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1 Australian Work Visa Pathway Summary

1.1 Visa Type: Subclass 482 (Skills in Demand)

Replaced the Temporary Skill Shortage visa on December 7, 2024. This is the standard employer-sponsored work visa for skilled positions in Australia.

1.2 Two Pathway Options

1.2.1 Core Skills Stream (Most Common)

Salary Requirement: AUD \$76,515+ (from July 1, 2025) or market rate, whichever is higher

Occupation Requirement: Must be on Core Skills Occupation List (CSOL)

Labour Market Testing: Required (job ads on 2+ platforms for 28 days within 4 months before nomination)

Processing Time: 30-47 days for 90% of applications after nomination approved

Pathway to Permanent Residency: Subclass 186 after 2 years (requires being under 45 years old)

1.2.2 Specialist Skills Stream (High Earner)

Salary Requirement: AUD \$141,210+ (any eligible occupation)

No Occupation List Restrictions

No Labour Market Testing Required

Processing Time: 9-39 days (fast-track)

Age Exemption for PR: Bypasses under-45 requirement (critical for age 49)

1.3 Eligible Occupations for Software/Automation Roles

Three CSOL-listed occupations fit the profile: Software Engineer (261313), Developer Programmer (261312), and DevOps Engineer (261316). All have market salaries AUD \$100K-\$135K, well above the \$76,515 minimum.

1.4 Employer Costs for Netstrata

Standard Business Sponsorship: AUD \$420 (one-time)

Position Nomination: AUD \$330

Skilling Australians Fund (SAF) Levy: AUD \$2,400-\$3,600 (for 2-year visa, depending on company turnover)

Total Employer Cost: ~AUD \$3,150-\$4,350

Ongoing Obligations: Maintain employment contract, pay market salary, cooperate with audits

1.5 Employee Costs

Total Employee Cost: ~AUD \$4,600-\$5,500 (visa application, skills assessment, health examination, police clearances)

1.6 Timeline

Standard Business Sponsorship: 4-6 weeks (if Netstrata not already approved sponsor)

Position Nomination: 2-4 weeks (after labour market testing if required)

Visa Grant: 30-47 days (Core Skills) or 9-39 days (Specialist Skills)

Total: 2-4 months from start to visa grant

1.7 Requirements Summary

1.7.1 For Core Skills Stream (AUD \$100K-\$130K salary range)

1. **Occupation Mapping:** Job duties must match ANZSCO description line-by-line
2. **Labour Market Testing:** 28-day job ads on Seek + Jora documenting local recruitment attempts
3. **Market Salary:** Pay at least AUD \$100K-\$130K (market rate for software roles)
4. **Skills Assessment:** Obtain positive assessment from ACS (Australian Computer Society)

1.7.2 For Specialist Skills Stream (AUD \$141,210+ salary range)

1. **Salary Only:** Just need to meet AUD \$141,210+ threshold
2. **No LMT:** Skip labour market testing entirely
3. **No Occupation List:** Any software/automation role qualifies
4. **PR Age Exemption:** Immediate pathway to permanent residency regardless of age

1.8 Pathway to Permanent Residency

Subclass 186 (Employer Nomination Scheme): Available after 2 years on Subclass 482. Age restriction (under 45) exempted if earning AUD \$141,210+ via Specialist Skills stream.

1.9 Recommendation

If Netstrata can justify AUD \$141,210+ salary:

- Use Specialist Skills stream
- Bypasses labour market testing (faster, simpler)
- Immediate PR age exemption access
- Timeline: 2-3 months

If salary is AUD \$100K-\$130K range:

- Use Core Skills stream with 261313 Software Engineer occupation
- Standard labour market testing (28-day ads)
- Timeline: 3-4 months
- Plan for 2-year temporary visa, reassess PR options later

1.10 Key Insight

Work visa sponsorship requires commitment (AUD \$3K-\$4K costs, 2-4 month timeline, ongoing compliance). However, the pathway is **well-established, legally clear, and achievable**: software roles have strong CSOL eligibility, market salaries exceed minimums, and the process is straightforward with proper planning.