not eligible for the Specialist Skills Stream (i.e. Major Groups 3, 7 and 8). This does not appear to be a frequent occurrence.

Figure 10: Nominated Salary Densities by Visa Stream, January 2022 to June 2025



Note: Dashed line shows the \$135,000 SSIT applicable for the data period.

Source: Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025.

In most cases where an occupation was on SMOL and the CSOL, the average nominated salary is higher under the Specialist Skills Stream when compared to TSS since 2022.

Table 4 shows that — for those occupations available for the TSS visa but not on 2024 CSOL — where there is sufficient data (i.e. 10 or more visa grants):

- While the high salaries suggest the Specialist Skills Stream is meeting its objective as outlined in the Migration Strategy, this visa option may be under-used in some scenarios.
- Only 5.62 per cent of visa grants under the Specialist Skills Stream are for occupations that are not available through the Core Skills Stream.

²⁹ The Labour Agreement Stream of the SID and TSS visa programs does not have an occupation list basis that is given effect through a Legislative Instrument. The terms of a Labour Agreement (whether it is company specific, industry template or DAMA) will identify the occupations that are covered.

Table 4: Occupations with primary visa grants under the Specialist Skills Stream which are not on CSOL for the Core Skills Stream

Nominated ANZSCO Occupation	Average Specialist Skills Stream Nominated salary	Average Specialist Skills Stream Nominated salary versus TSS	2023 to 2025 OSL National Shortage Ratings
263212 ICT Support Engineer	\$236,531	+\$132,342	NS, NS, NS
222299 Financial Dealers nec	\$295,048	+\$114,390	NS, NS, NS
149212 Customer Service Manager	\$166,564	+\$75,863	NS, NS, NS
222312 Financial Investment Manager	\$276,758	+\$48,553	NS, NS, NS
139999 Specialist Managers nec	\$202,183	+\$17,976	NS, NS, NS
231213 Ship's Master	\$199,646	+\$5,819	NS, S, S
231112 Air Traffic Controller*	\$195,816	NA	NS, R, S
231214 Ship's Officer*	\$182,269	NA	NS, NS, S

Note: * Ship's Officer (ANZSCO 231214) and Air Traffic Controller (ANZSCO 231112) were not on the SMOL and do not have a comparative average salary. Average TSS visa salary is from 2022-23, 2023-24 and 2024-25.

Note: The OSL ratings to classify the shortage status of occupations reflect: Shortage (S): An occupation is in national shortage or overall shortage; Regional shortage (R): An occupation is in shortage in regional area(s); No shortage (NS): An occupation is not in shortage.

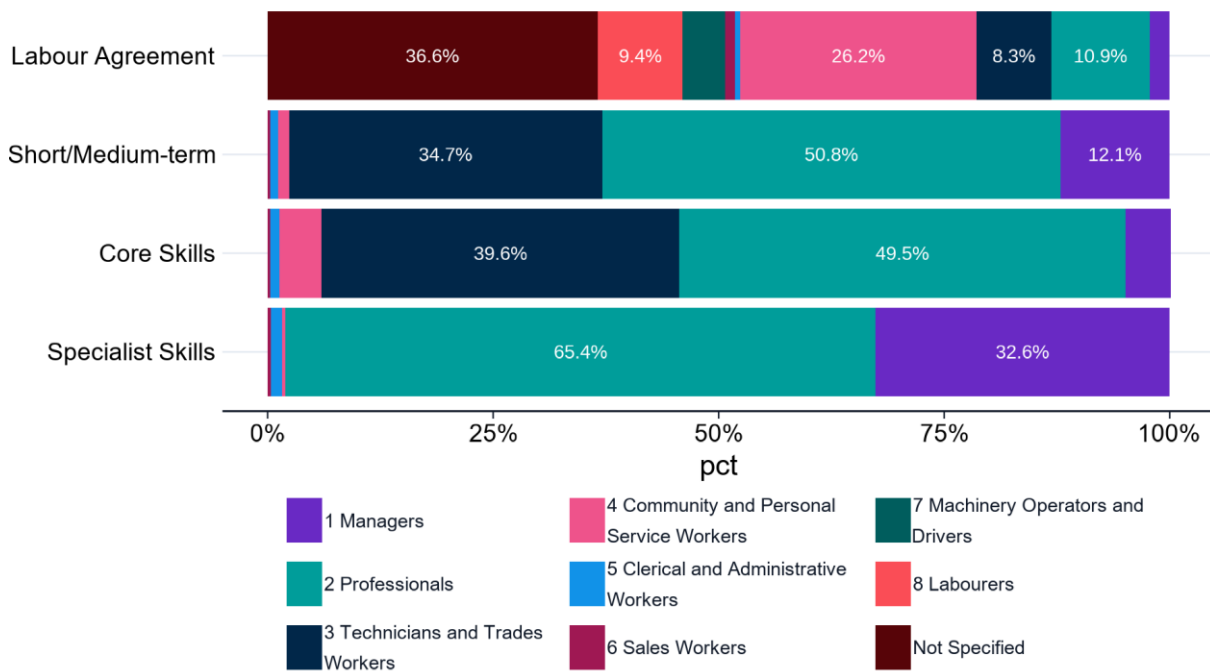
Source: Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025

Major Group and Skill Level

The occupation profile of the Specialist Skills Stream of the SID visa is dominated by Major Group 1 (Managers) and Major Group 2 (Professionals) occupations where they comprise 98 per cent of total primary visas granted for the period December 2024 to 30 September 2025 (see **Figure 11** and **12**). Other findings include that the Specialist Skills Stream:

- Mainly comprises Skill Level 1 occupations (97 per cent).
- Is characterised by two highly skilled and highly paid occupation cohorts:
 - Managers (e.g. Corporate General Manager (ANZSCO 111211))
 - Professionals (e.g. General Practitioner (ANZSCO 253111)).

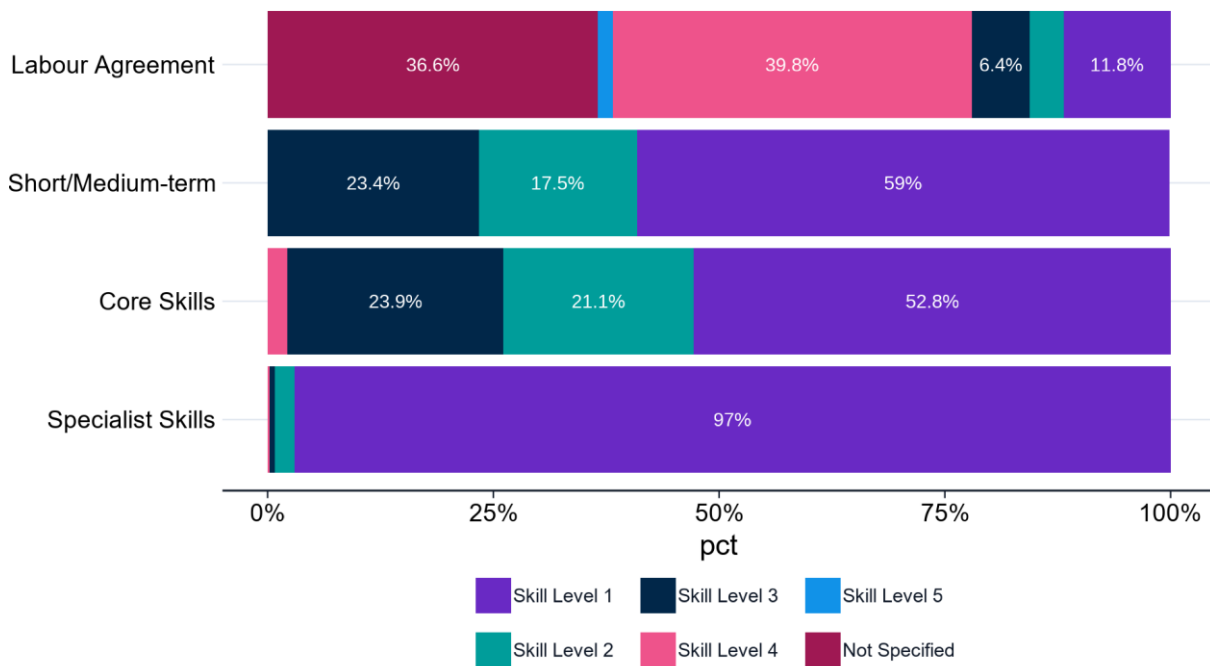
Figure 11: Percentage of Primary Subclass 482 visa grants by Stream and ANZSCO Major Group, January 2022 to September 2025



Note: Labour Agreement combines visa grants for TSS and SID visas.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au). Labour Agreement visa grants excluded.

Figure 12: Percentage of Primary Subclass 482 visa grants by Stream and ANZSCO Skill Level, January 2022 to September 2025



Note: Labour Agreement combines visa grants for TSS and SID visas.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au). Labour Agreement visa grants excluded.

Core Skills Stream and the Labour Market

Background

The Core Skills Stream of the SID visa program supplements the skilled workforce needs of Australian businesses. The Migration Strategy outlines the eligibility criteria for this Stream which include but are not limited to: CSOL, indexed CSIT, and labour market testing (unless exemptions apply).

Occupations

The occupation profile of the Core Skills Stream of the SID visa program and the preceding TSS visa program are similar (in terms of top 15 occupations). This is consistent with directions on the scope of, and labour market analysis that informed decisions on CSOL and the preceding SMOL (i.e. Skill Level 1 to 3 focus and consideration of international obligations).

Analysis of Department of Home Affairs' administrative data (see **Table 5**) shows the top 15 occupations by visa grant numbers for the Core Skills Stream of the SID visa for the period December 2024 to 30 September 2025:

- Noting the SID visa was only introduced in December 2024, it is not possible to compare the labour market profile of the TSS and SID visa programs on a financial year basis. However, **Table 5** does not show a slowdown in use of the Subclass 482 visas for these occupations.
- Most of these occupations have seen a greater number of Subclass 482 visa grants (for the 9 months to 30 September 2025) compared to 2023-24 under TSS alone.
- There was significant growth in visa grant for Chef (ANZSCO 351311) with a high number of visas granted under the TSS program (for visa applications lodged prior to the introduction of the SID visa).
- Child Care Worker (ANZSCO 421111) has seen a significant increase in Subclass 482 visas granted following inclusion on the CSOL (which recognised its promotion to Skill Level 3 in 2022 ANZSCO). Prior to its inclusion on CSOL, the occupation was only available under the Labour Agreement Stream.
- Software Engineer (ANZSCO 261313) and ICT Business Analyst (ANZSCO 261111) appear in the top occupations for both Specialist Skills Stream (**Table 4**) and Core Skills Stream (**Table 5**) of the SID visa. These occupations are likely to have nominated salaries that fall both above and below the SSIT and as such require coverage under both streams to supplement the workforce needs of business.
- Across the top 15 occupations, the average aggregate age for the Core Skills Stream is 0.9 years younger and the proportion of females is 2.5pp higher, compared to the 2023-24 TSS cohort.
 - This may suggest that SID visa grants under the Core Skills Stream are more likely to be younger and female compared to the Specialist Skills Stream.
 - Female dominated occupations — such as Child Care Worker (ANZSCO 421111) and Registered Nurse (Aged Care) (ANZSCO 254412) — recorded an increase in the percentage of females granted visas under the Core Skills Stream (95.6 per cent and 89.1 per cent respectively).

Table 5: Top occupations for Primary Core Skills Stream visa grants—December 2024 to 30 September 2025

Nominated ANZSCO Occupation	TSS visa grants (2023-24)	Total Core Skills Stream Visa Grants (from 7 Dec 2024 to 30 Sep 2025)	TSS (from 1 Jan 2025 to 30 Sep 2025)	Average Core Skills Stream Age	Average Core Skills Stream % Female	2023 to 2025 OSL National Ratings
351311 Chef	2,279	2,300	3,657	30.8 (-2.3)	35.7 (+11.2pp)	S, S, R
253112 Resident Medical Officer	2,406	1,539	272	30.7 (-0.1)	54 (+1.5pp)	S, S, S
321211 Motor Mechanic (General)	1,559	1,348	950	31.6 (-2.4)	1.3 (+0.8pp)	S, S, S
312512 Mechanical Engineering Technician	1,011	620	213	38.7 (+0.3)	0.5 (-0.3pp)	S, S, S
261313 Software Engineer	1,878	608	433	32.6 (-1.4)	27 (+4.8pp)	S, S, NS
421111 Child Care Worker *	123	492	64	33.1 (-1.7)	95.6 (+0.6pp)	S, S, S
254412 Registered Nurse (Aged Care)	622	465	121	34.1 (-1.2)	89.1 (+3.7pp)	S, S, S
351411 Cook	670	415	767	32.2 (-2)	29.4 (+6.3pp)	S, S, S
261111 ICT Business Analyst	1,042	403	256	32.4 (-2.5)	38.7 (+9.8pp)	NS, NS, NS
221111 Accountant (General)	717	362	351	29.9 (-1.3)	58.1 (+3.3pp)	NS, NS, NS
223112 Recruitment Consultant	657	352	207	30.2 (-0.6)	60.9 (+3.9pp)	S, S, NS
241411 Secondary School Teacher	397	350	73	33.8 (-2.9)	63.9 (+0.4pp)	S, S, S
221213 External Auditor	518	321	60	28.8 (-0.7)	50.4 (-4.3pp)	S, S, S
225113 Marketing Specialist	779	318	466	30.4 (-0.6)	64.2 (-3pp)	S, NS, NS
263299 ICT Support and Test Engineers nec	7	308	0	34.5 (+5.4)	27.7 (-0.9pp)	NS, NS, NS

Note: TSS from 1 January 2025 to 30 September 2025 is the TSS caseload (or backlog) processed in the period and * indicates occupation not on the 2019 SMOL³⁰ The OSL ratings to classify the shortage status of occupations reflect: Shortage (S): An occupation is in national shortage or overall shortage; Regional shortage (R): An occupation is in shortage in regional area(s); No shortage (NS): An occupation is not in shortage.

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au). Labour Agreement visa grants excluded.

While most visa grants under the Core Skills Stream are for occupations that were also on the SMOL, some occupations that are only on CSOL (i.e. not on SMOL and only available under Labour Agreements) had visas granted in the period to 30 September 2025:

³⁰ Child Care Worker (ANZSCO 421111) was not in scope for 2019 SMOL as it was Skill Level 4 in the edition of ANZSCO in effect at the time of the analysis.

- Child Care Worker (ANZSCO 421111) had 234 visas granted under the Core Skills Stream, with previous temporary visa grants being through Labour Agreements. The average nominated salary for this occupation under Core Skills Stream is only just above the CSIT.
- Management Consultant (ANZSCO 224713) was the second most common new occupation for SID visa grants with 100 visas granted through the Core Skills Stream and a further 180 through the Specialist Skills Stream. The average nominated salary for this occupation under the Core Skills Stream is well above the CSIT.
- The next three most common new occupations for the Core Skills Stream were Landscape Gardener (ANZSCO 362711), Retail Manager (General) (ANZSCO 142111) and Devops Engineer (ANZSCO 261316).

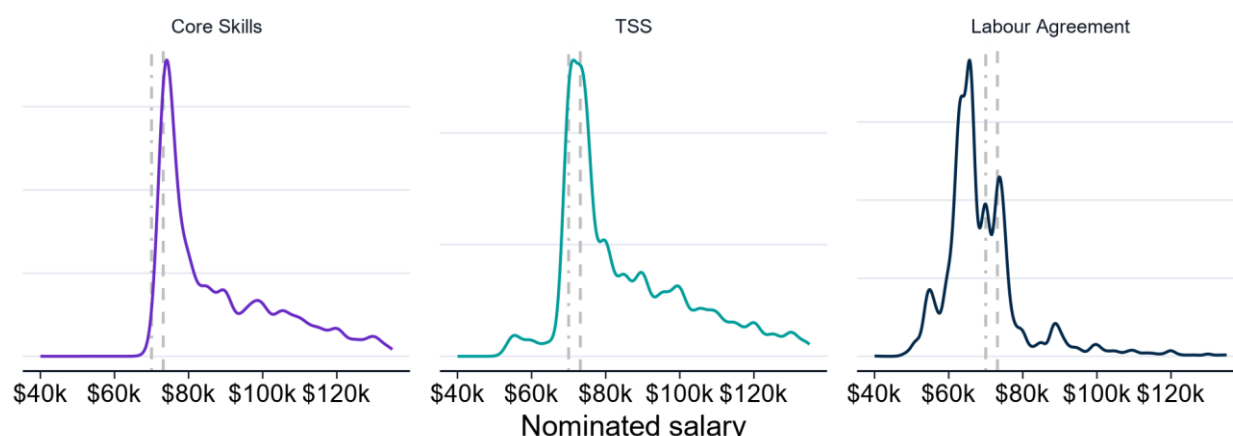
Salary

The market salary framework for the SID visa, including indexation of salary thresholds, is consistent with the principles outlined in the Migration Strategy and has resulted in an increase in the median salary for the Core Skills Stream of the SID visa.

Nominated salaries for the Core Skills Stream are generally consistent to the TSS visa when accounting for the indexation of the salary threshold from 1 July 2023 and 1 July 2024 (see **Figure 13**).

- For both the Core Skills Stream of the SID visa and the TSS visa program, most primary Subclass 482 visa grants have a nominated salary at the relevant salary threshold, with visa grant numbers dropping as the nominated salary increases.
- The bulk of SID visas were granted through the Core Skills Stream and not the Specialist Skills Stream (78 per cent, excluding Labour Agreements). This highlights the importance for the CSIT to be set at an appropriate level (i.e. which takes into consideration the cost of living and which recognises SID visa holders are not eligible for most Government funded tax transfer payments, benefits and programs) as it affects most visa holders on SID visas.

Figure 13: Nominated Salary Densities by Visa Stream, 2023-24 to 2024-25



Note: Dotted and dashed line shows the \$70,000 threshold, dashed line shows the \$73,150 salary threshold

Source: Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025.

Some occupations have recorded large increases to the average nominated salary following the introduction of the Core Skills Stream and SID visa with an indexed CSIT (see **Table 6**):

- Seven of the top 10 occupations for the largest salary increases were in Major Group 3, which is excluded from the Specialist Skills Stream of the SID visa program.
- The remaining three occupations were not on the SMOL and as such were not available for the standard TSS visa program (i.e. they were only available under Labour Agreements³¹).

Table 6: Top 10 occupations for Primary Core Skills Stream visa grants with greatest increases to average nominated salary

Nominated ANZSCO Occupation	Average Core Skills Stream Nominated salary	Average Core Skills Stream Nominated salary versus TSS	2023 to 2025 OSL National Ratings
342313 Electronic Equipment Trades Worker	\$110,377	+\$37,048	S, S, R
399212 Gas or Petroleum Operator	\$239,168	+\$20,610	NS, NS, NS
149999 Hospitality, Retail and Service Managers nec*	\$82,440	+\$19,049	NS, NS, NS
342314 Electronic Instrument Trades Worker (General)	\$113,148	+\$17,998	NS, NS, S
451111 Beauty Therapist*	\$74,385	+\$17,575	S, S, S
312312 Electrical Engineering Technician	\$118,709	+\$15,660	NS, NS, M
431411 Hotel Service Manager*	\$76,666	+\$14,534	NS, NS, NS
342411 Cabler (Data and Telecommunications)	\$88,475	+\$14,237	S, S, S
324311 Vehicle Painter	\$87,318	+\$13,323	S, S, S
341111 Electrician (General)	\$94,605	+\$11,854	S, S, S

Note: Occupations with an asterisk (*) were not available on the SMOL (2019 and previous issues) but may have had visas granted through Labour Agreements. Average TSS visa salary is from 2022-23, 2023-24 and 2024-25.

Note: The OSL ratings to classify the shortage status of occupations reflect: Shortage (S): An occupation is in national shortage or overall shortage; Metropolitan shortage (M): An occupation is in shortage in metropolitan area(s); Regional shortage (R): An occupation is in shortage in regional area(s); No shortage (NS): An occupation is not in shortage.

Source: Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025

Table 7 identifies the top 10 occupations by decrease in nominated salary for the Core Skills Stream of the SID visa, noting:

- Eight of the top 10 occupations are in Major Group 3.
- All the occupations had an average nominated salary that was well above the CSIT.
- These occupations on average had only 18 primary SID visas granted.

³¹ While Labour Agreements can be approved with a concession to the TSMIT/CSIT, the market salary framework applies (i.e. visa holders must receive the same salary as an Australian worker with similar skills performing similar duties in the workplace, and this salary must satisfy applicable Australian workplace law).

Table 7: Top 10 occupations for Primary Core Skills Stream visa grants with greatest decreases to average nominated salary

Nominated ANZSCO Occupation	Average Core Skills Stream Nominated salary	Average Core Skills Stream Nominated salary versus TSS	2023 to 2025 OSL National Ratings
312999 Building and Engineering Technicians nec	\$104,333	-\$27,054	NS, NS, NS
323111 Aircraft Maintenance Engineer (Avionics)	\$104,697	-\$18,801	S, S, S
234212 Food Technologist	\$85,006	-\$17,716	S, S, NS
311299 Medical Technicians nec	\$97,156	-\$15,467	S, S, NS
342315 Electronic Instrument Trades Worker (Special Class)	\$97,696	-\$13,412	S, S, S
312212 Civil Engineering Technician	\$96,671	-\$12,766	S, S, S
312211 Civil Engineering Draftsperson	\$81,662	-\$9,568	S, S, S
251211 Medical Diagnostic Radiographer	\$104,489	-\$8,870	S, S, S
312199 Architectural, Building and Surveying Technicians nec	\$85,205	-\$8,377	NS, NS, NS
234511 Life Scientist (General)	\$96,949	-\$6,647	NS, NS, NS

Notes: Average TSS visa salary is from 2022-23, 2023-24 and 2024-25. Occupations with visa grants also under the Specialist Skills stream have been removed.

Note: The OSL ratings to classify the shortage status of occupations reflect: Shortage (S): An occupation is in national shortage or overall shortage; No shortage (NS): An occupation is not in shortage.

Source: Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025

Industry

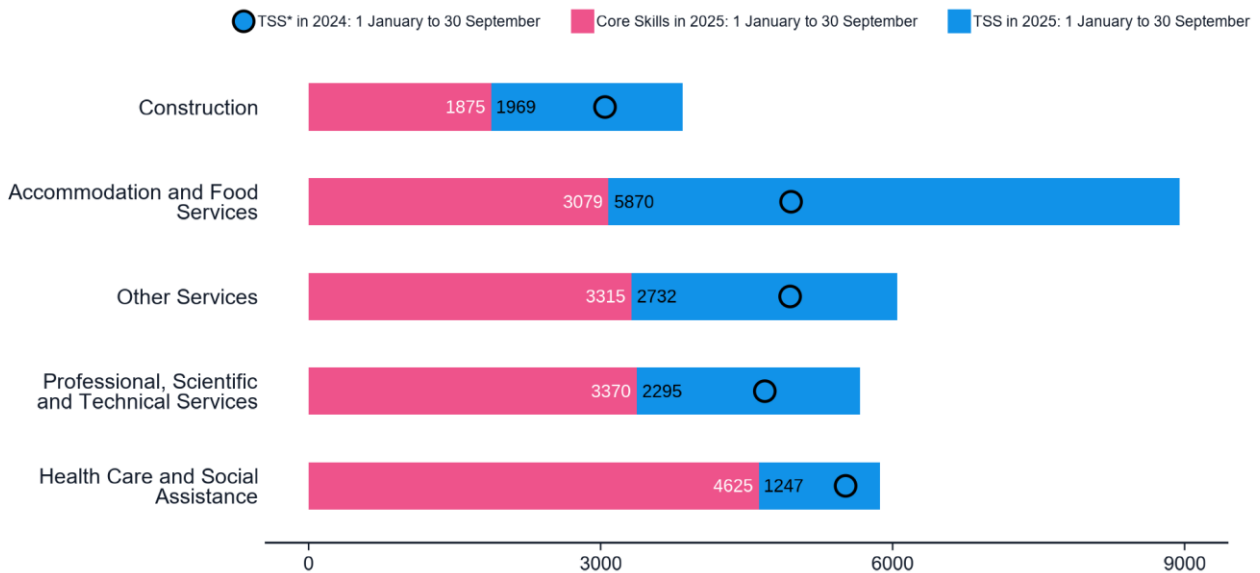
The industry profile of the Core Skills Stream of the SID visa and the TSS visa programs reflect that these programs are labour market driven, with no limit on the number of visas that can be granted in an occupation or for an industry. Other migration policy settings (such as indexation of the CSIT and TSMIT and the introduction of CSOL), may account for the decline in SID visas granted for the Accommodation and Food Services industry in the period from 1 January to 30 September 2025. This suggests the SID visa program is acting as expected.

Figure 14 shows the top five industries for visa grants under the Core Skills Stream of the SID visa program (comparing the first three quarters of respective years):

- Health Care and Social Assistance has accounted for the most visas granted under the Core Skills Stream. A small number of Subclass 482 visas are being granted under the TSS visa. The number of visas granted in the first three quarters of 2025 (both SID and TSS combined) are roughly equal to the number of visas granted in the first three quarters of 2024, suggesting that businesses operating in this industry have seamlessly transitioned towards usage of the SID visa program.
- Accommodation and Food Services was ranked fourth for visa grants under the Core Skills Stream, although most visa grants for this industry were through the TSS visa. This may reflect changes to migration policy settings such as the indexation of salary thresholds and the replacement of the SMOL with the CSOL.

- As the TSS visa was closed to new applications from 7 December 2024, for future SID reports JSA will monitor the legacy TSS visa grant for all industries (to identify a potential impact of changes in the policy settings of the TSS and SID visa).

Figure 14: Top five industries by Core Skills Stream visa grants compared to the TSS*



Note: Asterisk (*) indicates TSS visa grants were filtered to at least \$53,900 (former TSMIT) and – except for Major Groups 3, 7 and 8 – at most \$135,000 (2024-25 SSIT).

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visas granted to 30 September 2025 – (accessed 14 November 2025 from www.data.gov.au) and Department of Home Affairs Unreleased Visa Grant Data: Temporary Resident (Skilled) visas granted to 30 June 2025.

Major Group and Skill Level

The Core Skills stream — which is specific to Skill Level 1, 2 and 3 occupations — is comprised of over 50 per cent Skill Level 1 occupations (see **Figure 12**). Visa grants for Skill Levels 2 and 3 are roughly equal, with slightly more for Skill Level 3 occupations:

- This Skill Level distribution is similar to the TSS distribution, though some Skill Level 1 occupations may find the Specialist Skill pathway more preferable.
- While a small percentage of SID visas are granted for Skill Level 4 occupations, these were re-classified to a higher Skill Level (but continue to be processed under the old Skill Level 4 ANZSCO code) or are included on CSOL to give effect to international obligations.

Most SID visas in the Core Skills Stream come from Major Group 2 (Professionals, 49.5 per cent) and Major Group 3 (Technicians and Trades Workers, 39.6 per cent) (see **Figure 11**). Proportionally less Major Group 1 (Managers) are granted SID visas through the Core Skills Stream compared to the TSS due to businesses recruiting overseas workers for those occupations preferring the Specialist Skills Stream.

Labour Agreement Stream³² and the Labour Market

Background

Labour Agreements are formal agreements between an Australian employer and the Commonwealth (represented by the Minister for Immigration). Key features include:

- Labour Agreements allow Australian employers to sponsor overseas workers on a temporary or permanent basis, under the SID, ENS and/or Skilled Employer Sponsored Regional (SESR) visa programs.
- The Minister for Immigration and Citizenship can approve a concession to the CSIT/TSMIT³³ requirement providing this represents the market salary (i.e. salary received by an Australian worker with similar skills and performing similar duties in the workplace) and which satisfies applicable Australian workplace law:
 - The Department of Home Affairs website includes information on CSIT concessions for template Labour Agreements (such as industry Labour Agreements and Designated Area Migration Agreements (DAMAs)) but not for company specific Labour Agreements.
 - The template Aged Care Industry Labour Agreement includes a concession to CSIT and sets the salary threshold at \$51,222 per annum³⁴ (unless a higher salary applies under applicable Australian workplace law).
 - The Northern Territory (NT) DAMA has provision for a concession of up to 15 per cent of CSIT (i.e. \$65,037 per annum) and also allows for non-monetary benefits to be included with a value of up to 10 per cent of the concessional salary threshold (i.e. \$6,503 per annum of the \$65,037)³⁵:
 - JSA is not aware of any evaluations that have been undertaken to date on the impact of these salary concessions on the outcomes for sponsored temporary visa holders and/or the rates of domestic wage growth more broadly.
 - JSA will explore available datasets to determine their appropriateness to analyse the impact (including on the Australian and SID workforce) of salary and other concessions in DAMAs and template industry Labour Agreements. This will be featured in future SID reports.
- Labour Agreements are generally in effect for five years and fall into one of the following categories³⁶:
 - [Company-Specific Labour Agreements](#) — bespoke agreements negotiated directly with the employer where there is a skill shortage for a niche occupation not covered by standard skilled visa programs, DAMAs or industry Labour Agreements.

³² The Migration Strategy recognises there may be workforce needs in lower paying sectors that cannot be met from within the domestic workforce. The Labour Agreement and future Essential Skills Stream of the SID visa give effect to this principle.

³³ The concession to CSIT/TSMIT is usually up to 10 per cent.

³⁴ For details on salary and other concessions in template industry Labour Agreements—including the Aged Care Labour Agreement—see [Industry labour agreements](#).

³⁵ For details on concessions in the NT DAMA see [Concessions available | Department of Trade, Business and Asian Relations](#)

³⁶ Other Labour Agreement types—which may be part of Department of Home Affairs' administrative data collections—include the Global Talent Scheme (which allows businesses to fill highly skilled and specialised positions that cannot be filled by Australian workers or through the standard employer-sponsored skilled visa programs); Project Agreements (for project companies with skilled workforce needs in the construction phase of resource or major infrastructure projects); and Skill Refugee Labour Agreement Pilot (from 1 July 2021 in collaboration with Talent Beyond Boundaries).

- [Designated Area Migration Agreements](#) — an overarching agreement for a designated area. DAMAs are negotiated between the Australian Government and a Designated Area Representative (DAR), usually a local, state or territory government or regional authority to address workforce needs within a specified region. Once a DAMA head agreement is established, eligible employers in that region can seek endorsement from the DAR and apply for individual Labour Agreements under the terms of the DAMA.
- [Industry Labour Agreements](#) — negotiated with key stakeholders including unions, peak industry bodies and Government to address national industry-wide labour shortages in specific industries. Industry Labour Agreements help to ensure a level playing field across an industry by establishing a set of unique terms, conditions and concessions for certain occupations that will apply to all future Labour Agreements in that sector.³⁷
- The Department of Home Affairs has the discretion to seek labour market advice from JSA on all Labour Agreements and reviews of existing DAMAs and template industry Labour Agreements. However, there has been increasing trends to Labour Agreement coverage for Skill Level 4 and 5 occupations where labour market data is not as comprehensive.³⁸
- The use of a non-ANZSCO code (i.e. 070499) for multiple occupations — historically for occupation titles not recognised in ANZSCO — limits the capacity for JSA to analyse the labour market impact of the Labour Agreement Stream of the SID visa.

The analysis for this report includes the following findings for the Labour Agreement Stream for the period January 2022 to September 2025 (June 2025 for salary data):

- **Figure 13** — the nominated salary for Subclass 482 visas under the Labour Agreement is concentrated below the salary thresholds, with a low incidence of higher salaries.
- **Figure 12** — the majority of visas granted under the Labour Agreement Stream of the TSS and SID visa programs were for unspecified occupations (non-ANZSCO, 36.6 per cent); Community and Personal Service Workers (Major Group 4, 26.2 per cent), Professionals (Major Group 2, 10.9 per cent) and Labourers (Major Group 8, 9.4 per cent). This profile is reflected in the Skill Levels at **Figure 11**.
- **Figure 8** — the Labour Agreement Stream accounts for a high percentage of Subclass 482 visa grant in the NT (20.9 per cent) and South Australia (14.2 per cent). This may reflect the long-standing state-wide DAMAs for these jurisdictions that cover specified Skill Level 1 to 5 occupations, often with concessions to standard TSS/SID and ENS visa criteria (including the salary thresholds).

Analysis of Department of Home Affairs' administrative data for the Labour Agreement Stream shows the majority of Subclass 482 visas were for males, except for Skill Level 4 occupations (where females represent 58 per cent of primary visa grant). This may reflect use of Labour Agreements in the Health Care and Social Assistance industry (mainly the aged care sector).

Case Study 1 — Aged Care Sector

JSA will undertake further analysis on the Aged Care Sector's use of permanent and temporary visa programs (including through the Aged Care Industry Labour Agreement, DAMAs, and the PALM Scheme). This analysis – which will also analyse pathways to other visas, retention of migrant workers and salary growth at the 6-digit occupation level – is necessary to ensure that migration is complementing domestic employment and training measures to meet current and future workforce needs.

³⁷ There are currently 10 template industry Labour Agreements covering: Advertising; Aged Care; Dairy; Fishing; Horticulture; Meat; Minister of Religion; On-Hire; Pork; and Restaurant (Premium Dining).

³⁸ Future SID reports will analyse the extent to which occupation coverage—including for Skill Level 4 and 5 occupations—under template industry Labour Agreements and DAMAs are consistent with JSA labour market analysis.

The template Aged Care Industry Labour Agreement was announced by the Australian Government on 5 May 2023³⁹ to supplement workforce needs, while recognising migration should complement investment in skills and training for the sector. This industry Labour Agreement:

- Covers occupations which under ANZSCO were Skill Level 4 — that is, Aged or Disabled Carer (ANZSCO 423111); Nursing Support Worker (ANZSCO 423312); and Personal Care Assistant (ANZSCO 423313).
- Provides access to SID and ENS visa (the latter includes a two year work experience in Australia requirement which is not tied to a particular employer or visa subclass), with concessions and flexibility to standard visa requirements (including a salary threshold of \$51,222 or the Australian Market Salary Rate where it is higher).
- Requires visa applicants to hold a relevant Australian Qualifications Framework (AQF) Certificate III or higher qualification; or have 12 months relevant full-time experience (or equivalent part-time) with a positive skills assessment from either the Australian Nursing and Midwifery Accreditation Council (for Nursing Support Worker and Personal Care Assistant) or Community Work Australia (for Aged or Disabled Carer) where the qualification was obtained overseas or work experience is claimed in lieu of the formal qualification.
- Requires participating employers in the aged care sector to enter into and maintain a Memorandum of Understanding with a relevant union(s).

The occupation of Aged or Disabled Carer (ANZSCO 423111) covered by this template Labour Agreement was — as part of the review of ANZSCO which informed the Occupation Standard Classification for Australia (OSCA⁴⁰) — split into:

- Aged Care Manager (OSCA 141311) — Skill Level 1 occupation in scope of CSOL analysis.
- Aged Care Coordinator (OSCA 421131) and Aged Care Team Leader (OSCA 421132) — both Skill Level 3 and in scope of CSOL analysis.
- Residential Aged Care Worker (OSCA 421331) and Community Aged Care Support Workers (OSCA 421231) — both Skill Level 4 and not in scope of CSOL analysis.

In future SID reports JSA will analyse the contribution to labour supply through the Core Skills Stream of the SID visa program⁴¹, noting:

- **Table 8** shows the number of primary temporary skill visas granted for Aged Care Worker (ANZSCO 423111), Nursing Support Worker (ANZSCO 423312) and Personal Care Assistant (ANZSCO 423313) under all Labour Agreements (includes the template Aged Care Labour Agreement; DAMAs and company specific Labour Agreements).
- The workforce needs of the aged care sector are — according to available administrative data and the reports of various Parliamentary and independent reviews — are also supplemented by temporary work visa holders entering Australia under the PALM Scheme; Working Holiday⁴²; International Student and Humanitarian visas.
- This highlights the importance of recording and analysing the aggregate labour market impact of temporary workers at the occupation level and for sub-sectors (i.e. below the one-digit level in the Australian and New Zealand Standard Industrial Classification (ANZSIC)). For example, the aggregate number of PALM workers in the Health Care and Social

³⁹ The Hon Anika Wells MP, Minister for Aged Care and the Hon Andrew Giles MP, Minister for Immigration, Citizenship and Multicultural Affairs; 5 May 2023 Joint Media Release—[A tripartite approach to address workforce shortages in aged care | Health, Disability and Ageing Ministers | Australian Government Department of Health, Disability and Ageing](#)

⁴⁰ [OSCA - Occupation Standard Classification for Australia, 2024, Version 1.0 | Australian Bureau of Statistics](#)

⁴¹ Future analysis on the SID visa program for the Aged Care industry may cover occupations which were recognised in OSCA.

⁴² WH includes Working Holiday Maker (Subclass 417) and Work and Holiday (Subclass 462) visa programs.

Assistance industry (which is mainly the Aged Care sector) increased from 195 PALM workers in April 2022 (start of the data series) to 715 workers at June 2023, 1,255 workers at June 2024, 1,290 workers at June 2025 and 1,265 workers in September 2025 (latest data).⁴³

Table 8: Primary Employer Sponsored Temporary Skill Visa Grant — Aged Care Worker (ANZSCO 423111), Nursing Support Worker (ANZSCO 423312) and Personal Care Assistant (ANZSCO 423313) under all Labour Agreement types

Aged or Disabled Carer	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 to 30 Sep
ACT	0	0	0	0	0	0	<5	6	<5
NSW	0	0	<5	0	8	27	132	237	21
NT	0	0	0	0	<5	5	16	33	<5
Qld	0	0	0	0	<5	12	<5	22	19
SA	0	0	0	<5	<5	12	21	41	17
Victoria	0	0	0	0	0	11	<5	19	7
WA	<5	<5	0	6	7	24	27	43	22
Total	<5	<5	<5	8	18	91	203	401	89
Nursing Support Worker	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 to 30 Sep
ACT	0	0	0	0	0	0	<5	5	0
NSW	0	0	0	0	0	<5	25	237	49
NT	0	0	0	0	0	0	<5	0	0
Qld	0	0	0	0	0	<5	<5	87	67
SA	0	0	0	0	0	0	<5	<5	<5
Victoria	0	0	0	0	0	0	<5	<5	<5
WA	0	0	0	0	0	<5	6	<5	<5
Total	0	0	0	0	0	6	40	336	122
Personal Care Assistant	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 to 30 Sep
ACT	0	0	0	0	0	<5	5	27	6
NSW	0	0	0	0	<5	83	290	509	74
NT	0	0	0	0	0	<5	<5	<5	<5
Qld	0	0	0	0	0	0	26	74	23
SA	0	0	0	0	0	0	5	54	10
Victoria	<5	7	<5	<5	5	7	89	327	47
WA	0	0	0	<5	0	0	<5	9	0
Total	<5	7	<5	5	7	93	417	1,003	161

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2024-25 to 30 September 2025 – comparison with previous years (accessed 14 November 2025 from www.data.gov.au).

Case Study 2 — Meat Processing Sector

JSA will undertake further analysis on the Meat Processing sector's use of permanent and temporary visa programs (including through the Meat Industry Labour Agreement, DAMAs, PALM Scheme and the Working Holiday visa programs). This analysis – which will also analyse pathways to other visas, retention of migrant workers and salary growth at the 6-digit occupation level – is necessary to ensure that migration is complementing domestic employment and training measures to meet current and future workforce needs.

⁴³ [PALM scheme data | PALM scheme](#)

The template Meat Industry Labour Agreement (MILA) was introduced in early 2007 — initially for Queensland and Western Australia (WA), but extended to meat processing companies in all states and territories in September 2007 — to supplement workforce needs.

The MILA is for “skilled meat worker” an occupation that does not exist in ANZSCO or OSCA:

- The duties align to Boner and Slicer (ANZSCO 831211, OSCA 831231) — the review of ANZSCO confirmed this as Skill Level 4 and as such is out-of-scope of CSOL analysis.
- Meat Boner and Slicer (OSCA 831231) — and the related occupation of Slaughterer (OSCA 831212, Skill Level 4) — were both rated as not in national shortage for the 2025 OSL. This suggests a softening in the labour market for these occupations, as both were in national shortage in previous years.
- From 2018-19, most “skilled meat worker” visa applications under MILA were processed — along with other occupation titles not recognised in ANZSCO — under the 070499 code. This complicates analysis on the contribution of the MILA to labour supply. **Table 9** shows that prior to use of the 070499 processing code, the MILA accounted for a disproportionate percentage of temporary skill visa grant compared to workforce size of Boners and Slicers (ANZSCO 831211).

Table 9: Primary Employer Sponsored Temporary Skill Visa Grant — Skilled Meat Worker under MILA (for time period where separately recorded)

Skilled Meat Worker	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
NSW	26	7	100	104	86	116	41	69	68
Qld	133	105	181	394	103	114	152	196	79
SA	106	74	21	91	45	103	111	47	14
Tasmania	0	0	<5	<6	0	5	0	0	0
Victoria	25	<5	11	<5	<5	8	48	83	64
WA	0	11	7	12	<5	18	26	33	36
Total Skilled Meat Worker	290	199	321	605	239	364	378	428	261
Total All Occupations	34,798	48,083	68,314	68,486	51,939	51,125	45,395	46,480	34,446
Skilled Meat Worker as % of Total 457/TSS Visa Grant	0.83	0.41	0.47	0.88	0.46	0.71	0.83	0.92	0.76

Note: Total Skilled Meat Worker includes visa grant where location not specified

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2024-25 to 30 September 2025 – comparison with previous years (accessed 14 November 2025 from www.data.gov.au).

- The reliance of the meat processing sector on overseas workers is challenging to estimate as — in addition to the MILA — the sector supplements its workforce through:
 - Primary subclass 457/TSS visa holders employed under the standard visa programs — that is, companies use the standard visa programs to recruit overseas workers to CSOL occupations (e.g. as Butchers and Smallgoods Makers, and to trade occupations relevant to the operation of a meat processing plant or abattoir).
 - Secondary subclass 457/TSS visa holders (including both spouses and working age dependents).
 - WH visa holders as employment in the meat processing sector can be counted as ‘specified employment’ to qualify for a second or third visa.
 - Temporary humanitarian entrants (including under the Safe Haven Enterprise Visa)
 - PALM scheme workers.

The MILA also includes concessions to the following SID/SESR and ENS criteria, noting further concessions are available for “category 3” regional positions⁴⁴:

- English language proficiency — visa applicants are considered to have sufficient English for employment under the MILA if they:
 - Demonstrate an International English Testing System (IELTS) overall test score of at least 5.0 with no minimum test score. If the SID visa applicant is a current subclass 457/TSS visa holder who was not required to provide evidence of English proficiency at the time of grant of their current visa and provide evidence as prescribed in the *Migration Regulations* for meeting functional English language proficiency.
- Skill level and assessment — visa applicants only need to:
 - Have been assessed by a National Meat Industry Training Advisory Council (MINTRAC) registered assessor, or an assessor approved by the Australian Government, with a Certificate IV in Training and Assessment experienced in meat processing, to be skilled meat workers with a minimum skill level equal to an AQF Certificate III in meat processing; or
 - Demonstrate a minimum of 2 years skilled work experience obtained at a meat processing establishment acceptable to the Parties. *Note — this was previously 3 years work experience*; or
 - Have worked in Australia on a subclass 457/TSS visa at an Australian meat processing establishment acceptable to the parties for at least 9 months prior to being nominated. Applicants on other temporary work visas need to have at least one year’s relevant work experience.
- Age — while a maximum age criterion does not apply to the TSS/SID, the MILA varies the maximum age of 45 years for ENS applicants under the MILA, for positions in category 2 and 3 regions as defined for migration purposes.
- Salary — the MILA requires visa nominations to meet the salary requirements in place for the TSS/SID/SESR/ENS visa programs. Sponsoring businesses must also:
 - Employ sponsored workers from overseas in full-time positions only; and
 - Ensure that if the sponsored overseas worker is paid an annualised salary they receive a top-up, if over an annual period, an Australian worker receives a higher amount for performing equivalent work.
 - A CSIT concession of 10 per cent applies for MILA visa nominations in category 3 regions as defined for migration purposes (AMSR still applies where higher).
 - The workforce needs of the meat processing sector are — according to available administrative data and the reports of various Parliamentary and independent reviews — supplemented by temporary work visa holders entering Australia under the PALM Scheme; WH; International Student and Humanitarian programs.

⁴⁴ For Labour Agreements the following definitions of regional apply: **Category 1**—Major Cities of Sydney, Melbourne and Brisbane (with high reliance on overseas workers for LA assessment purposes—30 per cent; English proficiency—Ministerial approval required for a concession); **Category 2**—Cities and Major Regional Centres of Perth, Adelaide, Gold Coast, Sunshine Coast, Canberra, Newcastle/Lake Macquarie, Wollongong/Illawarra, Geelong, and Hobart (with high reliance on overseas workers for LA assessment purposes—50 per cent; Occupations—Ministerial approval may be required if proposal includes Skill Level 4; English proficiency—concession available with a supporting business case); and **Category 3**—Regional Centres and Other Regional Areas (i.e. not covered by Category 1 and 2) (with high reliance on overseas workers for LA assessment purposes—no limit; Occupation—subject to Ministerial approval, can include Skill Level 5 occupations; English proficiency—concession available with a supporting business case).

- The aggregate number of PALM workers in meat processing increased from 5,310 PALM workers in April 2022 (start of the data series) to 10,340 workers at June 2023, 12,925 workers at June 2024, 10,825 workers at June 2025 and 11,160 workers in September 2025 (latest data).

Conclusion

To support the objectives outlined in the Migration Strategy, JSA will explore additional datasets as they become available to enhance its analysis on the labour market outcome and impacts of the SID visa and the aggregate impact of migration.

JSA will continue to refine the JSA Migration Model (including through the introduction of new and expanded data assets as they become available) and proactively engage with tripartite stakeholders to ensure its advice to Government on measures in the Migration Strategy, support the objective of ensuring that skilled migration complements the domestic workforce and skills and training system, and is of benefit to both employers and workers.

Appendix A — Acronyms

Acronym	Term
ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ANZSCO	Australian and New Zealand Standard Classification of Occupations
AQF	Australian Qualifications Framework
CSOL	Core Skills Occupations List
CSIT	Core Skills Income Threshold
DAMA	Designated Area Migration Agreements
ENS	Employer Nomination Scheme
IELTS	International English Testing System
JSA	Jobs and Skills Australia
MILA	Meat Industry Labour Agreement
MLTSSL	Medium Long Term Strategic Skills List
OSCA	Occupational Standard Classification for Australia
OSL	Occupation Shortage List (replaced the Skills Priority List (SPL))
PALM	Pacific Australia Labour Mobility
PITMID	Personal Income Tax and Migrants Integrated Dataset
SID	Skills in Demand visa program
SESR	Skilled Employer Sponsored Regional visa
SMOL	Skilled Migration Occupation Lists (comprises STSOL, MLTSSL and ROL)
SSIT	Specialist Skills Income Threshold
STSOL	Short Term Skilled Occupations List
TSS	Temporary Skill Shortage visa program
TSMIT	Temporary Skilled Migration Income Threshold