



Skilled Refugee Labour Agreement Pilot

Webinar

25 February 2025

Our Panel



**Professor Khalil (Charlie)
Shahin AO**

Business Leader, Thinker and Philanthropist. Executive Chairman, ATAYF Family Office. Non-Executive Director, Crescent Wealth. Director, Shahin Family Trust.



Louna Ghawi

Co-Director, Australia and New Zealand – Operations
Talent Beyond Boundaries



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Assistant Director,
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Australian Government

Department of Home Affairs



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Australian Government
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Skilled Refugee Pilot Overview

For the most current information,
please see the attached fact sheet and the
[Department of Home Affairs website](#)
in lieu of the webinar slides.



The Skilled Refugee Labour Agreement Pilot – Benefitting your business

Skills shortages? Workplace vacancies?

The Skilled Refugee Labour Agreement Pilot can help your business!

Access thousands of talented refugees with the skills you need.

The Pilot has been created with [Talent Beyond Boundaries \(TBB\)](#) to provide skilled refugees and displaced people a pathway to live and work in Australia.

This is a great opportunity to fill workplace vacancies while supporting a skilled refugee and their family.

500
visa places
are available until
30 June 2025

Visa concessions to make sponsorship easier for your business:

| | |
|--|--|
| Labour market testing (LMT) | TBB's endorsement of your business satisfies the LMT requirement. |
| No skills assessment or minimum work experience required | As the sponsoring business, you determine if the person has the skills and qualifications to do the job. |
| Ability to nominate a candidate in over 970 occupations | Industries include IT, engineering, trade workers, healthcare, hospitality and more. |
| Increase in age limit | You can sponsor people up to 55 years (for ENS and SESR visas). |
| Reduction of minimum English language requirements | 'Functional English' (equivalent IELTS 4.5 averaged across all bands). |
| Possibility of accessing a 10% salary concession | Applies to the Temporary Skilled Migrant Income Threshold (TSMIT) if nominating a person for an ANZSCO Skill Level 3-5 occupation. |
| Aged care concessions | Further concessions for some aged care occupations. |



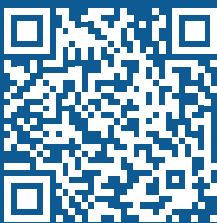
Accessing the pilot:

- To access this pilot you need to obtain endorsement from TBB. To commence this process, visit [request to hire — Talent Beyond Boundaries](#)
- Once endorsed you can sponsor a skilled refugee or displaced person on a permanent or temporary basis under the Labour Agreement streams of the:
 - [Employer Nomination Scheme \(ENS\) \(subclass 186\)](#);
 - [Temporary Skill Shortage \(TSS\) \(subclass 482\)](#); and
 - Skilled Employer Sponsored Regional (SESR) (subclass 494). After 3 years on a subclass 494, the visa holder can apply for the [Permanent Residence \(Skilled Regional\) \(subclass 191\) visa](#)
- The candidate the business sponsors through the Pilot must also be endorsed by TBB.

Sourcing a candidate:

- Identify the role that needs filling and that it falls into an approved occupation for the Pilot. Visit [Skilled refugee labour agreement pilot](#) for a list of approved occupations.
- Provide TBB with a job description and they will provide a shortlist of suitable candidates.
- If a TBB candidate is selected the business issues a job offer.
- TBB then supports the employer and candidate through the visa application process.

Want to know more? Scan the QR Codes below



[Talent Beyond
Boundaries Australia](#)



[Skilled Refugee Labour
Agreement Pilot Program](#)



[Salary requirements to
nominate a worker](#)



Skilled Refugee Labour Agreement Pilot

Other Visa Types:

Subclass 494 (Skilled Employer Sponsored Regional)
with a pathway to permanent residence after 3 years

Subclass 482 (Skills in Demand)
up to 4-year visa with a pathway to permanent residence

TBB Preferred Visa

Subclass 186 (Employer Nomination Scheme)
Permanent residence visa on a direct entry basis

- Must be endorsed by TBB
- Waiver of work experience and skills assessment requirements
- Must have 'Functional English' (equivalent IELTS 4.5)
- Higher age cut off – less than 55 years
- No Labour Market Testing
- Flexible arrangements for documentation, such as passports





TALENT BEYOND
—BOUNDARIES—



Louna Ghawi

Co-Director, Australia and New Zealand – Operations
Talent Beyond Boundaries

Almost half the world's refugees are of working age but many find themselves in countries where they have **no employment rights**.

At the same time, 75% companies globally say they **struggle to find the talent they need** in the local labour market.



TBB unlocks skilled migration for refugees and displaced people



Open migration pathways

We work with governments to open skilled migration pathways for refugees that benefit individuals, family members, and the economy.



Connect employers with skilled refugees

Employers gain valuable talent and displaced people have a chance to rebuild their careers and lives.



Scale displaced talent mobility

We collaborate with partners and share our learnings so that others can replicate this model around the world.

Talent Catalog

123,000

REGISTERED PROFESSIONALS
170+ OCCUPATIONS

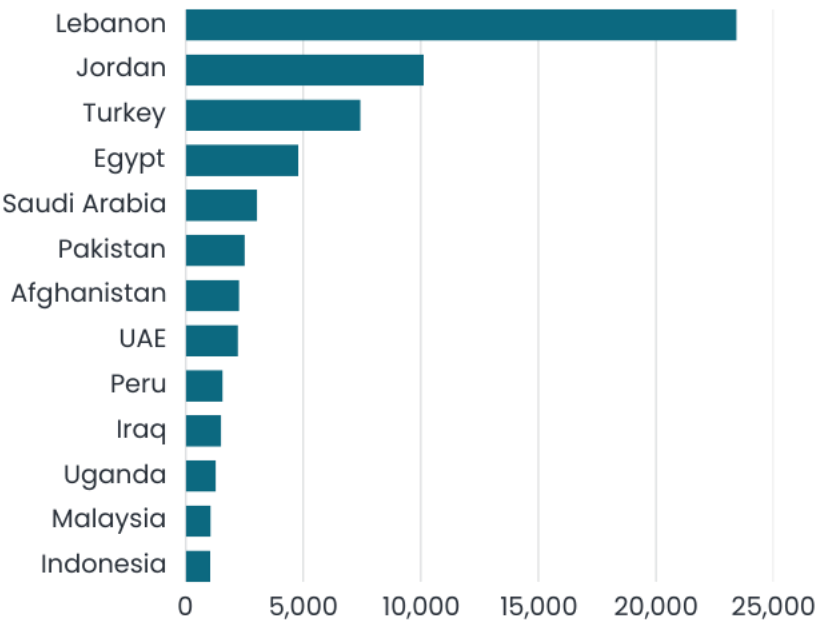
A dynamic software that showcases the diverse skills of displaced people to potential employers worldwide.

| | | |
|--------|---|-----------------------|
| 62,024 | > | Skilled Trade Workers |
| 36,981 | > | Professional Services |
| 16,970 | > | Medical Professionals |
| 10,381 | > | Engineers |
| 10,576 | > | IT Professionals |

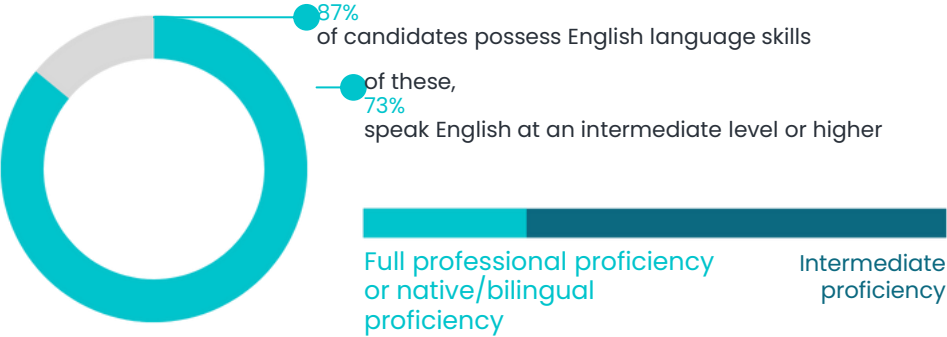
Last Updated: Dec 2024



CANDIDATES BY LOCATION



ENGLISH LANGUAGE ABILITIES



TOP NATIONALITIES

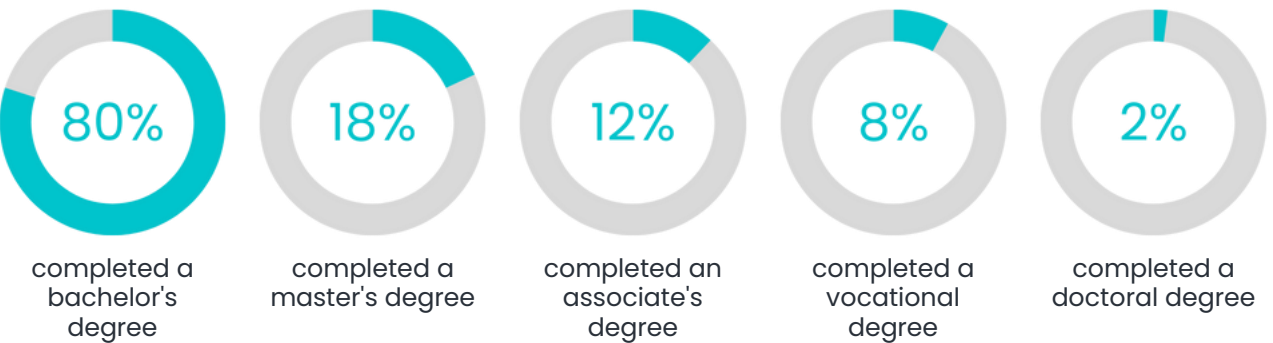
- | | |
|----------------|--------------|
| 1. Syrian | 6. Congolese |
| 2. Afghan | 7. Yemeni |
| 3. Palestinian | 8. Iraqi |
| 4. Sudanese | 9. Ukrainian |
| 5. Venezuelan | 10. Iranian |

Spoken LANGUAGES

- | | |
|------------|-------------|
| 1. Arabic | 6. Urdu |
| 2. French | 7. Farsi |
| 3. Pashto | 8. German |
| 4. Dari | 9. Swahili |
| 5. Turkish | 10. Spanish |

Education Levels

44% of candidates report completing a tertiary degree. Of these:



34

average age

CANDIDATES BY GENDER



Where we work

 Australia

 Belgium

 Canada

 Ireland

 Portugal

 UK

 USA



France 

Germany 

Italy 

Slovakia 

Spain 

Coming soon

Employer partners

A snapshot of some of the companies that have issued job offers to TBB candidates in Australia.

accenture

Deloitte.

NOVA
ENTERTAINMENT

KPMG

EY

aligent

CLAYTON UTZ

MinterEllison

MINDEROO
FOUNDATION

Estia Health

FOXTEL

Nine

auto general

Fulton Hogan

iress

Canva

QANTAS

ANIMALLOGIC

HATCH

ARNOTT'S

ATLASSIAN

BCG
BOSTON
CONSULTING
GROUP

Anglican
care

SOLOTEL

hachette
AUSTRALIA

POLLINATION

WESTERN AUSTRALIA
HARVEY
SINCE BEEF 1919

Culture Amp

Ceramic Oxide Fabricators
(AUST) PTY LTD

Maurice
Blackburn
Lawyers
WE
FIGHT
FOR
FAIR®

NeuroRehab
Allied Health Network

AiGROUP

JOHN
HOLLAND



Hiring Process

1

Identify role

Employers provide job descriptions and we deliver a shortlist of suitable candidates.

2

Recruitment

We manage the recruitment process, from facilitating interviews to contract signings between employers and their chosen candidates.

3

Visa application

TBB assists the employer, candidate, and any immigration providers with the visa application and monitors the process.

4

Integration

We assist employers in preparing for the new arrival and connect employees and their families with local integration services.

5

Post-arrival

We provide support via regular check-ins with employee and direct manager for 12 months.



Cost breakdown

TBB is committed to supporting employers tailor an approach that is suitable from both a business and candidate perspective.

The overall cost of hiring a skilled refugee from overseas is comparable with that of any international hire.



Immigration

Visa-related costs

\$10K-25K



Travel

One-way flights

Standard



Accommodation

Temporary, upon arrival

Standard



Settlement

Airport pick ups, essential registration, orientation

\$3K



TBB facilitation

Assessment and facilitation fee

\$2,500



Benefits of hiring



High Demand

Talent shortages often take up to 6 months to fill, hiring displaced talent can enable access to highly skilled talent pools across professional fields.



Strong talent

From our Talent Catalog with over 106,000 registrations, we have supported the placements of hundreds of qualified lawyers, engineers, medical professionals, among many others.



Supporting refugees

Our programs aim to change the lives of individuals by lifting them out of displacement and supporting their migration to safety through the leveraging of their skills



Be a part of the movement

Other companies and organizations are looking at strong purpose agendas and want to work with businesses that they trust and take the lead in addressing social responsibility.



Talent retention

Our research demonstrates that employing displaced talent significantly surpasses global market standards in retention rates.



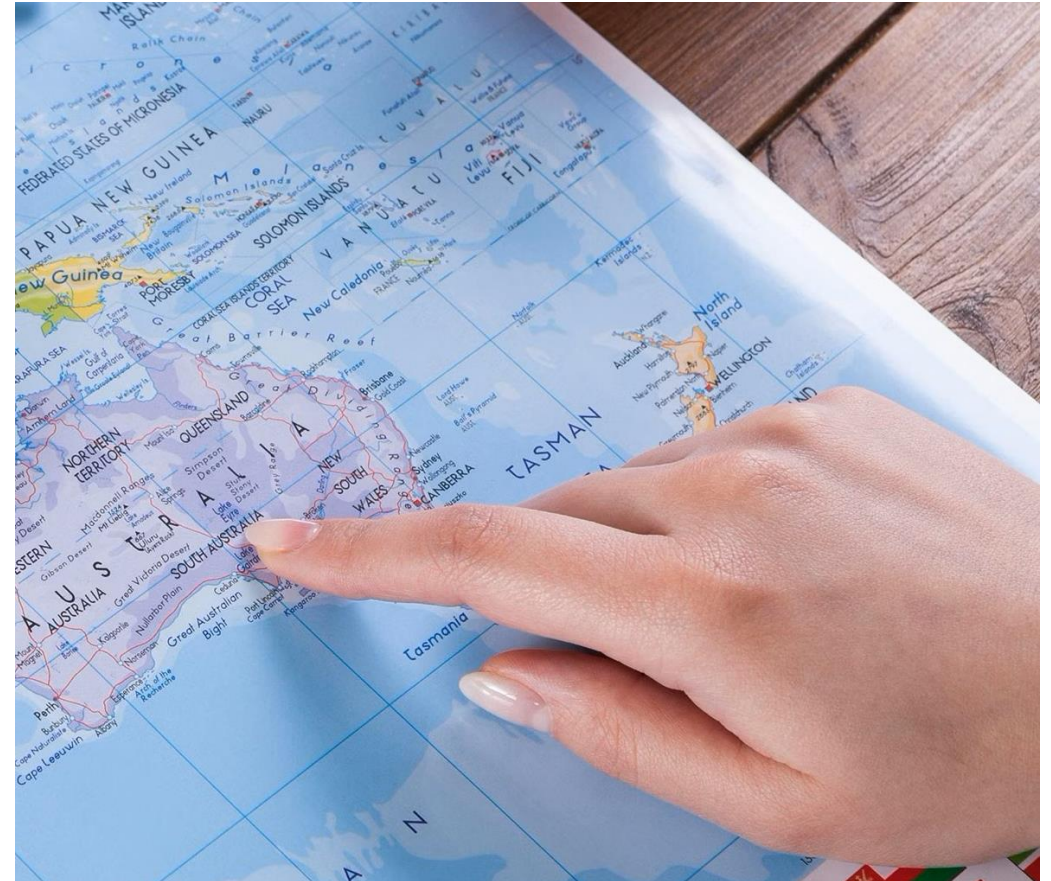
Evelyn Piliouras
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Migration Services

We know that businesses are finding it difficult to fill skilled vacancies with local staff.

The Skilled Refugee Labour Agreement Pilot program removes barriers that refugees and displaced people face when trying to access employer-sponsored migration and makes it easier for Australian employers to hire from this talent pool.

To assist with this South Australian Business Chamber has an integrated and streamlined migration service tailored to the needs of businesses and individual visa applicants.



Nomination & Visa Approval



- ✓ Recruitment Process
- ✓ TBB Endorsement of Employer

How the SA Business Chamber Can Assist:

- **Labour Agreement Applications with DOH:**
Expert guidance to navigate and streamline your application process.
- **Nomination Applications with DOH:**
Support to ensure a smooth and compliant nomination process.
- **Visa Applications with DOH:** Assistance in securing the necessary visa approvals with ease.

Next Steps

The South Australian Business Chamber
is offering discounted Migration Services for the
Skilled Refugee Labour Agreement Pilot



For this and any other migration queries contact:

Maggie Li

Manager, International Services

08 8300 0093

maggiel@sabusinesschamber.com.au



Questions?

Please type your questions for the panel in the Q&A section

Contacts



Australian Government
Department of Home Affairs

immi.homeaffairs.gov.au



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