



# INTERSTAFF

## AUSTRALIA'S SKILLS IN DEMAND (SID) 482 VISA

### What Has Changed?

On 7 December 2024, Australia changed its employer-sponsored 482 Visa program. The transition from the Temporary Skills Shortage (TSS) 482 Visa to the Skills in Demand (SID) 482 Visa resulted in several key changes:

- Three tiers of skilled migration – each with unique advantages
- A consolidated Core Skills Occupation List (CSOL)
- Annual indexation of salary thresholds
- Clearer Permanent Residence (PR) pathways to attract global talent, improve employee retention, and aid with workforce planning
- Reduced work experience requirements for 482 Visa eligibility
- New mobility arrangements making it easier for workers to switch employers

### The Three Streams of the SID 482 Visa

#### Specialist Skills Stream

For businesses needing to quickly secure top-tier talent.

- **Eligibility:** Applicants in any occupation, except trades, machinery operators/drivers, and labourers.
- **Salary Threshold:** Applicants paid at least AUD \$141,210 per annum (indexed annually).

#### Core Skills Stream

For businesses facing ongoing skills shortages.

- **Eligibility:** Applicants with an occupation on the Core Skills Occupation List (CSOL).
- **Salary Threshold:** Applicants paid at least AUD \$76,515 per annum (indexed annually)

#### Labour Agreement / Essential Skills Stream

For businesses in sectors with critical shortages (expected to be finalised in 2025). Key aspects may include:

- **Sector Focus:** For example, the care/support economy.
- **Regulation:** Likely to be more heavily regulated and potentially subject to caps.
- **Addressing specific shortages:** For critical roles in sectors with persistent workforce shortages.

### Skills in Demand Visa



### Leveraging the SID 482 Visa

- 1.) Review Your Workforce Strategy:** Assess your current and future skills needs.
- 2.) Consider Accredited Sponsorship:** Explore the benefits of faster processing.
- 3.) Stay Informed:** Keep up to date with the latest developments/legislative changes.
- 4.) Seek Expert Advice:** Consult migration agents that specialise in skilled migration, such as Interstaff.