

Employer Information Sheet – Subclass 482 Skills in Demand (SID) Visa

Employer is required to obtain a status of a sponsor and then nominate the applicant for a visa. This visa is temporary and allows applicant to stay for up to 4 years working for the employer. There is no age requirement for the visa applicant.

There are three streams in this program:

- Core Skills Stream
- Specialist Skills Stream
- Labour Agreement Stream (not discussed here)

Employee/Visa applicant eligibility

Core Skills Stream

- The employee must be nominated to work in an occupation on the Core Skills Occupation List (CSOL)
- Have at least 1-year relevant work experience in your nominated occupation or a relevant field
- Have a relevant skills assessment if required
- Must work for a sponsor or associated entity except if exempt
- Meet a minimum standard English language proficiency (IELTS 5.0)
- Earnings offered at least \$73,150 - \$76,515 (from 1 July 2025).

Specialist Skills Stream

- The employee must be nominated to work in an ANZSCO occupation listed in Major Group 1,2,4,5 or 6 with the salary that meets the Specialist Skills Income Threshold
- Have at least 1-year relevant work experience in your nominated occupation or a relevant field
- Have a relevant skills assessment if required
- Must work for a sponsor or associated entity except if exempt
- Meet a minimum standard English language proficiency (IELTS 5.0)
- Earnings offered at least \$141,210 (from 1 July 2025).

There are three stages to the application for a Standard Business Sponsor:

1. Standard Business Sponsorship application. The employer applies to become a standard business sponsor. The employer is required to provide evidence that the business is lawfully operating and has a strong record and commitment to employing local labour and there is no adverse information about the business that could affect suitability as a sponsor. The fee payable to the Department of Home Affairs that applies is \$420.
2. Nomination application. The employer applies to nominate the visa applicant and their family members if relevant. The employer must provide an overseas worker with Contract of employment; show the proof that they are paying an annual market salary rate. Additionally provide evidence of labour market testing (advertising conducted for at least 4 weeks) and show that the position is genuine. The fee payable to the Department of Home Affairs that applies is \$330. The candidate must be the most suitable applicant for

the position. The employer is required to pay the Department further amount for Skilling Australians Funds.

3. Visa application. The overseas worker applies for the visa. The application must be made at the same time as nomination is submitted or within 6 months after nomination has been approved. The worker must have relevant skills, qualifications, and work experience for the occupation that is nominated. Additionally, they must sometimes have a positive skills assessment and show 3 years of relevant work experience (depending on occupation and the country of passport). The worker must also have a successful English language test result if English, except if exempt.

Evidence to be submitted by employer to the Department of Home Affairs:

- Documents relevant to business establishment and operation,
- Position Description,
- Organisational chart displaying how the position fits into the existing organisational structure,
- Labour market testing (LMT) completed and candidate's categorised – advertising of the position (2 different mediums with national reach – including recruitment websites such as Jora Jora, SEEK, LinkedIn, Indeed...,
- Contract of employment – signed after LMT conducted,
- Evidence that market salary rate will be paid,
- Letter in support from the accountant,
- The employer's letter in support of the evidence provided.

Employer nomination:

- nominate the worker for an eligible occupation,
- show through the labour market testing (advertising the position) that you are unable to find an Australian worker,
- pay the annual market salary rate, which will need to be at the same level or above \$73,150 (for Core Skills Stream - \$76,515 (from 1 July 2025)), which is a proposed threshold salary,
- have a genuine position available in your business,
- offer a full-time position and engage the worker under written agreement,
- not be engaged in discriminatory practices,
- offer employment conditions equivalent to Australian workers, and
- there should be no adverse information known to the Department about your business or persons associated.

Cost**Application Fee payable to the Department of Home Affairs:**

- Sponsorship approval application: \$420
- Nomination application: \$330
- 482 visa Skilling Australians Fund Levy: \$1,200 per year of offered position per worker.
- 482 visa – visa applicant: \$3,115 – additional applicant \$3,115, under 18 - \$780.

Our professional services

- Cost to prepare, submit and complete sponsorship and individual nomination application start at \$6,600.
- Cost for the visa applicant to apply for subclass 482 application is starting at \$4,400.
- When you engage our services, we send you a custom checklist and then support you to draft and prepare all relevant correspondence. We then collate all documentation, submit applications, and represent you at the Department of Home Affairs until the outcome is received.
- We will initially assist you to screen the prospective worker and assess their eligibility before you commence a process of nomination, to ensure that the candidate can obtain a visa.