

Skilled Visas for working in Tasmania



State Nominated Skilled Visas – Category 2 – Working in Tasmania

The Government of Tasmania supports businesses by attracting skilled workers to our State. The Government delivers a program to attract skilled migrants and their families. The program involves an extensive work, language and skills assessment processes undertaken by the State and Federal governments and a commitment by the skilled migrant to live and work in Tasmania.

Skilled migrants who meet the requirements of the program are nominated by the Tasmanian Government for either a permanent subclass 190 Skilled Nominated visa or a provisional subclass 489 Skilled Regional visa or subclass 491 Skilled Work Regional visa.

Subclass 190 Skilled Nominated Visa

People who hold this visa have full work rights, can live and work anywhere in Tasmania, and are protected under the same workplace laws that protect all Australian workers.

Subclass 491 Skilled Work Regional Visa

This visa replaced the subclass 489 visa in November 2019. It leads to permanent residency through the Subclass 191 visa. They also have full work rights and Australian workplace law protections.

What do employers need to do?

Potential skilled migrants may be eligible for nomination after working with a Tasmanian employer for 6 months. The employee can then apply to Migration Tasmania for nomination. Employment must generally be skilled (equivalent to [ANZSCO 1 – 3](#)), however lower skilled employment may be eligible where there is a genuine severe recruitment difficulty and reasonable prospects for progress to higher skilled employment.

Formal employer sponsorship is not required, however applicants will need to provide the following supporting information from the employer:

- Six months of payslips and bank statements showing evidence of salary payments and deposits.
- A copy of a minimum 12 month contract(s), with at least 3 months remaining, showing position, duties, location and conditions which comply with Fair Work Ombudsman's [National Employment Standards](#)
- Evidence that pay is equivalent to the [market salary rate](#)*. This can be demonstrated by
 - reference to an industrial award or enterprise agreement
 - [job outlook](#) information
 - market salary survey data such as [Hays Salary guides](#)
 - advertisements from the last six 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.
- If employment is for a position at [ANZSCO skill level 4 or 5](#),
 - evidence of any prior employment experience and/or qualifications related to the current employment
 - evidence that employment is ongoing for at least 6 months beyond the application date
 - plausible information to demonstrate prospects for progression to more skilled employment in the industry. This must be endorsed by the employer, and include completion of industry-specific training (minimum Certificate III, or equivalent training provided by an industry peak body)

PLUS, (unless associated with aged care and individual support ([ANZSCO Unit Group 4233 Nursing Support and Personal Care Workers](#)))

- Evidence that the employment is in an area in which there is a genuine and demonstrated severe labour recruitment difficulty or the position involves specialist skills that are not available in the local community. This can include evidence of:
 - ongoing, repeated attempts to recruit from the local area with conditions consistent with market salary and [National Employment Standards](#)
 - efforts and investment made to train locals and upskill existing employees
 - a plausible and compelling description of the specialist skills or experience needed for the position and why this is not readily available locally. This could include:
 - reference to published (within last 3 years) industry workforce development plans
 - ongoing recruitment activity reports showing inability to recruit staff with skills or qualifications required
 - reference to government or independent research publications (within last 3 years).

Detailed eligibility requirements are on the Migration Tasmania website at migration.tas.gov.au

If you would like to know more about finding skilled workers currently in Tasmania, contact Migration Tasmania at skilled@migration.tas.gov.au