



## **Employer-Sponsored Visa Guide for Australian Businesses**

### **Your Essential Guide to Sponsoring Skilled Workers in Australia**

Australia's ongoing skills shortages have made **employer-sponsored visas** a crucial solution for businesses needing qualified workers. This guide will help you navigate the visa options, requirements, and processes for hiring skilled overseas employees under Australian migration law.

### **Why Employer Sponsorship?**

If your business struggles to find local talent, sponsoring a skilled worker can help you:

- ✓ Fill critical skill gaps
  - ✓ Retain skilled employees long-term
  - ✓ Secure pathways to permanent residency for key workers
  - ✓ Grow your business with a reliable workforce
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## Key Employer-Sponsored Visa Options

Australian employers can sponsor overseas workers through **three main visa pathways**:

### 1. Temporary Skill Shortage (TSS) Visa (Subclass 482)

- ✔ Allows businesses to sponsor overseas workers for up to **four years**.
- ✔ Requires **Labour Market Testing (LMT)** to prove a skills shortage.
- ✔ Workers must meet **minimum skill and experience requirements**.
- ✔ Can lead to permanent residency via the **ENS 186 Visa Transition Stream**.

### 2. Employer Nomination Scheme (ENS) Visa (Subclass 186)

- ✔ Grants **permanent residency (PR)** to sponsored skilled workers.
- ✔ Available through two pathways: **Direct Entry** (for highly skilled workers) and **Temporary Residence Transition** (for existing TSS visa holders).
- ✔ Employers must meet **salary and work condition obligations**.

### 3. Skilled Employer Sponsored Regional (Provisional) Visa (Subclass 494)

- ✔ Designed for **regional employers** struggling to find local talent.
- ✔ Offers a **direct pathway to PR** after three years of work in regional Australia.
- ✔ Requires **Regional Certifying Body (RCB) approval**.

🔗 **Need help choosing the right visa?** [Book a consultation today](#)

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## Employer Sponsorship Requirements

To sponsor a skilled worker, businesses must:

- ✔ **Be a registered Australian business**
  - ✔ **Show genuine need** for the role through Labour Market Testing (LMT)
  - ✔ **Pay the correct salary** (meeting the **Temporary Skilled Migration Income Threshold (TSMIT)**)
  - ✔ **Comply with Fair Work Australia laws**
  - ✔ **Cover visa application & sponsorship costs**
- 📌 **Failure to meet sponsorship obligations can result in penalties or bans on future sponsorships.**
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## Step-by-Step Sponsorship Process

1. **Become an Approved Sponsor** – Apply for a Standard Business Sponsorship (SBS) through the Department of Home Affairs.
2. **Nominate a Skilled Worker** – Submit a nomination application with details of the job, salary, and compliance with LMT.
3. **Visa Application Submission** – The worker submits their visa application, including skill assessments, health checks, and character clearances.
4. **Processing & Approval** – Once approved, the employee receives their visa and can begin working.

 **Processing times vary**, but applications are **faster for priority occupations**.

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## Pathways to Permanent Residency (PR)

Many employer-sponsored visas offer **pathways to PR**, ensuring workforce stability and long-term employee retention.

- ◆ **TSS 482 Visa → ENS 186 Visa** (Temporary Residence Transition Stream)
- ◆ **494 Visa → PR After 3 Years**
- ◆ **Direct Entry ENS 186 Visa** for highly skilled workers

**Helping employees secure PR ensures greater loyalty, job stability, and business continuity.**

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## Common Mistakes Employers Should Avoid

- ❌ **Not Conducting Labour Market Testing (LMT) Correctly** – Ads must be posted in the correct format for at least 28 days.
  - ❌ **Offering Below-Market Salary** – Must meet TSMIT requirements to avoid rejection.
  - ❌ **Failure to Meet Compliance Obligations** – Random audits can lead to fines or bans.
  - ❌ **Delaying the PR Pathway** – Skilled workers may seek alternative employers if PR is not secured.
- ✓ **Avoid costly mistakes by seeking expert advice.** [Book a consultation now](#)
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## Why Choose Simon Mander Consulting?

We specialize in **employer-sponsored migration**, helping businesses:

- ✓ Select the best visa pathway
- ✓ Ensure full compliance with immigration laws
- ✓ Handle Labour Market Testing correctly
- ✓ Manage sponsorship obligations

 **Need help sponsoring skilled workers?** [Schedule a Consultation Today](#)

## About the Author



Simon Mander: A Journey of Commitment and Success in Migration Consulting

### **Background and Expertise**

Simon Mander stands as the esteemed Director of Simon Mander Consulting Pty Ltd, a firm that has carved a niche in the realm of skilled migration. With a career spanning over two decades, Simon has established himself as a cornerstone in the migration industry. His

journey began shortly after attaining his credentials as a registered migration agent, a role he has embraced with passion and professionalism for 21 years.

**Professional Journey** Simon's career is distinguished by his deep commitment to facilitating the skilled migration process for a diverse clientele. His expertise covers a broad spectrum of migration matters, with a special focus on skilled migration. Through Simon Mander Consulting Pty Ltd, he has channelled his vast knowledge and experience into helping individuals navigate the complexities of migrating to Australia.

**Achievements** Under Simon's leadership, his firm has become synonymous with reliability and success, attributes that have been cemented by the thousands of successful migration stories his clients can tell. These stories not only underscore his capability and dedication but also reflect the life-changing impacts of his work. His clients consistently praise his thorough understanding of migration law and policy, as well as his compassionate approach to their individual circumstances.

**Philosophy and Approach** Simon's approach is characterized by a personalized service that respects each client's unique needs. He believes that successful migration extends beyond mere paperwork; it involves understanding the hopes and dreams of each individual and family. This philosophy has guided him to build lasting relationships with his clients, many of whom credit their smooth transition and successful integration into Australian society to his guidance.

**Contribution to the Field** Beyond his consulting practice, Simon is also a thought leader in the migration field. He has contributed to various panels, delivered speeches at conferences, and written articles that offer insights into the practical and legislative aspects of migration. His contributions are aimed at improving the migration process and making it more accessible and understandable for potential migrants.

**Vision for the future** Looking forward, Simon remains dedicated to the advancement of skilled migration services. He is continually exploring new ways to enhance his service offerings and stay abreast of changes in migration law and policy. His ultimate goal is to ensure that Simon Mander Consulting Pty Ltd remains at the forefront of the migration industry, helping even more people realize their dreams of living and working in Australia.

**Conclusion** Simon Mander's enduring career and the success of his clients are a testament to his expertise and dedication in the field of migration. His work not only changes individual lives but also enriches the Australian community by bringing in skilled individuals who contribute to the country's diversity and prosperity. Through his ongoing efforts, Simon continues to make a significant impact on the field of skilled migration, making dreams come true for thousands of migrants.