

## 482 Sponsorship Employer Guide & Document Checklist

### Skills in Demand Visa (Subclass 482) - Core Skills Stream

The **Skills in Demand (SID) Visa - Subclass 482** allows Australian employers to sponsor skilled overseas workers when they cannot find suitably qualified Australian workers. The process involves:

1. **Becoming an Approved Sponsor**
2. **Nominating a Position**
3. **Visa Application for the Nominated Employee**

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## 1. Becoming an Approved Sponsor

### Eligibility Criteria:

- Be a legally established and actively operating business in Australia.
- Demonstrate a commitment to employing local Labor and non-discriminatory recruitment practices.

### Required Documents:

- **Australian Business Number (ABN) Registration Certificate**
- **ASIC Business Name Extract**
- **Financial Statements** (most recent fiscal year)
- **Business Activity Statements (BAS)** (last 4 quarters)
- **Organizational Chart** showing company structure
- **List of Employees** including roles and visa statuses
- **Lease Agreement** or proof of business premises ownership
- **Director's Identification** (e.g., driver's license, contact details)

**Note:** If your business is not yet an approved sponsor, you must apply for **Standard Business Sponsorship (SBS)**. Once approved, SBS is valid for 5 years.

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## 2. Nominating a Position

### Key Requirements:

- **Occupation Eligibility:** The position must be on the **Core Skills Occupation List (CSOL)**.
- **Salary Requirements:** The nominated position must meet:
  - The **Annual Market Salary Rate (AMSR)**
  - Not less than the **Core Skills Income Threshold (CSIT)**, which is:
    - **AUD 76,515.00** for nominations lodged between 1 July 2025 and 30 June 2026
- **Labour Market Testing (LMT):** Evidence of genuine efforts to recruit Australian workers, unless exempt.

### Required Documents:

- **Employment Contract** for the nominee
- **Detailed Position Description** aligned with ANZSCO classification
- **Evidence of Labour Market Testing:**
  - Copies of job advertisements (at least 2 platforms, posted for a minimum of 28 days)
  - Summary of recruitment efforts and outcomes
- **Organizational Chart** showing the nominee's position
- **Business Premises Photos** (e.g., signage, work areas)
- **Market Salary Research** to substantiate AMSR

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### 3. Visa Application by the Nominated Worker

#### Applicant Requirements:

- **Work Experience:** At least 1 year of relevant work experience in the nominated occupation or a related field
- **English Proficiency:** IELTS 5 each or PTE 36 each or equivalent unless exempt
- **Skills Assessment:** If required for the occupation
- **Health and Character Requirements:** Undergo medical examinations and provide police clearances

#### Required Documents:

- Passport Bio Page
- Qualification Certificates
- Employment References
- Updated Resume/CV
- English Language Test Results (if applicable)
- Skills Assessment Outcome (if required)
- Health Examination Reports
- Police Clearance Certificates

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## 4. Fees

Department Sponsorship Application Costs (Subject to Change as per Department)

Step	Description	Cost (AUD)	
1	Becoming an approved sponsor (SID 482 visa) /SBS	\$420.00	
2	Nominating a SID 482 Visa applicant	\$330.00	
	Skilling Australians Fund levy	Variable*	
3	Visa Fees	Main Applicant \$3,210.00	If applicable, Spouse: \$3,210.00 Kids: \$805.00 per kid
	Subsequent Temporary Application Charge (*Depends on Each Applicant Visa History)	\$700.00 per person	

\*Skilling Australians Fund (SAF) Levy: Depends on: Size of the sponsoring business & Proposed period of stay of the overseas worker in Australia.

Business Size	SID Visa (per year or part thereof)
Small (annual turnover < \$10 million)	AUD 1,200
Other (annual turnover $\geq$ \$10 million)	AUD 1,800

*Card Surcharge of 1.4% will be applicable for departmental charges*

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## Welhan Abroad Study Fees Schedule:

Stage	Amount	Schedule of Payment/ Due Date	
Client Service Agreement	<b>AUD 550.00</b>	At Time of Signing the Agreement to start the SBS Processing	
Standard Business Sponsorship Lodgment  <i>If the company already has SBS, the fees won't be applicable.</i>	<b>AUD 1,100.00</b>	Prior to of Application	Submission SBS
Nomination	<b>AUD 1,650.00</b>	Before starting Nomination Processing & Documentation	
Visa Lodgment	<b>AUD 1,650.00</b>	Before starting Visa Draft Processing and Documentation	
Upon Visa Grant	<b>AUD 550.00</b>	After Successful visa grant	
<b>Total</b>	<b>\$5,500.00</b>		

**Note: If all service fees are paid upfront, Discount of \$550.00 will be applicable.**

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## 5. Compliance Obligations

Employers must:

- Ensure the visa holder works only in the nominated occupation
- Pay the visa holder at least the AMSR and not less than the CSIT
- Notify the Department of Home Affairs of any changes in the employment situation

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