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Employment

All employment

Exclusions

The following types of employment are not eligible in the Skilled Employment or Established Resident pathways, and will not be given weight when considering Priority Attributes for other pathways:

- Internships (unless paid professional internships undertaken for registration purposes), stipends, scholarships and volunteer positions
- Taxi drivers, ride-share, food delivery
- Subcontracting employment is only accepted where the applicant has a related skills assessment
- Employment related to supermarkets* and service stations
- Mobile phone sales and support – when immediately transferring from another state or territory
- Massage therapists working outside a hospital, aged or disability care setting or an allied healthcare setting, such as a physiotherapy clinic
- Employment related to limited-service restaurants including:
 - *fast food or takeaway food services*
 - *fast casual restaurants that do not offer full table service*
 - *drinking establishments that offer only a limited food service*
 - *limited-service cafes including, but not limited to coffee shops or mall cafés, and*
 - *limited-service pizza restaurants*

**Retail supervisor and management positions will be considered and weighted in the Established Resident pathway where the duties are consistent with at least ANZSCO Skill Level 4 [Retail Supervisor](#).*

Employment contracts

Contracts for employment must be current and should have at least 3 months remaining (unless demonstrating prior experience). They must be consistent with the [National Employment Standards \(NES\)](#) and any awards, enterprise agreements or other registered agreements that may apply.

Contracts should contain:

- commencement / end dates
- duty statement / position description
- salary / pay rate
- relevant industrial instrument, award or agreement
- standard hours of work, and
- location of work

Where a contract has not been entered into (eg, casuals who do not have a formal contract), applicants will need to provide evidence of the job offer and that all pay and conditions are consistent with the [National Employment Standards \(NES\)](#) and any awards, enterprise agreements or other registered agreements that may apply.

Working outside your skills assessment area

If applying in the Skilled Employment Pathway and working outside your area of skills assessment, you must have relevant qualifications or experience as defined in ANZSCO.

For example, if holding an External Auditor skills assessment working as a cook (ANZSCO Skill Level 3), you must have a AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV, or at least three years of relevant experience. Qualifications gained through online study or entirely on basis of Recognition of Prior Learning not accepted for consideration.

Qualifications related to ANZSCO 4-5 employment must be minimum Certificate III.

Overseas-gained qualifications related to employment

Qualifications that were gained outside Australia will be recognised in regard to relevance to current employment if the overseas institution is a nationally recognised institution in the relevant home country.

Well-established business

A well-established business actively operating in Tasmania is normally expected to have a combination of the following characteristics:

- a minimum 12 months operation in Tasmania
- permanent business signage
- active/ongoing online presence, advertising and marketing
- a Tasmanian address as a registered business location
- a local landline contact number

- an ongoing office space (not a residential address) that is not ‘casual’ or ‘virtual’ (including corporate/co-shared offices)
- permanent representation of employees at the stated business location

Pay, conditions and local market salary rate

All employment (including casual employment) must comply with the Fair Work Ombudsman’s [National Employment Standards](#), with pay and conditions that would be no less than those of local Australian permanent residents and citizens working in the role. This includes salary consistent with including local market salary rate. This could be demonstrated by:

- reference to an industrial award or enterprise agreement
- market salary survey data such as [Hays Salary guides](#) or [Payscale](#)
- advertisements from the last 6 months for equivalent positions in the same location (eg Seek, Indeed, CareerOne)
- remuneration surveys completed by a reputable organisation
- written advice from unions or employer associations.

Nomination will not be supported in any pathway where this is not demonstrated.

ANZSCO 4 or 5 roles - qualifications or experience consistent with ANZSCO

If using employment in a role equivalent to [ANZSCO Skill Level 4 or 5](#) to meet minimum requirements or priority attributes you must have the relevant qualifications or experience as defined in ANZSCO. (Note that for the purposes of this program qualifications must be a minimum Certificate III).

For example, if working as a Retail Supervisor (ANZSCO 621511 – ANZSCO Skill Level 4), you must have an AQF Certificate III or at least one year of relevant experience.

Employment for Tasmanian Skilled Graduate Pathway

Employment or business operation is not necessary to meet the minimum requirements for nomination. However, it will be used to assess an application against priority attributes where that employment is with a well-established Tasmania business.

Employment must average minimum 9 hours per week during study, 20 hours after completion of study.

Excluded employment or business operation will not be considered in relation to Priority Attributes.

Migration industry related employment

Current employment with businesses substantially reliant upon Australian or Tasmanian migration policy for their business, or operating a business in the same industry, is not a priority for nomination.

While not excluding an applicant from nomination, current employment in those industries will not be considered in relation to priority attributes.

This includes ex-students of training organisations engaged as trainers or support staff with that organisation upon graduation.

In the absence of other higher priority attributes employment of this nature does not guarantee an invitation to apply for nomination.

Subclass 482 visa holders – Tasmanian Skilled Employment Pathway

To help demonstrate a genuine intention to settle in Tasmania, applicants who currently hold a Temporary Skill Shortage visa (subclass 482), and who have worked less than 12 months with their Tasmanian-based sponsoring employer must provide a letter of support from their current sponsoring employer stating that they:

- support your visa application, and
- understand that you will not be tied to their business once the subclass 491/subclass 190 visa is granted.

Employment related to skills assessment

Where employment is required to be related to an applicant's skills assessment to either meet minimum requirements or in relation to priority attributes, the role must be consistent with ANZSCO Skill Levels 1-3 and be in the same four-digit ANZSCO Group area as the skills assessment.

For example, a candidate with a skills assessment for Analyst Programmer (261311) could be working in any role listed as part of ANZSCO Group 2613 to be working in an area related to their skills assessment

In-course work placements completed as part of a course of study are not recognised in relation to this requirement. Work placements of over 400 hours are recognised for an Orange priority attribute in the Tasmanian Skilled Graduate pathway.

Same industry as skills assessment or study

Where employment or business is required to be in the same industry as the skills assessment or study area (but not directly related), this should be within a related [Australian and New Zealand Standard Industrial Classification \(ANZSIC\) Division](#).

For example, an Accountant could be working in any industry group in Division K – Financial and Insurance Services, such as Banking, Financial Asset Investing or General Insurance. Employment may be at any ANZSCO skill level.

Gold priority attribute – employment and skills assessment related to critical role

Where a Gold priority attribute states “Skills assessment and related employment included in Critical Roles list”, that employment must have been for at least the

immediate 3 months prior to registering interest and must be ongoing at the time the candidate applies for nomination.

Gold and green priority attributes – occupation on TOSOL and employment related to skills assessment or study

To qualify for gold or green priority attributes, employment must be skilled (ANZSCO 1-3) and average at least 20 hours per week.

Employment in ANZSCO skill level 4 - 5 roles or averaging between 9 and 19 hours per week may qualify for orange priority attributes.

Where an occupation is listed on the Tasmanian Onshore Skilled Occupation List (TOSOL), the caveats for that occupation must be met in order to gain Gold or Green attributes for any pathway (unless stated otherwise on the TOSOL). For example, a graduate with a skills assessment as a Sales and Marketing Manager would need to be working with an employer that had been operating for more than 3 years to obtain any of the Gold or Green attributes related to working in a role related to skills assessment.

Business operators

Skilled Graduates operating businesses

Business operation is recognised as a priority attribute in the Tasmanian Skilled Graduate Pathway if operated for at least 6 months. Businesses must meet all other requirements in the Tasmanian Business Operator Pathway and any other conditions and exclusions listed below. The business must be capable of delivering an income of at least 85 per cent of the Temporary Skilled Migration Income Threshold (currently \$45 815).

Solely owned businesses

Eligible businesses in the Tasmanian Business Operator and Established Resident Pathways must have one owner/shareholder, unless co-owned with a spouse.

Candidates who co-own or hold shares in a business with another person other than their spouse will need to have an employment relationship with the business and seek nomination under the Employment or Graduate Pathways.

Subcontracting is not acceptable for the Tasmanian Business Operator Pathway.

Excluded business operation areas

The following types of businesses are not eligible in the Tasmanian Business Operator or Established Resident pathways, and will not be given weight when considering priority attributes for other pathways:

- Massage therapy outside a hospital, aged or disability care setting or an allied healthcare setting, such as a physiotherapy clinic.
- Taxi drivers, ride-share, food delivery.
- Service station / petroleum outlets.
- Convenience store franchises.
- Franchise and passive business investments.
- Subcontracting businesses.

All businesses must be well-established (see “Well-established business” above)

Online retail businesses or other businesses being maintained entirely online are unlikely to meet requirements for nomination.

Study

Combined courses

Multiple courses of study can be combined to meet the 92-week requirement in the Tasmanian Skilled Graduate category only where those courses are combined or result in the award of one overall qualifications. For example, a combined Certificate III/IV Commercial Cookery that lasts 92 weeks is acceptable.

Enrolment in all courses must have occurred at the same time and Confirmations of Enrolment issued together. There must be no break between courses other than standard term breaks. There must also be a genuine progression between all courses in the package.

An example would be a Graduate Certificate in Public Policy followed by a Graduate Diploma in Public Policy.

It would not meet the requirement where a graduate completed and graduated from a Diploma of Leadership and Management, then separately enrolled in and completed an Advanced Diploma of Leadership and Management.

Note that graduates who have lived in Tasmania for 3 years may be eligible for subclass 190 nomination in the Tasmanian Established Resident Pathway.

Online study / recognition of prior learning

Online courses and qualifications are not accepted for consideration in relation to any nomination pathways or for priority attributes.

Qualifications awarded entirely on the basis of Recognition of Prior Learning are not accepted for consideration in relation to any pathways.

Qualifications related to ANZSCO 4-5 employment must be minimum Certificate III.

Online study completed during the COVID-19 emergency

Courses that are registered for on-campus delivery, but which moved to online delivery as result of COVID-19 health directions will be accepted.

However online study completed after 31 July 2022 will not be recognised unless it was due to a state government health direction or the need to isolate as a result of a positive COVID-19 test or close contact notification.

Dependants

For all pathways, dependants must not be living in another Australian state or territory.

If they are living in Tasmania after relocating from another state or territory, they must have moved to Tasmania at least three months before applying for nomination.

Evidence of marriage / relationship must be provided and dependant spouse must be included in your Skillselect Expression Of Interest.

All definitions and exclusions above also apply to dependants.