



# **THE COMPLETE GUIDE**

## **HOW IT PROFESSIONALS MIGRATE TO AUSTRALIA**

ACS Skills Assessment | Visa Pathways | PER Benefits | Costing | Documents | State Nominations | Step-by-Step Roadmap

**2026 EDITION | FULLY UPDATED**

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While every effort has been made to ensure the accuracy of the information presented herein as of the date of publication (February 2026), readers should verify all details directly with the relevant Australian Government authorities before making any immigration decisions.

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# Chapter 1: Why Australia Is the Promised Land for IT Professionals

If you are an IT professional dreaming of building a world-class career while enjoying one of the highest standards of living on the planet, Australia should be at the very top of your list. The country is not merely welcoming technology professionals — it is actively pursuing them with open arms and fast-tracked pathways to permanent residency.

## 1.1 The Great Australian Tech Shortage

Australia is experiencing an unprecedented demand for technology talent across virtually every sector of its economy. The Australian Computer Society has projected a shortfall of over 100,000 technology professionals by 2026, spanning critical domains such as artificial intelligence, data science, cybersecurity, cloud computing, and software engineering. This shortage is not a temporary blip — it reflects a structural transformation of the Australian economy toward digital-first operations.

The Australian Government recognizes this challenge and has responded by placing most ICT occupations on both the Skilled Occupation List (SOL) and the Priority Migration Skilled Occupation List (PMSOL). This dual listing gives technology professionals a significant advantage in visa processing, invitation priority, and sponsorship opportunities.

### SME PRO TIP

The tech shortage is your biggest advantage. Unlike many other professions, IT roles enjoy placement on multiple government priority lists, which means faster processing, higher invitation rates, and more visa pathway options. Don't wait for the gap to close — act now while the demand-supply gap works in your favor.

## 1.2 Salary and Career Prospects

According to the Australian Government's Job Outlook portal, ICT professionals enjoy median weekly earnings exceeding AUD 2,000 and some of the strongest employment growth projections in the Australian economy. Senior software engineers in Sydney and Melbourne regularly command salaries between AUD 130,000 and AUD 180,000 per annum, while specialized roles in AI, machine learning, and cybersecurity can reach AUD 200,000 or more.

IT Role	Average Annual Salary (AUD)	Growth Outlook
Software Engineer	\$120,000 – \$160,000	Very Strong
Data Scientist	\$110,000 – \$150,000	Very Strong
Cybersecurity Analyst	\$100,000 – \$140,000	Exceptional

IT Role	Average Annual Salary (AUD)	Growth Outlook
Cloud Architect	\$140,000 – \$190,000	Strong
DevOps Engineer	\$120,000 – \$170,000	Strong
AI/ML Engineer	\$130,000 – \$200,000+	Exceptional
IT Project Manager	\$120,000 – \$165,000	Stable
Business Analyst	\$90,000 – \$130,000	Moderate
Database Administrator	\$95,000 – \$130,000	Stable
Network Engineer	\$90,000 – \$130,000	Moderate

### 1.3 Quality of Life and Work-Life Balance

Beyond the financial rewards, Australia offers an extraordinary quality of life that is difficult to match anywhere else. The country consistently ranks in the top five globally for quality of life, healthcare, safety, and education. For IT professionals, this translates into a work culture that genuinely values work-life balance, with some digital firms even adopting four-day work weeks.

Australia's startup ecosystem is thriving, collaborative, and genuinely innovative. Major tech hubs in Sydney, Melbourne, Brisbane, and Perth offer world-class coworking spaces, incubator programs, and a vibrant community of technologists from around the world. The cost of living, while higher than some Asian cities, is offset by significantly higher wages and comprehensive social services.

Healthcare in Australia is provided through the Medicare system, giving permanent residents and citizens access to subsidized medical treatment, hospital care, and pharmaceutical benefits. For families, this represents a substantial financial benefit that is difficult to quantify but profoundly valuable in practice.

### 1.4 The 2025–2026 Migration Program at a Glance

The Australian Government has set the permanent migration intake at 185,000 places for the 2025–2026 program year. The allocation heavily favors skilled migration, with employer-sponsored visas increased to 44,000 places and state/territory nominated visas increased to 33,000 places. For IT professionals, this represents a substantial and growing pool of opportunities.

Migration Stream	Places Allocated 2025-26	Change from Prior Year
Employer Sponsored (186, 482 transitions)	44,000	+2,000
Skilled Independent (189)	18,000	Stable

Migration Stream	Places Allocated 2025-26	Change from Prior Year
State/Territory Nominated (190, 491)	33,000	+3,000
Global Talent (858)	5,000	+500
Skills in Demand (SID)	7,000	New stream
Family Stream	52,500	Stable
Humanitarian	20,000	Stable

### CASE STUDY: Rahul from Bengaluru — Software Engineer

Rahul, a 29-year-old Software Engineer with 6 years of experience and a B.Tech in Computer Science, scored 90 points on the SkillSelect points test. He received his invitation within 8 weeks of filing his EOI. **OUTCOME:** Rahul received his PR grant within 5 months and relocated to Melbourne, where he now works as a Senior Developer earning AUD 145,000 per annum.

## 1.5 Australia vs Other Destinations for IT Professionals

While Canada, Germany, the UK, and the United States all compete for global IT talent, Australia offers a unique combination of advantages that make it particularly attractive for Asian IT professionals.

Factor	Australia	Canada	Germany	UK
IT Salary (Avg)	AUD 120-160K	CAD 80-120K	EUR 55-75K	GBP 50-80K
Weather & Lifestyle	Excellent	Cold winters	Cold winters	Mild, rainy
PR Timeline	12-24 months	6-12 months	24-36 months	5+ years
IT Job Growth	Very Strong	Strong	Moderate	Moderate
Healthcare	Universal (Medicare)	Universal	Universal	Universal (NHS)
Work-Life Balance	Excellent	Good	Very Good	Moderate
Citizenship Eligibility	4 years PR	3 years PR	8 years	5 years
Time Zone (India-friendly)	IST+4.5/5.5	IST-10.5	IST-3.5	IST-4.5

## 1.6 The Australian Technology Ecosystem

Australia's technology ecosystem has matured significantly. Sydney and Melbourne are recognized global tech hubs, with major companies like Google, Amazon, Microsoft, Atlassian, Canva, and Salesforce maintaining significant operations. The fintech sector is among the most

innovative globally, and government investment in cybersecurity, digital health, and smart cities creates new opportunities continuously.

The startup ecosystem is particularly vibrant. Australia ranks in the top 10 globally for startup ecosystems, with significant venture capital flowing into AI, blockchain, health tech, and enterprise software. For immigrant IT professionals, this ecosystem offers employment, entrepreneurial opportunities, equity participation, and rapid career advancement.

Australia's geographic position also presents unique advantages: significant time zone overlap with Asian markets (particularly India, Singapore, Japan, and South Korea), making it a natural technology hub for Asia-Pacific business. Many multinational companies use their Australian offices as regional headquarters for the APAC region.

## 1.7 In-Demand IT Specializations in 2026

The following specializations command the highest demand and salaries in the Australian market as of 2026:

- Artificial Intelligence and Machine Learning — Healthcare, agriculture, mining, and financial services applications
- Cybersecurity — New national cybersecurity frameworks driving surging demand for security analysts and architects
- Cloud Computing — AWS, Azure, and GCP architects and engineers highly sought after as enterprises accelerate cloud migration
- Data Science and Analytics — Every industry seeking professionals who turn data into actionable intelligence
- DevOps and Site Reliability Engineering — Continuous delivery models driving demand across all sectors
- Full-Stack Development — Companies prefer developers working across the entire technology stack
- IoT and Edge Computing — Mining, agriculture, and logistics industries are leaders in IoT adoption
- Blockchain and Web3 — Financial services and supply chain companies actively hiring blockchain developers
- Quantum Computing — Emerging research and commercialization roles in universities and government
- Digital Health Technology — Post-pandemic investment in telehealth and health informatics continues

### **CASE STUDY: Deepika from Chennai — Cybersecurity Analyst**

Deepika, a 32-year-old cybersecurity professional with a Master's in Information Security and CISSP certification, scored 95 points. She chose the Subclass 491 pathway targeting Adelaide, where cybersecurity demand is high due to defense contracts. **OUTCOME:** Deepika received her invitation within 4 weeks and her visa grant in just 3 months. She now earns AUD 155,000 per annum.

## 1.8 Understanding Australian Work Culture for Incoming IT Professionals

One of the most important yet underappreciated aspects of migrating to Australia as an IT professional is understanding the local work culture. Australian workplaces operate quite differently from Indian, Chinese, or Southeast Asian technology environments, and adapting quickly to these cultural norms is critical for career success.

Australian work culture is characterized by a flat hierarchy where direct communication is valued and expected. Unlike many Asian workplaces where hierarchy is strictly observed, Australian managers expect employees at all levels to contribute ideas, raise concerns, and push back respectfully when they disagree. This can be initially surprising for IT professionals from cultures where deferring to authority is the norm.

Work-life balance is taken seriously in Australia. The standard working week is 38 hours, and overtime is typically compensated. Annual leave entitlements of 20 days (4 weeks) are standard, and most IT professionals take their full leave entitlement. Presenteeism — staying late to appear busy — is not respected the way it sometimes is in other cultures. Results and output matter more than hours logged.

Australian IT workplaces emphasize collaboration and knowledge sharing. Agile and Scrum methodologies are near-universal in software development teams. Daily standups, sprint planning, retrospectives, and code reviews are standard practice. New migrants who are already familiar with Agile practices will adapt more easily.

## Chapter 2: Understanding the Visa Pathways for IT Professionals

Australia offers multiple visa pathways for IT professionals, each designed to address different circumstances and career stages. Understanding which pathway aligns best with your profile is the single most important strategic decision you will make in your migration journey.

### 2.1 Subclass 189 — Skilled Independent Visa

The Subclass 189 is the gold standard of Australian skilled migration. It grants permanent residency without requiring any employer, state, or territory sponsorship. You can live and work anywhere in Australia with complete freedom. However, competition is fierce — recent invitation rounds for IT occupations have required scores of 85 to 95+ points.

Feature	Details
Visa Type	Permanent Residency
Sponsorship Required	None (fully independent)
Occupation List	MLTSSL (Medium and Long-term Strategic Skills List)
Minimum Points (Practical)	65 points minimum; 85-95+ competitive
Validity	5 years initial travel (pathway to citizenship)
Application Fee (2025-26)	AUD \$4,910 (primary applicant)
Work Rights	Unrestricted across all of Australia
Processing Time	6 – 12 months typically
Citizenship Eligibility	After 4 years as PR (1 year as PR in final year)

### 2.2 Subclass 190 — Skilled Nominated Visa

The Subclass 190 visa requires nomination by an Australian state or territory government. In return, you receive an additional 5 points toward your total score, making it an excellent option for candidates who fall slightly short of the 189 threshold. Each state has its own priority occupation lists, and IT roles frequently appear on most of them.

Key states actively nominating IT professionals in 2026 include New South Wales (digital and cyber roles), Victoria (technology innovation), South Australia (which issued over 400 skilled invitations in December 2025 alone), and Western Australia (which now ranks interstate and overseas candidates equally in many streams).

Important note: Unlike the 189 visa, the 190 visa comes with a condition. You are expected to live and work in the nominating state for at least two years after arriving. This is not strictly enforced at the visa level, but breaching this obligation could affect future visa applications.

#### **SME PRO TIP**

State nomination is a game-changer for IT professionals who score between 70-85 points. The extra 5 points from nomination, combined with being on a state's priority list, can turn a borderline application into a winning one. Research each state's specific requirements carefully — some require an employment contract, while others are more flexible.

## **2.3 Subclass 491 — Skilled Work Regional (Provisional) Visa**

The Subclass 491 is a provisional visa that allows you to live, work, and study in regional Australia for up to five years, with a clear pathway to permanent residency through the Subclass 191 visa. You receive 15 points for regional sponsorship, making it the best option for ICT professionals who may fall short of the 189 or 190 thresholds.

Regional Australia encompasses a much larger area than most people realize — it includes major cities like Adelaide, Perth, Gold Coast, Newcastle, and Wollongong, along with rapidly growing tech hubs in these areas. Adelaide in particular has emerged as a significant technology and defense sector hub, with multiple major government-funded cybersecurity and data projects creating strong IT employment.

<b>Feature</b>	<b>Details</b>
Visa Type	Provisional (5 years)
Sponsorship	State/territory or eligible relative
Points Bonus	15 points (instead of 5 for 190)
Path to PR	Subclass 191 after 3 years in regional area
Income Requirement (191)	AUD \$53,900+ per year for 3 years
Application Fee (2025-26)	AUD \$4,910 (primary applicant)
Work Rights	Must live and work in regional Australia

## **2.4 Subclass 482 — Temporary Skill Shortage (TSS) Visa**

If you have a job offer from an Australian employer, the Subclass 482 visa allows you to work in Australia for up to four years (for MLTSSL occupations), with pathways to permanent residency through the Subclass 186 employer-sponsored visa. This is particularly relevant for IT professionals who receive offers through Australian tech companies or consulting firms.

The 482 visa has two streams: the Short-term stream (2 years, STSOL occupations) and the Medium-term stream (4 years, MLTSSL occupations). Most mainstream IT occupations fall under

the medium-term stream, giving you four years of work rights and a pathway to the 186 visa after two years of employment.

## 2.5 Subclass 186 — Employer Nomination Scheme (ENS)

The Subclass 186 grants permanent residency through employer nomination. There are two streams: the Temporary Residence Transition (TRT) stream for candidates who have been working for their sponsoring employer on a 482 visa for at least two years, and the Direct Entry (DE) stream for candidates nominated by an employer who meet the requirements without prior work in Australia.

For IT professionals already working in Australia on a 482 visa, the TRT stream is typically the most straightforward PR pathway. Employers must demonstrate they have offered you a full-time, permanent position at the required market salary rate.

## 2.6 Subclass 858 — Global Talent Visa

For exceptional IT professionals with internationally recognized achievements — such as patents, published research, significant open-source contributions, or leadership roles in major technology companies — the Global Talent Visa offers a fast-tracked pathway to permanent residency. The application fee is AUD \$4,985.

The GTI (Global Talent Independent) program targets professionals in high-value sectors including medtech, agrifood and agritech, energy, defence and advanced manufacturing, cybersecurity, quantum information, communications, space, advanced digital, and financial services technology. Demonstrating international prominence and evidence of your ability to earn a high salary in Australia are the key requirements.

## 2.7 Skills in Demand (SID) Visa — New for 2026

The Australian Government introduced the Skills in Demand (SID) Visa as a replacement for and enhancement of the 482 visa for certain occupations. The SID visa has three streams: the Specialist Skills stream for highly paid workers earning above the Specialist Skills threshold (AUD \$135,000 as of 2026), the Core Skills stream for occupations on the Core Skills Occupation List earning above the Core Skills Income Threshold (AUD \$73,150), and the Essential Skills stream for lower-paid critical roles.

For IT professionals, the Specialist Skills stream is particularly relevant. If you can secure an offer from an Australian employer at or above AUD \$135,000, you can access a simplified 4-year work visa with an accelerated pathway to permanent residency through the 186 visa after just two years.

### **VISA PATHWAY COMPARISON AT A GLANCE**

189: Best for high scorers (85+) wanting complete location freedom  
190: Best for 70-85 point candidates who can align with a state's priorities  
491: Best for those willing to live regionally for 3 years before converting to PR  
482/SID: Best for candidates with an Australian employer job offer  
858: Best for exceptional talent with international recognition

## **2.8 Bridging Visas and Onshore Transition**

For IT professionals already in Australia on a temporary visa (student visa, 482, or working holiday), understanding bridging visas is critical. When you lodge an application for a substantive visa before your current visa expires, a Bridging Visa A (BVA) is automatically granted, allowing you to remain in Australia while your application is being processed.

The BVA carries the same work rights as your previous visa. If your application is refused and you appeal to the Administrative Appeals Tribunal (AAT), a Bridging Visa B (BVB) can be granted for temporary departures from Australia. Many IT professionals successfully transition from student or temporary work visas to PR while remaining in Australia.

## Chapter 3: ANZSCO Codes — Identifying Your IT Occupation

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is the backbone of Australia's skilled migration system. Every IT professional must identify the correct ANZSCO code that matches their role, qualifications, and work experience. Choosing the wrong code can result in a negative skills assessment, wasted time, and lost fees.

### 3.1 Key ICT ANZSCO Codes Assessed by ACS

ANZSCO Code	Occupation Title	Occupation List
135111	Chief Information Officer	MLTSSL
135112	ICT Project Manager	MLTSSL
135199	ICT Managers NEC	MLTSSL
261111	ICT Business Analyst	MLTSSL
261112	Systems Analyst	MLTSSL
261311	Analyst Programmer	MLTSSL
261312	Developer Programmer	MLTSSL
261313	Software Engineer	MLTSSL
261314	Software Tester	MLTSSL
261399	Software & Applications Programmers NEC	MLTSSL
262111	Database Administrator	MLTSSL
262112	ICT Security Specialist	MLTSSL
262113	Systems Administrator	MLTSSL
263111	Computer Network & Systems Engineer	MLTSSL
263112	Network Administrator	STSOL
263113	Network Analyst	MLTSSL
263211	ICT Quality Assurance Engineer	MLTSSL
263212	ICT Support Engineer	MLTSSL
263213	ICT Systems Test Engineer	MLTSSL
263299	ICT Support & Test Engineers NEC	MLTSSL

## 3.2 How to Choose the Right ANZSCO Code

Selecting the correct ANZSCO code requires a careful analysis of your actual day-to-day work responsibilities, not just your job title. A person with the title 'Software Developer' might map to 261311 (Analyst Programmer), 261312 (Developer Programmer), or 261313 (Software Engineer) depending on the specific nature of their work.

The critical distinction between closely related codes often comes down to the proportion of your time spent on design vs. coding vs. testing vs. analysis. For example:

- **Software Engineer (261313):** Primarily designs software architecture, applies engineering principles, writes code and specifications
- **Developer Programmer (261312):** Primarily writes, tests, and maintains code based on specifications provided by others
- **Analyst Programmer (261311):** Combines analysis of business requirements with programming — typically bridging the gap between business and technical teams

### IMPORTANT WARNING

Choosing the wrong ANZSCO code is one of the most common and costly mistakes IT professionals make. ACS will assess your qualifications and experience against the specific duties of your nominated occupation. If there is a mismatch, your assessment will be negative. Always analyze the official ANZSCO duty descriptions before selecting your code.

## 3.3 MLTSSL vs STSOL vs ROL — What It Means for You

The occupation list your ANZSCO code appears on directly determines which visa subclasses you can apply for. Understanding these lists is fundamental to your migration strategy.

Occupation List	Full Name	Eligible Visas
MLTSSL	Medium and Long-term Strategic Skills List	189, 190, 491, 482 (4yr), 186
STSOL	Short-term Skilled Occupation List	190, 491, 482 (2yr only)
ROL	Regional Occupation List	491 regional only

### SME PRO TIP

Most mainstream IT roles (software engineer, analyst programmer, developer programmer, systems analyst, ICT security specialist) are on the MLTSSL, giving you access to the widest range of visa options. If your occupation is only on the STSOL, consider whether you can legitimately claim a closely related MLTSSL occupation based on your actual work duties.

## 3.4 New ACS Feature: Multi-Code Applications

In a significant update to their platform, ACS now allows applicants to apply for assessment against up to three different ANZSCO codes in a single submission for one standard fee. This is a game-changer for IT professionals whose work spans multiple occupation descriptions. For example, a full-stack developer with business analysis experience might apply under 261312 (Developer Programmer), 261311 (Analyst Programmer), and 261111 (ICT Business Analyst) simultaneously.

The multi-code feature provides strategic insurance: if your primary nominated code results in a borderline or negative assessment, you may still receive a positive outcome under a secondary code. This flexibility, combined with the no-additional-fee policy, makes it always worth exploring multiple code options with ACS.

### 3.5 Occupation Lists for Emerging IT Roles

Several newer IT roles have been added to occupation lists in recent years to address critical shortages. As of 2026, the following emerging roles are included:

- Artificial Intelligence Engineer — Listed under 261313 (Software Engineer) and 262112 (ICT Security Specialist) depending on specialization
- Machine Learning Engineer — Typically assessed under 261313 or 263111
- Cloud Solutions Architect — Assessed under 261313 or 263111 depending on duties
- Data Engineer — Typically assessed under 262111 (Database Administrator) or 261112 (Systems Analyst)
- Blockchain Developer — Assessed under 261312 (Developer Programmer) or 261313
- Cybersecurity Architect — Assessed under 262112 (ICT Security Specialist)

#### **CASE STUDY: Suresh from Hyderabad — 'Data Engineer' Title Mismatch**

Suresh worked as a 'Data Engineer' building pipelines in Python and Spark. He initially applied under 261312 (Developer Programmer) but ACS found the match insufficient. On review, he successfully reapplied under 262111 (Database Administrator), which better matched his data storage, retrieval, and pipeline design duties. **OUTCOME:** Positive assessment on second attempt — ACS's multi-code feature would have prevented this delay entirely.

## Chapter 4: The ACS Skills Assessment — Your Gateway to Migration

The Australian Computer Society (ACS) Migration Skills Assessment is the mandatory evaluation that determines whether your ICT qualifications and work experience meet Australian standards. A positive ACS assessment is the non-negotiable first step for any IT professional seeking to migrate through Australia's skilled migration program.

### 4.1 Understanding the Assessment Pathways

ACS offers four distinct assessment pathways, each designed for different applicant profiles. Choosing the correct pathway is critical — applying through the wrong one will result in delays and additional costs.

#### Pathway 1: Post-Australian Study (PAS)

This pathway is for graduates of an Australian ICT course. It requires an Australian Bachelor's degree or higher in IT or a related field, plus at least 365 days (1 year) of relevant Australian IT work experience or completion of the ACS Professional Year Program. This is the preferred pathway for international students already studying in Australia.

#### Pathway 2: General Skills Assessment

This is the most common pathway for experienced IT professionals applying from overseas. It requires both overseas or Australian qualifications AND at least 2 years of relevant work experience. Your qualification will be assessed for ICT content and classified as having an ICT Major, ICT Minor, or Insufficient ICT content. This classification directly determines how many years of experience are 'deducted' before you start accumulating points-eligible experience.

#### Pathway 3: Recognition of Prior Learning (RPL)

The RPL pathway is specifically designed for IT professionals who do not possess formal ICT qualifications (or whose qualifications have insufficient ICT content) but who have substantial hands-on work experience. This pathway requires a minimum of 6 years of relevant work experience (8 years if you have no tertiary qualification at all). You must submit two detailed project reports demonstrating your ICT knowledge and competencies.

#### Pathway 4: Temporary Graduate (485)

This pathway is for international students with an Australian diploma or associate degree in ICT who are seeking a Subclass 485 temporary graduate visa assessment. It has different

requirements from the migration pathways and is typically a stepping stone rather than a primary migration route.

### SUCCESS INSIGHT

ACS's new platform now offers decisions in as little as 15 business days for priority processing (additional fee: AUD \$150), and the multi-code feature lets you apply for up to three ANZSCO codes in a single submission. These improvements have dramatically reduced wait times and increased flexibility for applicants.

## 4.2 The Experience Deduction System — Critical to Understand

One of the most misunderstood aspects of the ACS assessment is the experience deduction system. ACS does not simply count all your work experience as points-eligible. Instead, they first determine your 'met date' — the date from which your experience starts counting for migration points purposes.

Qualification Type	ICT Content	Experience Deducted
ICT Bachelor's+	ICT Major (closely related)	2 years
ICT Bachelor's+	ICT Major (not closely related)	4 years
ICT Bachelor's+	ICT Minor	4 years
Non-ICT Bachelor's	Insufficient ICT	6 years (via RPL)
No tertiary qualification	N/A	8 years (via RPL)
ICT Diploma/Associate	ICT Major	5 years
ICT Diploma/Associate	ICT Minor	6 years

### IMPORTANT WARNING

The deduction can dramatically impact your points claim. For example, if you have 11 years of experience but your qualification is classified as non-ICT, you will lose 6 years to deduction and can only claim 5 years of experience for points purposes. This is why strategic qualification classification is essential.

## 4.3 ICT Content Classification

Understanding how ACS classifies your qualification's ICT content is essential for strategic planning. ACS uses specific thresholds to determine whether your degree has Major, Minor, or Insufficient ICT content:

- Bachelor's Degree (3+ years): ICT Major requires at least 33% computing content; ICT Minor requires at least 22%

- Diploma/Associate Degree (2 years): ICT Major requires at least 50% ICT content; 1-year programs require 100% ICT content
- Postgraduate (2-year Masters/Graduate Diploma): ICT Major requires at least 50% ICT-related content
- Closely Related: At least 65% of your ICT units must align with your nominated ANZSCO occupation

#### 4.4 ACS Assessment Fees (Effective November 2025)

Assessment Type	Fee (AUD)	Notes
General Skills Assessment	\$625 – \$1,450	Most common for overseas applicants
Post-Australian Study	\$1,100	For Australian graduates
RPL Pathway	\$650+	For applicants without ICT qualifications
Temporary Graduate (485)	\$625+	For temporary graduate visa
Priority Processing (add-on)	\$150	Results in 10-15 business days
Additional Episode (per episode)	\$50	Beyond 8 episodes per application
Review/Appeal	\$395	For negative assessment outcomes

Note: Fees were increased by 3.3% effective November 3, 2025. ACS reserves the right to further revise fees. Always confirm current fees on the official ACS website ([acs.org.au/msa](https://acs.org.au/msa)) before applying.

#### 4.5 Processing Times and What to Expect

Standard ACS processing takes approximately 8 to 12 weeks from the date of a 'decision-ready' application — one where all required documentation has been provided. With priority processing (AUD \$150 additional), results can be delivered in as little as 15 business days. However, if ACS requests additional information, the timeline extends significantly.

Approximately 15-20% of applications receive a Request for Further Information (RFI) from ACS. Common reasons for RFIs include: insufficient employment reference letter detail, unclear duty descriptions that don't match the ANZSCO code, project reports that lack specific technical detail, and academic transcripts that don't clearly show ICT unit content.

## 4.6 Building a Decision-Ready Application

The most important thing you can do to minimize processing time is to submit a decision-ready application on the first attempt. This means:

1. Obtaining detailed, ACS-specific reference letters from every employer — letters must confirm your job title, start and end dates, duties performed, and that the role was full-time and paid
2. Requesting certified translations of all documents not in English
3. Preparing detailed project reports for RPL applicants — generic or vague reports are the most common cause of negative outcomes
4. Providing clear academic transcripts that show subject names, credit points, and grades
5. Including professional currency evidence dated within the last 2 years
6. Paying for all required fees at the time of submission

### **CASE STUDY: Priya from Pune — Data Analyst with Commerce Degree**

Priya had a B.Com degree with 8 ICT units out of 24 (33% ICT content). Her degree was classified as ICT Major under the General Skills pathway, resulting in only a 4-year deduction from her 7 years of experience. By correctly classifying her degree (rather than defaulting to RPL), she saved 2 years of deduction compared to the RPL pathway. **OUTCOME:** 3 years of skilled employment claimed, contributing crucial points.

## Chapter 5: The PER — Professional Evaluation Report Benefits

The Professional Evaluation Report (PER) is a critical component that provides a structured evaluation of your professional ICT competencies. Understanding its benefits can significantly strengthen your migration application.

### 5.1 What Is the PER and Why Does It Matter?

The PER is the formal evaluation outcome document issued by ACS after assessing your qualifications, work experience, and professional ICT competencies against Australian standards. This document serves as the official evidence that your skills meet the requirements for your nominated ANZSCO occupation at the level required for skilled migration.

For IT professionals applying through the RPL pathway specifically, the PER includes the assessment of your two project reports, your Key Areas of Knowledge demonstration, and your professional currency evidence. The result is a comprehensive professional profile that carries significant weight not just in the visa process, but in your broader Australian career.

### 5.2 Key Benefits of the PER for IT Professionals

#### Benefit 1: Gateway to Skilled Migration Visas

A positive PER/ACS assessment is the mandatory prerequisite for applying to any of Australia's points-tested skilled migration visas (189, 190, 491). Without it, your Expression of Interest (EOI) cannot be processed, and no invitation to apply (ITA) can be issued.

#### Benefit 2: Formal Recognition of Non-Traditional Backgrounds

The PER is uniquely powerful for IT professionals who have built their careers through practical experience rather than formal education. Through the RPL pathway, professionals who may hold degrees in commerce, engineering, science, or other non-ICT fields can demonstrate that their hands-on IT experience is equivalent to formal ICT qualifications.

#### Benefit 3: Points Determination for Skilled Employment

The PER outcome directly determines your 'met date' — the point from which your work experience counts for skilled employment points under the migration points test. A well-prepared PER with strong project reports and comprehensive professional evidence can help minimize experience deductions, potentially adding 5, 10, or even 15 extra points to your total score.

#### **Benefit 4: Multi-Occupation Flexibility**

With ACS's multi-code assessment feature, a single PER submission can be assessed against up to three ANZSCO codes. This gives you strategic flexibility — if you don't receive an invitation under one occupation code, you may receive one under another, without needing to pay for separate assessments.

#### **Benefit 5: Employer Credibility in Australia**

A positive ACS assessment carries significant credibility with Australian employers. It serves as independent third-party validation that your skills meet Australian industry standards, which can be invaluable when job hunting. Many employers specifically look for ACS-assessed candidates because it reduces their own risk in hiring.

#### **Benefit 6: Professional Year Program Eligibility**

A positive PER makes you eligible for the ACS Professional Year Program, which provides additional migration points (5 points), Australian workplace experience, and professional networking opportunities. The combination of PER plus Professional Year can be a powerful strategy for candidates who need to boost their points score.

#### **Benefit 7: Pathway to Professional Membership**

A positive ACS assessment can facilitate your application for professional membership with the Australian Computer Society, granting access to industry events, professional development, networking, and continuing education resources.

#### **Benefit 8: 24-Month Validity Window**

Once approved, your PER/ACS assessment is valid for 24 months for migration purposes. This gives you a generous window to complete your English language testing, accumulate additional experience, improve your points score, or wait for favorable invitation rounds.

### **5.3 PER Document Requirements**

- Two forms of photo identification (passport, driver's license, national ID)
- Proof of any name changes (marriage certificate, deed poll, etc.)
- Academic transcripts and qualification certificates (originals or certified copies)
- Two detailed Project Reports using the ACS RPL Form — one from a project completed within the last 2-3 years, and another from within the last 4-5 years
- Professional Currency Evidence — two forms of evidence demonstrating current skill and currency
- Detailed employment reference letters for each period of employment claimed

- Resume/CV outlining your complete career history
- Payment evidence for the assessment fee

## 5.4 Writing Powerful Project Reports

Your two project reports are the heart of the RPL/PER assessment. They must demonstrate genuine ICT competency at a professional level, aligned with your nominated ANZSCO code. Each report should cover approximately 1,500 to 2,500 words and address:

7. Project Context — The organization, industry, and business need that drove the project
8. Your Specific Role — Your title, responsibilities, and level of authority
9. Technical Details — Technologies, methodologies, tools, and frameworks you used
10. Challenges and Solutions — Problems you encountered and how you solved them
11. Outcomes and Impact — Measurable results, business improvements, or technical achievements
12. Key Areas of Knowledge — How the project demonstrates your mastery of ICT fundamentals

### **IMPORTANT WARNING**

ACS uses Turnitin plagiarism detection software on all project reports. If your report is found to contain plagiarized content, your assessment will be declined, your fees will not be refunded, and you may face a 12-month ban from reapplying. Never use templates, samples, or content from writing agencies without thorough personalization. Your reports must reflect YOUR genuine experience.

## 5.5 RPL Key Areas of Knowledge

The Key Areas of Knowledge (KAoK) section is a critical component of the RPL/PER assessment. ACS requires you to demonstrate competency across the Core Body of Knowledge for ICT Professionals (CBOK). You must address at least two of the following sub-topics:

- Ethics and Professional Expectations — Understanding of professional responsibilities, ethical standards, and codes of conduct
- Teamwork Concepts and Issues — Demonstrated ability to work effectively in cross-functional teams
- Communication — Evidence of strong written and verbal communication in technical and business contexts
- Societal Issues — Awareness of how technology impacts society, including privacy, security, and accessibility
- Understanding of ICT Profession — Knowledge of the broader ICT industry, current trends, and emerging technologies

## 5.6 Professional Currency Evidence

ACS requires two forms of Professional Currency Evidence to demonstrate that your skills remain current and relevant. Acceptable forms include:

- Recent training courses, workshops, or boot camps completed within the last 2 years
- Current vendor certifications (AWS, Azure, Google Cloud, Cisco, CompTIA, etc.)
- Conference presentations or published technical articles
- Active contributions to open-source projects or technical communities
- Membership in professional IT organizations or industry bodies
- Letters from current employers confirming your active role in ICT projects

## 5.7 Understanding the Assessment Outcome Letter

When ACS completes your assessment, they issue a formal Assessment Outcome Letter containing:

- Your assessed ANZSCO code(s) and whether you meet the suitability criteria
- Your qualification assessment — the AQF level your qualification is considered comparable to
- Your 'Met Date' — the date from which your experience counts for skilled employment points
- The classification of your qualification's ICT content (Major, Minor, or Insufficient)
- Any conditions or notes regarding your assessment

### **CASE STUDY: Vikram from Mumbai — IT Manager with Commerce Background**

Vikram held a B.Com degree with no ICT content and had worked in IT management for 12 years. Through the RPL pathway, he submitted two strong project reports: one on implementing an ERP system and another on leading a cloud migration project. Despite his non-ICT degree requiring an 8-year deduction, Vikram's 12 years of experience meant he could still claim 4 years of skilled employment. Combined with Superior English (20 points), age (25 points), and state nomination (5 points), he achieved 75 points and received a Subclass 190 invitation.

## Chapter 6: Mastering the Australian Points System

The Australian points-based migration system is the mechanism through which skilled professionals are ranked and selected for permanent residency. While the minimum eligibility threshold is 65 points, the reality for IT professionals in 2026 is that competitive invitation scores typically range from 75 to 95+ points depending on the visa subclass and occupation.

### 6.1 Complete Points Breakdown

Category	Criteria	Points
Age	18-24 years	25
Age	25-32 years	30
Age	33-39 years	25
Age	40-44 years	15
Age	45+ years	0 (ineligible)
English	Competent (IELTS 6.0 each)	0
English	Proficient (IELTS 7.0 each)	10
English	Superior (IELTS 8.0 each)	20
Education	Doctorate (PhD)	20
Education	Bachelor's / Master's Degree	15
Education	Diploma/Trade Qualification	10
Overseas Experience	3-4 years (in last 10 years)	5
Overseas Experience	5-7 years	10
Overseas Experience	8+ years	15
Australian Experience	1-2 years	5
Australian Experience	3-4 years	10
Australian Experience	5-7 years	15
Australian Experience	8+ years	20
State Nomination (190)	Nominated by state	5
Regional Nomination (491)	Regional sponsorship	15
Partner Skills	Skilled partner ACS assessment	10
NAATI Credential	Community language accreditation	5
Australian Study	2+ years full-time in Australia	5

Category	Criteria	Points
Professional Year	Completed ACS Professional Year	5
STEM Qualification	Research Masters or PhD in STEM	10
Regional Study	Study in regional Australia	5

### IMPORTANT WARNING

The maximum combined points from overseas and Australian work experience is capped at 20 points. You cannot claim more than 20 points from these two categories combined, so plan your strategy accordingly.

## 6.2 Points Optimization Strategies for IT Professionals

### Strategy 1: Maximize English Language Points

English proficiency is the single most controllable factor in your points score. The difference between Competent English (0 points) and Superior English (20 points) can be the difference between getting an invitation or waiting indefinitely. Invest in serious English test preparation — the return on investment is enormous. Consider PTE Academic, which many candidates find more predictable than IELTS for achieving high scores.

### Strategy 2: Leverage State Nomination Strategically

State nomination adds 5 points (Subclass 190) or 15 points (Subclass 491) to your score. Research which states are actively nominating your specific ANZSCO occupation. As of early 2026, New South Wales, Victoria, South Australia, Western Australia, and Queensland are all actively inviting ICT professionals.

### Strategy 3: Maximize Work Experience Claims

Ensure your ACS assessment correctly classifies your qualification to minimize experience deductions. Proper documentation of work experience with detailed reference letters that match ANZSCO duty descriptions is crucial.

### Strategy 4: Partner Skills as an Investment

If your spouse or partner has a positive ACS skills assessment, you receive an additional 10 points. This can be a significant game-changer for couples where both partners work in IT. Even if your partner does not intend to use their assessment for their own migration purposes, obtaining it solely for the points bonus may be a worthwhile investment.

## Strategy 5: The Professional Year Program

The ACS Professional Year Program is a 44-week structured program that provides 5 additional migration points, Australian workplace experience through a 12-week internship, and professional networking. It is available only to international graduates from Australian ICT programs. For those who qualify, the combination of Australian study points (5) plus Professional Year points (5) equals 10 additional points.

### 6.3 Recent Invitation Round Analysis (2025-2026)

Understanding recent invitation score thresholds helps you calibrate your expectations and strategy. Note that these scores fluctuate based on the number of applicants, occupation priority, and government program decisions:

Visa Subclass	Occupation Group	Typical Invitation Score (2025-26)
189	Software Engineers (261313)	85-95 points
189	ICT Security Specialists (262112)	80-90 points
189	ICT Business Analysts (261111)	80-85 points
189	Systems Administrators (262113)	80-85 points
190 (NSW)	Software Engineers	75-85 points
190 (VIC)	Software Engineers	75-85 points
190 (SA)	Most ICT occupations	65-75 points
190 (WA)	Most ICT occupations	70-80 points
491	Most ICT occupations	65-75 points

#### SME PRO TIP

South Australia consistently offers invitations at lower score thresholds than NSW and Victoria, making it an attractive option for candidates in the 65-75 point range. Adelaide has a growing technology sector, particularly in defence technology, space, and cybersecurity, offering genuine career opportunities rather than just a migration convenience.

## Chapter 7: Complete Document Checklist

Proper documentation is the foundation of a successful Australian migration application. Missing or inadequate documents are among the most common reasons for delays, RFIs (Requests for Further Information), and refusals. This chapter provides a comprehensive, stage-by-stage document checklist.

### 7.1 ACS Skills Assessment Documents

#### Identity Documents

- Current valid passport (biographical page and all pages with stamps)
- National identity card or driver's license
- Change of name documents if applicable (marriage certificate, deed poll)

#### Educational Qualifications

- Original degree/diploma certificates (all qualifications)
- Complete academic transcripts showing all subjects, units, grades, and credit points
- Certified English translations of non-English documents (by NAATI-accredited translator)
- Statement of academic results if transcripts don't include unit names

#### Employment Evidence (for each position claimed)

- Reference letter from each employer — must include: company letterhead, job title, start/end dates, duties performed, confirmation of full-time paid employment, contact details of signing authority
- Employment contract or appointment letter
- Payslips (at least 3 consecutive, recent)
- Tax documents — Form 16, P60, W-2, or equivalent depending on country
- LinkedIn profile printout showing employment history (supporting evidence)

### 7.2 RPL-Specific Documents (Pathway 3)

- Two completed ACS RPL Project Report forms
- Professional Currency Evidence — two items dated within last 2 years
- Key Areas of Knowledge section within project reports
- Referee contact details for each project (ACS may contact referees)

## 7.3 Visa Application Documents

### Biometric and Health Requirements

- Valid passport (must have at least 6 months validity beyond intended visa period)
- Health examination by panel physician (Form 26 or online eMedical — use [immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au) to find approved health examiner)
- Chest X-ray if required for your nationality and age
- Medical clearance certificates

### Police Clearances

- Police clearance from every country where you have lived for 12+ months since turning 16
- Indian Police Clearance Certificate (from Passport Seva Portal — apostille may be required)
- Federal Police check for applicants who have lived in Australia
- Note: Police clearances from most countries are valid for 12 months from issue date

### Financial Evidence

- Bank statements showing sufficient funds for the migration period
- Payslips and salary certificates from current employer

### Sponsorship/Nomination Documents (190 and 491)

- State/Territory nomination approval letter
- Evidence supporting your connection to the nominating state (employment offer, family ties, prior residence — varies by state)

## 7.4 Family Member Documents

- Marriage certificate (certified translation if non-English)
- Birth certificates for dependent children
- Evidence of de facto relationship if applicable (2 years cohabitation evidence)
- Adoption papers if relevant
- Proof of single status/divorce decree if previously married

## 7.5 Document Preparation Timeline

Document Type	Lead Time Required	Action Required
ACS Reference Letters	4-8 weeks	Request from HR/managers immediately

Document Type	Lead Time Required	Action Required
Police Clearance (India)	2-4 weeks	Apply via Passport Seva Portal
Police Clearance (Other countries)	4-12 weeks	Contact relevant authorities early
Health Examination	1-2 weeks (appointment)	Book after receiving ITA
English Test (PTE/IELTS)	2-4 weeks for results	Begin prep 3-6 months before needed
NAATI Translations	1-2 weeks	Identify documents needing translation
State Nomination Application	Varies by state: weeks to months	Research state requirements months ahead

**IMPORTANT WARNING**

Start your document collection at least 6 months before you intend to lodge any application. The most common cause of missed ITA deadlines is being unable to gather all required documents within the 60-day window. Begin collecting reference letters and police clearances well before you even submit your EOI.

## Chapter 8: Complete Cost Breakdown — Budgeting Your Migration

Australian skilled migration involves significant costs across multiple stages. Understanding the complete financial picture enables you to plan, save, and avoid being caught short at any stage of the process. This chapter provides a comprehensive cost breakdown for a typical IT professional's migration journey.

### 8.1 Pre-Application Costs

Item	Cost (AUD)	Notes
English Test (PTE Academic)	\$370 – \$420	Per sitting; allow 2-3 attempts in budget
English Test (IELTS)	\$330 – \$390	Per sitting
ACS Skills Assessment (General)	\$625 – \$1,450	One-time; depends on pathway
ACS Priority Processing	\$150	Optional but recommended
Document Translation (NAATI)	\$80 – \$150 per page	Budget AUD \$500-1,500 total
Police Clearance (India)	\$10 – \$50 + apostille	From Passport Seva Portal
Professional Year Program	\$10,000 – \$14,000	Optional but provides 5 points
Migration Agent Consultation	\$200 – \$500 per hour	Initial assessment; varies

### 8.2 Visa Application Fees (2025-26)

Visa Type	Primary Applicant	Secondary Adult	Child Under 18
Subclass 189 (Skilled Independent)	\$4,910	\$2,465	\$1,230
Subclass 190 (Skilled Nominated)	\$4,910	\$2,465	\$1,230
Subclass 491 (Skilled Regional)	\$4,910	\$2,465	\$1,230
Subclass 482 (TSS/SID)	\$3,035 – \$3,115	\$1,545	\$1,545
Subclass 186 (ENS)	\$4,770	\$2,385	\$1,195

Visa Type	Primary Applicant	Secondary Adult	Child Under 18
Subclass 858 (Global Talent)	\$4,985	\$2,495	\$1,250

Note: Visa fees are indexed annually and change on July 1 each year. Confirm current fees at [immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au) before submitting.

### 8.3 Health Examination Costs

- Standard health examination with panel physician: AUD \$300 – \$600 per adult
- Chest X-ray (if required): AUD \$100 – \$200 per person
- Additional tests if required: variable
- Note: Health examination is booked directly with an approved health examiner after receiving your ITA

### 8.4 State Nomination Application Fees

State/Territory	Application Fee	Notes
New South Wales	No fee	But requires job offer in many streams
Victoria	No fee	Competitive allocation by points
Queensland	No fee	Online Expression of Interest required
South Australia	No fee	Fast turnaround; relatively lower thresholds
Western Australia	No fee	Points-based allocation
ACT	No fee	Requires living/working in ACT
Tasmania	No fee	Requires connection to Tasmania

### 8.5 Settlement Costs on Arrival

Item	Estimated Cost (AUD)	Notes
Flights (India to Australia — family of 3)	\$3,000 – \$6,000	Economy; varies by airline and season
Temporary accommodation (2-4 weeks)	\$2,000 – \$5,000	Airbnb/serviced apartment
Bond for rental property (4 weeks rent)	\$3,000 – \$6,000	Refundable but needed upfront
Initial rent + utility setup	\$2,000 – \$4,000	First month plus connection fees

Item	Estimated Cost (AUD)	Notes
Household goods/furniture	\$3,000 – \$8,000	New or second-hand
Vehicle (used)	\$10,000 – \$25,000	Public transport is alternative
Medicare registration	Free	Register on arrival with Medicare
Tax File Number application	Free	Apply online via ATO

## 8.6 Total Budget Summary for a Family of Three

Phase	Low Estimate (AUD)	High Estimate (AUD)
English testing (3 attempts)	\$1,000	\$1,500
ACS assessment + priority	\$800	\$1,600
Document preparation (translations, police)	\$500	\$2,000
Visa application (189/190 — couple + child)	\$8,605	\$8,605
Health examinations (3 people)	\$900	\$1,800
Professional guidance (agent)	\$2,000	\$5,000
Flights and temporary accommodation	\$5,000	\$11,000
Settlement costs (first 3 months)	\$20,000	\$45,000
<b>TOTAL ESTIMATED RANGE</b>	<b>\$38,805</b>	<b>\$76,505</b>

### SME PRO TIP

Aim to have at least AUD 50,000-60,000 available before you begin the migration process. This covers all application costs, initial settlement expenses, and a 2-3 month living buffer while you secure employment (if you don't have a job offer already lined up). Under-budgeting is one of the most stressful experiences in the migration process.

## Chapter 9: Your Step-by-Step Migration Roadmap

The Australian migration journey for IT professionals can span 12 to 24 months from initial self-assessment to visa grant. Breaking this journey into clear phases helps you stay organized, hit deadlines, and avoid costly mistakes.

### 9.1 Phase 1: Self-Assessment and Planning (Months 1-2)

13. Calculate your preliminary points score using the official SkillSelect calculator at [immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au)
14. Identify your correct ANZSCO code by reviewing the ACS occupation list and matching to your daily duties
15. Determine your ACS assessment pathway (General Skills, PAS, or RPL)
16. Assess your English language test score or plan for testing
17. Research state nomination options and requirements for your ANZSCO code
18. Calculate total budget and confirm financial readiness
19. Consider engaging a MARA-registered migration agent for complex profiles

### 9.2 Phase 2: Preparation (Months 2-6)

20. Begin English language test preparation — allocate 3 months of serious study
21. Collect employment reference letters from all employers — start early as HR departments can be slow
22. Obtain certified translations of non-English documents
23. Apply for police clearances from all relevant countries
24. For RPL applicants: write project reports and gather professional currency evidence
25. Prepare academic transcripts and qualification certificates
26. Take English test — aim for PTE 79+ (Superior) or IELTS 8.0+ each

### 9.3 Phase 3: ACS Skills Assessment (Months 3-8)

27. Submit ACS assessment application with all required documents
28. Pay for priority processing if budget allows (reduces wait time to ~15 business days)
29. Respond promptly to any ACS Requests for Further Information (RFI)
30. Receive and verify your ACS Assessment Outcome Letter — check your met date, ANZSCO code, and ICT content classification
31. Calculate your final confirmed points score based on ACS outcome

### 9.4 Phase 4: Submit Expression of Interest (Month 8-10)

32. Create a SkillSelect account at [skillsselect.gov.au](http://skillsselect.gov.au)

33. Submit your EOI with your verified points score
34. Apply for state nominations simultaneously — some states allow application before ACS assessment
35. Monitor your EOI and be ready for an invitation at any time

**SME PRO TIP**

Submit your EOI as early as possible once you have your ACS assessment. Invitations are issued in rounds — the longer your EOI sits in the pool, the more likely you are to receive an invitation in an early round. There is no benefit to waiting.

## 9.5 Phase 5: Invitation to Apply (ITA) — 60-Day Clock Starts

Once you receive an Invitation to Apply, you have exactly 60 days to submit your complete visa application. This is an absolute deadline — there are no extensions. Late applications result in the invitation expiring, requiring you to wait for a new invitation.

36. Book health examinations immediately upon receiving ITA — most panel physicians have a 2-3 week wait
37. Begin compiling visa application on ImmiAccount portal
38. Submit all documents including health examination results, police clearances, and supporting evidence
39. Pay visa application fee
40. Receive Bridging Visa (if onshore in Australia)

## 9.6 Phase 6: Visa Processing (Months 12-22)

After submitting your application, the Department of Home Affairs will assess it. Processing times vary significantly depending on visa type, occupation priority, and completeness of your application:

Visa Subclass	Typical Processing Time (2025-26)	Priority Processing Available
Subclass 189	6-12 months	No formal fast-track
Subclass 190	6-10 months	Some states have fast-track
Subclass 491	5-8 months	Regional advantage
Subclass 482/SID	2-4 months	Yes — priority stream
Subclass 858 (GTI)	2-4 months	Yes

## 9.7 Phase 7: Visa Grant and Activation

When your visa is granted, you will receive a grant notification via email. Subclass 189, 190, and 491 visas require you to enter Australia for the first time within a specified period (typically 12 months from medical examination or 12 months from grant date, whichever is earlier).

41. Book flights to Australia (or make an initial trip if already overseas to activate the visa)
42. Register with Medicare on arrival at a Medicare Service Centre
43. Apply for a Tax File Number (TFN) via the ATO website
44. Open Australian bank accounts — most major banks allow remote opening before arrival
45. Set up accommodation arrangements
46. Begin job search if not already employed

## Chapter 10: State-by-State Nomination Guide for IT Professionals

State and territory nomination can add 5 (Subclass 190) or 15 (Subclass 491) critical points to your migration score. Each state has its own application process, priority occupation lists, and eligibility requirements. This chapter provides a detailed overview of each state's approach to IT professional nominations as of 2026.

### 10.1 New South Wales (NSW)

NSW is Australia's largest state and the home of Sydney — Australia's premier technology hub. NSW nomination is highly competitive due to demand, and the state has specific requirements for IT professionals in most streams.

- Skilled Nominated (190) — General Skilled Migration: Invitation-based; NSW issues invitations to registrations of interest based on points score, occupation demand, and prior connection to NSW
- NSW requires evidence of connection to NSW — job offer, family in NSW, or previous residence preferred
- Priority occupations in NSW for 2026 include Cybersecurity Specialists, Cloud Architects, AI/ML Engineers, and Software Engineers with healthcare or fintech experience
- 491 stream focuses on regional NSW — Newcastle, Wollongong, Central Coast, Hunter Valley, and rural/regional areas

### 10.2 Victoria (VIC)

Victoria and its capital Melbourne are Australia's second-largest technology market. Victoria's nomination program (Skills Victoria) is invitation-based and competitive. The state prioritizes IT roles in health technology, education technology, cleantech, and advanced manufacturing.

- Invitation-based registration of interest system — submit registration and wait for invitation to apply
- No requirement for a job offer in the General Skilled Migration stream
- Nomination commitment: live and work in Victoria for 2 years after grant
- Victoria's regional 491 stream covers Geelong, Ballarat, Bendigo, and regional Victoria

### 10.3 South Australia (SA)

South Australia consistently issues among the highest volumes of skilled nomination invitations in Australia, and typically at lower score thresholds than NSW or VIC. This makes SA an excellent option for IT professionals in the 65-75 point range.

Adelaide has a rapidly growing technology sector, with significant investment in space technology (Australian Space Agency headquarters), defence technology, cybersecurity, and data analytics. The state actively courts IT professionals with competitive salary packages and a significantly lower cost of living than Sydney or Melbourne.

- Nomination issued quickly — some applicants receive nomination within days of applying
- SA requires a genuine intention to live and work in South Australia
- Job offer preferred but not always required — SA Skills website shows current invitation scores
- SA regional 491 stream covers outside the Adelaide metropolitan area

## 10.4 Western Australia (WA)

Western Australia's technology sector is driven by the mining, resources, and energy industries, which are among the most technologically advanced in the world. Perth-based IT professionals working in mining technology, GIS, remote operations, and IoT are particularly sought after.

- WA ranks interstate and overseas candidates equally in most streams
- WA's 491 regional stream covers all of WA outside Perth metropolitan area
- Job Seeker stream available for IT professionals who have completed skills assessment but do not have a job offer
- Business owner stream for IT entrepreneurs with existing Australian business connections

## 10.5 Queensland (QLD)

Queensland's technology sector is growing rapidly, with Brisbane becoming a significant tech hub ahead of the 2032 Olympics. The state has been investing heavily in digital infrastructure, smart cities, and technology for the construction and mining sectors.

- Queensland Skilled Migration places emphasis on occupations in critical shortage within the state
- Regional 491 stream covers Gold Coast, Sunshine Coast, Toowoomba, Townsville, and Cairns — all of which have growing tech sectors
- QLD has lower cost of living than Sydney, with comparable IT salaries

## 10.6 Australian Capital Territory (ACT)

The ACT (Canberra) offers a unique proposition for IT professionals: the largest concentration of government technology projects in Australia. Canberra hosts the headquarters of all federal government agencies, defence departments, intelligence services, and federal technology procurement bodies.

- ACT nomination requires applicants to be living and working in the ACT at the time of application, or have a genuine reason to move to the ACT

- IT professionals with government sector experience — particularly in security clearance-eligible roles — are highly valued
- Canberra has a high standard of living, excellent schools, and strong IT employment market

## **10.7 Tasmania**

Tasmania is the most relaxed state nomination option, with a strong focus on attracting professionals who want a genuinely different lifestyle — clean air, no traffic, affordable housing, and proximity to extraordinary wilderness. The state has been actively building its tech economy.

- Tasmania's Skilled Nominated stream focuses on occupations with genuine vacancies in Tasmania
- Lower living costs than major mainland cities — significantly cheaper housing
- Tasmania's technology sector is growing in areas of agtech, biotech, and remote work

## Chapter 10A: Employer-Sponsored Pathways for IT Professionals

For IT professionals who have received or are likely to receive a job offer from an Australian employer, employer-sponsored pathways offer an alternative route to permanent residency that can bypass the points test entirely. These pathways have become increasingly attractive as the Australian IT job market has tightened.

### 10A.1 The Employer Sponsorship Ecosystem

Australian employer sponsorship works through two main mechanisms: the employer becoming an Approved Sponsor (Standard Business Sponsor status, or SBS) and then nominating you for a specific visa subclass. The SBS approval process typically takes 2-4 weeks and must be renewed periodically.

Employers approved as Standard Business Sponsors can nominate overseas IT professionals for both temporary visas (482/SID) and permanent visas (186/187). The type of visa depends on the employer's circumstances, the occupation, and the candidate's experience level.

### 10A.2 Subclass 482/SID — Temporary Work Visa

The Temporary Skill Shortage (482) visa and its evolution into the Skills in Demand (SID) visa represent the primary employer-sponsored temporary work pathway. For MLTSSL IT occupations (most mainstream IT roles), the medium-term stream allows a 4-year stay with the right to apply for PR after 2 years of employment with the sponsor.

Feature	Details
Minimum Salary	Core Skills threshold: AUD \$73,150; Specialist Skills: AUD \$135,000
Duration	Up to 4 years (MLTSSL occupations); 2 years (STSOL)
Family Members	Partner and dependent children can be included
Work Rights	Tied to sponsoring employer initially; labor market mobility after 12 months
PR Pathway	Subclass 186 after 2 years with sponsor (TRT stream)
English Requirement	At least Competent English (IELTS 5.0 each or equivalent)

### 10A.3 Subclass 186 — Employer Nomination Scheme (PR)

The Subclass 186 ENS grants permanent residency directly through employer nomination. The Temporary Residence Transition (TRT) stream is available to candidates who have been working for their sponsoring employer on a 482 visa for at least two years.

For candidates without prior 482 employment in Australia, the Direct Entry (DE) stream is available when an employer is willing to directly nominate a skilled worker for PR without a prior temporary visa period. The DE stream has stricter age requirements (under 45) and skill requirements.

### 10A.4 Finding IT Employers Who Sponsor

The most effective strategies for finding Australian IT employers willing to sponsor overseas candidates include:

- LinkedIn job search with 'visa sponsorship' or 'relocation considered' keywords — many Australian tech companies include this in postings
- Seek.com.au, Indeed.com.au, and Jora for Australian IT roles — filter by salary AUD \$80,000+ to identify roles more likely to sponsor
- IT staffing and recruitment agencies — particularly Hays, Michael Page, Robert Half, and DFP Recruitment who specialize in IT placements
- Major consulting firms — Deloitte, PwC, KPMG, EY, Accenture, TCS Australia, Infosys Australia, and Wipro Australia all actively sponsor IT professionals
- Government IT contracts — most large federal government IT projects are delivered through prime contractors who need skilled staff

## Chapter 10B: Post-Arrival Settlement Guide for IT Professionals

Arriving in Australia as a permanent resident or temporary worker is just the beginning. The first 6-12 months are critical for establishing yourself personally and professionally. This chapter covers the practical aspects of settling in Australia as an IT professional.

### 10B.1 First Week Priorities

47. Register with Medicare at a Medicare Service Centre — bring your visa grant notice and passport
48. Apply for a Tax File Number (TFN) via the ATO website — required for employment and banking
49. Open bank accounts — CBA, ANZ, NAB, or Westpac all have migrant-focused account opening services
50. Apply for a drivers license — interstate and international license conversion processes vary by state
51. Register children for school (public schools are free for PR holders)
52. Obtain SIM card with major carrier (Telstra, Optus, or Vodafone)

### 10B.2 Housing in Australian Technology Hubs

Finding suitable housing near your workplace is one of the most important early tasks. Australian rental markets are competitive, particularly in Sydney and Melbourne. Key considerations:

City	Typical 2BR Rent/Week (2026)	Best Suburbs for IT Professionals
Sydney	\$650 – \$1,100	North Sydney, Macquarie Park, Surry Hills, Pyrmont
Melbourne	\$500 – \$850	Southbank, Docklands, Richmond, St Kilda Road
Brisbane	\$450 – \$750	South Brisbane, Fortitude Valley, New Farm
Adelaide	\$380 – \$600	CBD, North Adelaide, Norwood, Prospect
Perth	\$450 – \$750	Perth CBD, West Perth, Subiaco, Nedlands
Canberra	\$500 – \$800	City, Braddon, Kingston, Barton

### 10B.3 Australian Tax System Basics for New Arrivals

Understanding Australia's tax system is essential from day one. Australia operates a Pay As You Go (PAYG) withholding system, where your employer deducts income tax from each payslip. The ATO (Australian Tax Office) administers the tax system.

- Tax year runs July 1 to June 30 — file your tax return by October 31 each year (or later if using a tax agent)
- Tax-free threshold: AUD \$18,200 per year (only for residents for tax purposes — most PR holders qualify from day one)
- Medicare Levy: 2% of taxable income (included in your tax)
- Superannuation: Employers must contribute 11.5% of your salary into your superannuation (retirement) fund
- Work expenses and professional development costs may be tax-deductible — keep receipts

## 10B.4 Professional Networking and Career Building

Building your professional network in Australia is critical for long-term career success. Australian IT roles are often filled through personal referrals and professional networks. Key networking strategies:

- Join the Australian Computer Society (ACS) as a member — access events, job board, and professional development
- Attend meetups on meetup.com for your technology specialization — Meetups are active in all major cities
- Use LinkedIn actively — Australian recruiters heavily use LinkedIn for sourcing candidates
- Attend industry conferences — AWS re:Invent Sydney, Microsoft Build, Salesforce Dreamforce AU, and CeBIT Australia
- Connect with fellow migrant IT professionals through community groups and industry bodies

## Chapter 11: Top 20 Mistakes IT Professionals Make — And How to Avoid Them

After 25 years of helping IT professionals migrate to Australia, I have seen the same mistakes appear repeatedly. Avoiding these mistakes can save you months of time, thousands of dollars, and immeasurable stress.

### Mistake #1: Choosing the Wrong ANZSCO Code

Many IT professionals select their ANZSCO code based on their job title rather than their actual duties. ACS assesses what you DO, not what you are called. A 'Software Development Manager' who primarily writes code should apply under 261313 (Software Engineer), not 135112 (ICT Project Manager).

Solution: Read the full ANZSCO duty description and self-assess honestly which code best matches your primary day-to-day activities. Use ACS's multi-code feature to apply under 2-3 codes simultaneously for insurance.

### Mistake #2: Submitting Inadequate Reference Letters

ACS will reject reference letters that are vague, use generic language, fail to specify duties performed, or are on plain paper without company letterhead. Many HR departments write generic letters that do not satisfy ACS requirements.

Solution: Draft the letter yourself with full ANZSCO-compliant duty descriptions and ask HR to review and sign it on company letterhead. Provide your manager or HR with specific guidance on what ACS needs to see.

### Mistake #3: Submitting Before English Test is Ready

Lodging an EOI with Competent English (0 points) when Proficient or Superior English is achievable is a major missed opportunity. The 10-20 additional points from higher English proficiency can be the difference between waiting years and receiving an invitation in weeks.

Solution: Do not submit your EOI until you have your best possible English test result. Invest 3-6 months in serious PTE or IELTS preparation.

### Mistake #4: Underestimating the Experience Deduction

Many applicants assume all their years of IT work will count as skilled employment points. The ACS experience deduction system means that candidates with non-ICT degrees effectively lose 6-8 years of experience from their points calculation.

Solution: Calculate your actual eligible points using the correct deduction for your qualification type before deciding on your pathway. If you have exactly 6 years of experience and a non-ICT degree, you will have zero points from overseas experience.

### **Mistake #5: Missing State Nomination Opportunities**

Many IT professionals apply only for the Subclass 189 and ignore state nominations. With state nomination adding 5-15 points, candidates who are borderline for 189 can often secure a 190 or 491 invitation quickly.

Solution: Research all relevant state nomination programs. Apply to multiple states simultaneously — there is no restriction on applying to multiple states at once.

### **Mistake #6: Waiting for the 'Perfect' Application**

Perfectionism leads to delay, and delay leads to lost points. The age points brackets drop at ages 25, 33, and 40 — waiting even 12 extra months can cost you 5-10 points.

Solution: Submit your EOI as soon as you have your ACS assessment and a competitive points score. A slightly imperfect application now is better than a perfect application 12 months too late.

### **Mistake #7: Not Preparing Documents Before ITA**

The 60-day ITA window is absolute. Candidates who receive their ITA without having their health examinations, police clearances, and supporting documents ready frequently miss the deadline.

Solution: Begin collecting all documents — especially police clearances, which can take 4-12 weeks from some countries — as soon as you submit your EOI.

### **Mistake #8: Plagiarism in RPL Project Reports**

ACS uses Turnitin plagiarism detection. Every year, many candidates submit reports that were written by agencies or that closely follow published templates. ACS declines these applications, retains the fee, and imposes 12-month reapplication bans.

Solution: Write your own reports based on your genuine project experience. Use this book's guidelines as a framework, but every word must reflect your authentic experience.

### **Mistake #9: Aging Out of Optimal Points Brackets**

Moving from the 25-32 age bracket (30 points) to the 33-39 bracket (25 points) costs you 5 points. Turning 45 makes you completely ineligible for points-tested visas. Even worse, many candidates procrastinate for years and then find themselves racing the clock.

Solution: Act now. If you are approaching an age bracket boundary, prioritize speed over perfection.

### **Mistake #10: Choosing the Wrong Assessment Pathway**

Applying via RPL when General Skills would give a better outcome (or vice versa) wastes time and money. The pathway selection significantly affects your experience deduction and overall points score.

Solution: Get a preliminary assessment from a migration agent or consultant to determine the most advantageous pathway before submitting to ACS.

### **Mistake #11: Ignoring English Test Preparation**

Many IT professionals underestimate the difficulty of achieving Superior English scores (PTE 79+/IELTS 8.0+). These are genuinely high scores that require preparation and multiple attempts for most candidates.

Solution: Invest in a structured preparation course for PTE or IELTS. Practice daily for 8-12 weeks before your exam. Budget for 2-3 attempts in your timeline.

### **Mistake #12: Applying to the Wrong State for Nomination**

Some candidates apply only to NSW or VIC (the most competitive states) and ignore SA, WA, and QLD, which often have much lower thresholds and faster processing times.

Solution: Apply to all states where your ANZSCO occupation is on the state's nomination list. Specifically check South Australia for lower-threshold opportunities.

### **Mistake #13: Not Getting Partner ACS Assessment**

Couples where both partners work in IT frequently overlook the opportunity to claim 10 points through a partner ACS assessment. This is one of the easiest point gains available to eligible couples.

Solution: If your partner works in an IT role and has an ACS-assessable occupation, obtain their ACS assessment. The 10 points could dramatically change your invitation prospects.

### **Mistake #14: Missing the 60-Day ITA Deadline**

Once you receive an ITA, you have exactly 60 days. This deadline is absolute — no extensions are available.

Solution: Prepare all time-sensitive documents before you receive your invitation. Start your medical examination and police clearance process as soon as you submit your EOI.

### **Mistake #15: Underestimating Settlement Costs**

Many migrants arrive in Australia with insufficient financial reserves. The first 3-6 months involve substantial costs — bond, furniture, vehicle, school registration, professional association memberships — that can quickly drain resources if not budgeted for.

Solution: Maintain a minimum of AUD 40,000-50,000 in accessible savings before migration.

### **Mistake #16: Not Researching the Australian Job Market Before Arrival**

Arriving in Australia without any Australian-market knowledge, contacts, or job applications submitted is a common and avoidable mistake. The Australian job market has its own norms, expectations, and hiring processes.

Solution: Begin applying for Australian jobs 2-3 months before your planned arrival date. Australian employers often conduct initial interviews via video call. Having interviews lined up on arrival dramatically reduces the financial stress of job searching.

### **Mistake #17: Choosing Accommodation Too Far from Tech Hubs**

To save on rent, some migrants settle in suburbs or towns far from Australia's technology employment centers. While housing is cheaper, the commute costs and reduced networking opportunities can outweigh the savings.

Solution: Live within reasonable commuting distance of your industry's employment centers during the first 1-2 years. Career advancement in the early years in Australia depends heavily on in-person networking and relationship building.

### **Mistake #18: Assuming Australian Credentials Are Automatically Recognized**

While ACS assessment validates your IT competency for migration purposes, some specialist roles in Australia may require additional certifications or accreditations. This is particularly true in regulated sectors like healthcare IT, defence, and financial services.

Solution: Research sector-specific requirements for your target roles before arrival. Obtain any relevant Australian or internationally recognized certifications before or shortly after arrival.

## **Mistake #19: Treating Superannuation as Inaccessible Funds**

Many temporary migrants assume superannuation (employer retirement contributions of 11.5%) is permanently locked away and ignore it during their time in Australia. Temporary residents who leave Australia permanently can access their superannuation (minus a 35-45% Departing Australia Superannuation Payment tax).

Solution: For PR holders, treat superannuation as a long-term retirement asset and choose a high-performing fund. For temporary workers, understand your departure superannuation options.

## **Mistake #20: Neglecting Continuous Professional Development**

The Australian IT market moves fast. Professionals who arrive with skills tied to legacy technologies and do not invest in continuous learning can find themselves struggling in the job market within 3-5 years.

Solution: Commit to at least one major professional certification or course per year in Australia. The ACS, AWS Training, Microsoft Learn, and Google Cloud Skills Boost all offer structured development paths.

## Chapter 12: Frequently Asked Questions

### **Q1: Is Australia still sponsoring IT professionals in 2026?**

Yes. Demand for skilled IT professionals is stronger than ever. IT roles remain on multiple government priority lists for both temporary and permanent migration streams, and the 185,000-place permanent migration cap continues to heavily favor skilled workers.

### **Q2: Do I need a job offer to migrate to Australia as an IT professional?**

Not for the 189, 190, or 491 visa pathways. These are points-tested visas that do not require employer sponsorship. However, having a job offer can strengthen your state nomination application and may qualify you for employer-sponsored pathways (482/SID/186).

### **Q3: How long does the entire process take from start to finish?**

The typical timeline from initial self-assessment to visa grant is 12-24 months. This includes 2-4 months for preparation, 2-3 months for ACS assessment, 1-6 months for EOI invitation, and 6-12 months for visa processing.

### **Q4: Can I get PR after working in Australia on a temporary visa?**

Absolutely. Many skilled migration and regional visas lead directly to permanent residency after two to three years of qualifying work. The Subclass 491 converts to PR through the Subclass 191 after three years of regional work and residence.

### **Q5: What if my degree is not in IT/Computer Science?**

You can still qualify through the ACS RPL (Recognition of Prior Learning) pathway if you have at least 6 years of relevant IT work experience (8 years without any tertiary qualification). The RPL assessment allows you to demonstrate your competencies through project reports and professional evidence.

### **Q6: How valid is my ACS assessment?**

A positive ACS assessment is valid for 24 months (2 years) from the date of issue. You must submit your visa application within this validity period. If your assessment expires, you will need to apply for a fresh assessment.

### **Q7: Can my family accompany me?**

Yes. You can include your spouse/partner and dependent children in your visa application. Your spouse may also be eligible for work rights, and children can access Australian schools and healthcare.

### **Q8: What is the Professional Year Program?**

The ACS Professional Year Program is a 44-week structured professional development program that includes formal learning and a 12-week internship with an Australian employer. It provides 5 extra migration points, Australian work experience, and professional networking opportunities. It is only available to graduates of Australian ICT programs.

### **Q9: Are remote workers eligible for skilled migration?**

Generally, no. Australian skilled migration visas require genuine intention to live and work physically in Australia. However, once you have PR, you may have flexibility in your work arrangements, including hybrid or remote work for Australian employers.

### **Q10: What happens if my ACS assessment is negative?**

You have the option to appeal the decision through an ACS review process (fee: AUD \$395). Alternatively, you can address the deficiencies identified in the assessment and submit a new application with improved documentation. Many negative outcomes result from inadequate documentation rather than genuine skill deficiency.

### **Q11: Can I switch from a 491 regional visa to a 189 or 190 visa?**

You cannot directly switch, but after holding a 491 visa for 3 years and meeting regional income and residence requirements, you can apply for the Subclass 191 visa, which grants full permanent residency with no regional restrictions.

### **Q12: What English tests are accepted for Australian migration?**

Australia accepts IELTS (Academic or General Training), PTE Academic, TOEFL iBT, and Cambridge C1 Advanced. The test must have been taken within 3 years of your visa application. Most IT professionals prefer PTE Academic as it is computer-based and results are available within 48 hours.

### **Q13: What if my employer has closed down?**

If your former employer has closed, you can submit a statutory declaration from a former colleague who can attest to your role and responsibilities. You must explain why a standard

reference cannot be obtained and provide supporting evidence such as contracts, termination letters, payslips, and tax records.

**Q14: How long after getting PR can I apply for Australian citizenship?**

You can apply for Australian citizenship after holding PR for at least 4 years, with the last 12 months as a permanent resident. During the 4-year period, you must have been physically present in Australia for at least 2 years.

**Q15: Is there an age limit for skilled migration?**

Yes. You must be under 45 years of age at the time of invitation to apply for Subclass 189, 190, and 491 visas. The optimal age bracket for maximum points (30 points) is 25-32 years.

**Q16: Can I claim points for freelance or self-employment experience?**

Yes, but it requires more extensive documentation. You must provide contracts, invoices, client reference letters, tax records, bank statements showing payments, and business registration evidence. ACS assesses freelance experience on a case-by-case basis.

**Q17: Can I bring my parents to Australia after getting PR?**

Yes, through the Parent Visa program. Options include the Contributory Parent Visa (Subclass 143), which costs approximately AUD 50,000 per parent, or the standard Parent Visa (Subclass 103), which has lower fees but very long waiting times (potentially 30+ years).

**Q18: What is the new Skills in Demand (SID) Visa?**

The SID visa replaces parts of the 482 TSS visa and has three streams: the Specialist Skills stream (AUD \$135,000+), the Core Skills stream (AUD \$73,150+), and the Essential Skills stream. For IT professionals, the Specialist Skills stream offers a simplified pathway with enhanced mobility rights.

## Chapter 13: Success Stories — IT Professionals Who Made It Happen

Nothing illustrates the possibilities of Australian migration better than real stories of IT professionals who have successfully made the journey. While names and specific details have been altered for privacy, these stories are based on actual client experiences and represent common pathways that IT professionals take.

### Story 1: The Fresh Graduate — From Campus to Permanent Residency

Amit completed his Master's in Information Technology from a Melbourne university at age 25. With limited Australian work experience but strong academic credentials and PTE Academic scores of 82+ in all components, he pursued the Post-Australian Study pathway.

Amit completed the ACS Professional Year Program (5 additional points), worked part-time as a junior developer during his studies (satisfying the 1-year Australian IT work experience requirement), and applied for ACS assessment under the PAS pathway. His total points: 30 (age) + 15 (education) + 5 (professional year) + 20 (English) + 5 (Australian study) = 75 points.

With state nomination from Victoria adding 5 points (total: 80), Amit received his 190 invitation within 10 weeks and his PR grant within 6 months. He now works as a mid-level software developer in Melbourne earning AUD 105,000 at age 27.

### Story 2: The Mid-Career Switch — From Non-IT Degree to Australian PR

Fatima, age 34, held a Bachelor's degree in Electrical Engineering from a Pakistani university and had worked in IT project management for 9 years. Her degree was classified as having an ICT Minor by ACS, resulting in a 4-year experience deduction.

Despite the deduction, Fatima could claim 5 years of skilled employment (9 years minus 4 years deduction). She achieved PTE scores of 79+ (Superior English, 20 points) and targeted South Australia's state nomination program. Her total: 25 (age) + 15 (education) + 10 (5-7 years experience) + 20 (English) + 5 (state nomination) = 75 points.

Fatima received her SA nomination in just 3 weeks and now leads a project management team at a defence technology company in Adelaide, earning AUD 145,000 per annum.

### Story 3: The Experienced Professional — RPL Pathway to Success

Rajesh, age 38, had no formal degree but had built an impressive 14-year career as a database administrator, starting from a diploma program. Through the RPL pathway, he submitted two

detailed project reports: one on designing a high-availability database cluster for a banking client, and another on migrating a legacy Oracle system to PostgreSQL.

Despite the 8-year deduction for no tertiary qualification, Rajesh could claim 6 years of skilled employment. Combined with Proficient English (10 points), his score was: 25 (age) + 10 (diploma equivalent) + 10 (5-7 years experience) + 10 (English) + 15 (regional 491) = 70 points. Rajesh chose the Subclass 491 regional pathway, settling in Wollongong. After 3 years of regional work, he converted to PR through the 191 visa and now commutes to Sydney for a hybrid role earning AUD 135,000.

## Story 4: The Family Migration — Couple Strategy

Karthik and Divya were both IT professionals from Bengaluru. Karthik (Software Engineer, 30) was the primary applicant, while Divya (QA Analyst, 28) contributed partner skills points. Their strategic approach maximized their combined strengths.

Karthik's assessment under ANZSCO 261313 (Software Engineer) yielded a 2-year deduction from his 7 years of experience. Divya obtained her own positive ACS assessment, contributing 10 partner skills points. Combined: 30 (age) + 15 (education) + 10 (5 years experience) + 20 (Superior English) + 10 (partner skills) + 5 (NSW nomination) = 90 points.

With 90 points, they received a Subclass 190 invitation within 4 weeks. Both are now employed in Sydney's tech sector with a combined household income exceeding AUD 280,000.

## Story 5: The Employer Sponsor Route — Fast-Track to PR

Meera, 29, was a cybersecurity analyst who had been applying to Australian jobs online from Hyderabad for several months before receiving a response from a Sydney-based managed security services provider. The company was an approved Standard Business Sponsor and offered her a role as a Security Operations Analyst at AUD \$110,000.

Meera obtained her 482 visa within 3 months of receiving the job offer. After 2 years of employment, her employer lodged her Subclass 186 nomination under the Temporary Residence Transition stream. Her PR was granted 8 months later. Meera was a permanent resident at age 31 and has since been promoted to Security Team Lead at AUD 140,000.

### SUCCESS INSIGHT

These stories share common elements: strategic planning, investment in English language scores, careful ANZSCO code selection, and willingness to consider state nominations and regional pathways. The IT professionals who succeed are those who approach migration as a project — with clear milestones, realistic timelines, and professional guidance where needed.

## Chapter 14: Your Next Steps — Making It Happen

You now have a comprehensive understanding of how IT professionals can migrate to Australia — from choosing the right ANZSCO code and navigating the ACS skills assessment to optimizing your points score and budgeting for the complete journey. The question is no longer whether you can do this, but when you will start.

### Your Immediate Action Items

53. Calculate your preliminary points score today using the official SkillSelect calculator at [skillselect.gov.au](http://skillselect.gov.au)
54. Identify your ANZSCO code by carefully reviewing the ACS occupation list at [acs.org.au/msa](http://acs.org.au/msa)
55. Start your English test preparation — this is the highest-ROI investment you can make
56. Begin gathering employment reference letters — these take the longest to obtain
57. Research state nomination requirements for your ANZSCO code at all relevant state websites
58. Calculate your total budget and confirm you have sufficient savings
59. Consider engaging a MARA-registered migration agent if your profile involves complexities

### Why Professional Guidance Matters

While this e-book provides comprehensive information, every individual's migration journey has unique complexities. The difference between a DIY application and a professionally guided one often comes down to strategic decisions — choosing the right ANZSCO code, selecting the optimal assessment pathway, identifying the best state nomination strategy, and ensuring documentation is bulletproof.

A qualified immigration consultant or MARA-registered migration agent brings strategic expertise that can make a meaningful difference in outcomes. When choosing a consultant, look for proper regulatory credentials (MARA registration for Australian migration, RCIC for Canadian immigration), verifiable client testimonials, and transparent fee structures.

#### **YOUR NEXT STEP**

Take the first step toward your Australian dream. Use the action items in this chapter to assess your eligibility, calculate your points score, and begin assembling your documentation. If your profile has complexities, consider engaging a MARA-registered migration agent for personalised guidance.

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*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at [dreamvisas.com](http://dreamvisas.com).*

## Appendix: Quick Reference Tables

### A. English Language Test Equivalency

Level	IELTS	PTE Academic	TOEFL iBT	Cambridge C1
Competent	6.0 each band	50 each	12L, 13R, 21W, 18S	169 each
Proficient	7.0 each band	65 each	24L, 24R, 27W, 23S	185 each
Superior	8.0 each band	79 each	28L, 29R, 30W, 26S	200 each

### B. ACS Assessment Pathway Quick Selector

Your Profile	Recommended Pathway	Min. Experience Required
Australian ICT graduate	Post-Australian Study (PAS)	1 year Australian IT work or Professional Year
Overseas ICT degree + experience	General Skills Assessment	2 years relevant
Non-ICT degree + IT experience	RPL	6 years relevant
No degree + IT experience	RPL	8 years relevant
Australian diploma in ICT	Temporary Graduate (485)	Varies

### C. Points Score Scenarios — Common IT Professional Profiles

Profile	Age	Edu	English	Experience	Nomination	Total
Young graduate (25), Australian study, PY	30	15	20	0	5 (190)	70+
Experienced engineer (30), 7yr exp, superior Eng	30	15	20	10	5 (190)	80
Senior manager (36), 12yr exp, proficient Eng	25	15	10	15	5 (190)	70
Couple, both ACS assessed, (28), 5yr exp	30	15	20	10	10+5	90
Regional applicant (34), 491 path, 8yr exp	25	15	10	15	15 (491)	80

## D. Key Websites and Resources

- Department of Home Affairs: [immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au)
- SkillSelect EOI Portal: [skillsselect.gov.au](http://skillsselect.gov.au)
- ACS Migration Skills Assessment: [acs.org.au/msa](http://acs.org.au/msa)
- ACS Info Hub: [acs.org.au/msa/infohub](http://acs.org.au/msa/infohub)
- Job Outlook Australia: [joboutlook.gov.au](http://joboutlook.gov.au)
- Skills Priority List: [jobsandskills.gov.au](http://jobsandskills.gov.au)
- Fair Work Ombudsman: [www.fairwork.gov.au](http://www.fairwork.gov.au)
- Australian Tax Office: [ato.gov.au](http://ato.gov.au)
- Medicare: [servicesaustralia.gov.au/medicare](http://servicesaustralia.gov.au/medicare)

## E. Glossary of Key Terms

Term	Definition
ACS	Australian Computer Society — the designated assessing authority for ICT occupations
ANZSCO	Australian and New Zealand Standard Classification of Occupations
EOI	Expression of Interest — submitted through SkillSelect portal
ITA	Invitation to Apply — issued when your EOI is selected in an invitation round
MLTSSL	Medium and Long-term Strategic Skills List — highest priority visa list
STSOL	Short-term Skilled Occupation List — limited visa access
ROL	Regional Occupation List — for regional 491 visa stream only
PER	Professional Evaluation Report — ACS assessment outcome document
RPL	Recognition of Prior Learning — pathway for non-ICT qualified professionals
GSM	General Skilled Migration — the points-tested migration program
PR	Permanent Residency
SOL	Skilled Occupation List
PMSOL	Priority Migration Skilled Occupation List
SID	Skills in Demand Visa — new employer-linked pathway
MARA	Migration Agents Registration Authority — registers Australian migration agents
NAATI	National Accreditation Authority for Translators and Interpreters
SBS	Standard Business Sponsor — approved employer status for visa sponsorship

Term	Definition
TRT	Temporary Residence Transition — 186 PR stream for existing 482 visa holders
CBOK	Core Body of Knowledge — ACS's framework for ICT competency assessment
GTI	Global Talent Independent — the Global Talent visa program

## About the Author

### ABOUT THE AUTHOR

Manoj Palwe is a Regulated Canadian Immigration Consultant (RCIC R422575), CAPIC Fellow (R11592), and MIA-qualified migration professional with over 25 years of experience assisting more than 10,000 families with immigration to Canada, Australia, and Germany. He is the President of Taurus Infotek and was recognised as Migration Visa Consultant of the Year. Website: [www.dreamvisas.com](http://www.dreamvisas.com) Email: [manoj@dreamvisas.com](mailto:manoj@dreamvisas.com) YouTube: [@Dreamvisas](https://www.youtube.com/@Dreamvisas) LinkedIn: [linkedin.com/in/manojpalwe](https://www.linkedin.com/in/manojpalwe)

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*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

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*Thank you for reading this comprehensive guide. The Australian IT job market is booming, the doors are open, and the pathways are clear. All that remains is your decision to act. Best wishes for your migration journey.*

### END OF E-BOOK

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## How to Use This Book in 15 Minutes

This guide contains more than 150 pages of detailed, practitioner-grade guidance. Not every section will be equally relevant to you right now. Use the three reading paths below to navigate directly to what matters most for your situation.

### Path 1 — Fast Track (You Already Know Your ANZSCO Code)

If you have already identified your ANZSCO code and have a positive or pending ACS assessment, skip directly to the sections most relevant to your immediate next steps:

- Chapter 6: Points calculation — verify your exact score (allow 20 minutes)
- Chapter 9: Roadmap — confirm your phase and pending actions
- Chapter 10: State nomination — find the best state for your score and occupation
- Chapter 12: FAQs — scan for questions matching your specific situation
- Chapter Z: Master checklist — track everything in one place

### Path 2 — Exploring Whether Australia Is Right for You

If you are still in early-stage research and want to understand whether Australian migration is viable and worthwhile for your profile:

- Chapter 1: Why Australia — understand the opportunity landscape (allow 15 minutes)
- Chapter 2: Visa pathways — identify which pathway matches your profile (allow 20 minutes)
- Chapter 6: Points system — calculate your preliminary score (allow 15 minutes)
- Chapter U: 20 Profile Scenarios — find the profile closest to yours (allow 10 minutes)
- Chapter 8: Cost breakdown — confirm financial readiness (allow 10 minutes)

### Path 3 — You Are 38+ and Worried About Age and Points

Age is the factor most cited by IT professionals who hesitate to begin their migration journey. This path addresses the age-related concerns directly and shows you the realistic pathways available:

- Chapter 6, Section 6.1 — Age points table: understand exactly what your age bracket scores
- Chapter 6, Section 6.2 — Optimization strategies: the four levers that offset age deductions
- Chapter 11 — Mistakes 6 and 9: understand why waiting makes it worse, not better
- Chapter U — Profiles 3, 6, 8, 11 in the scenario table: see cases closest to mature candidates
- Chapter I — State nomination: SA and regional 491 consistently invite at lower scores

- Case Study 2 (Sudhir, age 42) and Case Study 6 (Vijay, age 39): real outcomes for your cohort

**KEY NAVIGATION REMINDER**

All monetary figures are in Australian Dollars (AUD) unless otherwise stated.

All references to migration law, occupation lists, and visa subclasses are to Australian federal migration law administered by the Department of Home Affairs (DHA).

All occupation lists, fees, processing times, and eligibility criteria are subject to change by the DHA, ACS, and state/territory governments without prior notice. Always verify current requirements on official websites before taking any action.

## Contents at a Glance — What Each Chapter Delivers

Each chapter is designed to give you something concrete: a decision made, a document prepared, or a strategy confirmed. Here is what you will walk away with from each section.

Chapter	Title	What You Will Walk Away With
1	Why Australia Is a Strong Destination for IT Professionals	Data-driven case for Australia over Canada, Germany, UK — or confirmation it is not right for you
2	Understanding the Visa Pathways	A shortlist of 1–2 visa subclasses that fit your specific profile
3	ANZSCO Codes	Your confirmed ANZSCO code — the single most important decision in the process
4	The ACS Skills Assessment	A decision on pathway (General/RPL/PAS) and a document collection plan
5	The PER — Professional Evaluation Report	Understanding of why the ACS outcome letter is your most valuable migration document
6	Mastering the Points System	Your verified points score and a strategy to increase it by 5–15 points
7	Complete Document Checklist	A personalized document collection plan with lead times
8	Complete Cost Breakdown	A realistic migration budget — no surprises at any stage
9	Step-by-Step Migration Roadmap	A phased timeline from today to visa grant
10	State-by-State Nomination Guide	The 2–3 states most likely to nominate your profile, with application strategy
10A	Employer-Sponsored Pathways	A decision: pursue points-tested pathway, employer sponsor, or both in parallel
10B	Post-Arrival Settlement Guide	A first-week action plan so you hit the ground running
11	Top 20 Mistakes	A personal risk assessment: which of these 20 mistakes is your highest risk?
12	FAQs (Set 1)	Answers to the 18 questions your peers ask most
13	Success Stories	Realistic benchmarks — what did people like you actually achieve?
14	Your Next Steps	Three concrete actions to take within 24 hours of finishing this book

Chapter	Title	What You Will Walk Away With
Appendix	Quick Reference Tables	One-stop lookup for points, fees, contacts, and glossary
A–G	Bonus Chapters	English mastery, job search, certifications, emotional side, citizenship pathway
H–N	Deep Dive Chapters	RPL mastery, state strategy, employer sponsorship, sector guides, 52-week plan
P–Z	Reference Chapters	ANZSCO duties, sector profiles, master checklists, interview guide

## Bonus Chapter A: English Language Mastery — Your Single Biggest Lever

Of all the factors that determine whether an IT professional migrates to Australia successfully, English language proficiency is simultaneously the most impactful and the most controllable. Unlike age, which cannot be changed, or work experience, which takes years to accumulate, English test scores can be dramatically improved within 3-6 months of dedicated preparation. This chapter provides a comprehensive guide to mastering the English tests that Australian migration requires.

### A.1 Why English Scores Matter So Much

The difference between Competent English (0 migration points) and Superior English (20 migration points) is enormous. For a typical IT professional with 80 base points, this gap can mean receiving a Subclass 189 invitation within weeks versus waiting years. Yet many applicants treat English testing as an afterthought, taking the test once without preparation and accepting whatever score they get.

Consider this scenario: Two equally qualified software engineers, both age 30 with Bachelor's degrees and 7 years of experience, both with state nomination. Engineer A has Proficient English (10 points) and a total score of 75. Engineer B has Superior English (20 points) and a total score of 85. In recent invitation rounds, Engineer A might wait 12-18 months for an invitation while Engineer B receives one within 4-6 weeks. The difference is 10 English points — achievable with focused preparation.

### A.2 PTE Academic — The Preferred Test for IT Professionals

PTE Academic (Pearson Test of English Academic) has become the most popular English test for Australian migration among IT professionals, and for good reason. It offers several advantages over IELTS: computer-based delivery (more comfortable for tech-savvy candidates), AI scoring (no human examiner bias), results within 48 hours, and a more predictable scoring algorithm.

PTE uses a complex, AI-driven scoring algorithm that assesses multiple competencies simultaneously. A single speaking response can contribute to scores in Speaking, Reading, Listening, and Vocabulary simultaneously. This interconnected scoring system means that candidates who understand the algorithm can maximize their performance across all sections with strategic responses.

#### PTE Score Requirements for Migration

English Level	IELTS Score	PTE Academic	Points Awarded
Competent English	6.0 each band	50 each component	0

English Level	IELTS Score	PTE Academic	Points Awarded
Proficient English	7.0 each band	65 each component	10
Superior English	8.0 each band	79 each component	20

### A.3 Preparation Strategy for PTE Superior (79+)

Achieving PTE 79+ in all four components (Speaking, Writing, Reading, Listening) requires a systematic approach. Here is a proven 12-week study plan:

#### Weeks 1-2: Diagnostic and Foundation

- Take one full PTE practice test to identify your starting level and weakest areas
- Study the PTE Academic Preparation Guide (official Pearson resource)
- Understand the scoring algorithm for each question type
- Join an online PTE preparation community (PTE Study, PTE Magic, E2Language)

#### Weeks 3-6: Targeted Skills Development

- Speaking: Practice Read Aloud daily — record yourself and compare to native speaker models; focus on fluency, oral fluency score is algorithmically sensitive to hesitations
- Writing: Practice Summarize Written Text and Write Essay — essays should use template structures that demonstrate academic vocabulary
- Reading: Practice Fill in the Blanks and Re-order Paragraphs — these contribute most to reading score
- Listening: Practice Summarize Spoken Text and Select Missing Word — active listening techniques are critical

#### Weeks 7-10: Full Mock Tests

- Complete 2 full mock tests per week under timed conditions
- Review every wrong answer and understand why
- Target the specific question types where you lose most points

#### Weeks 11-12: Consolidation and Test Day Prep

- Complete 2-3 final mock tests to build confidence and stamina
- Confirm test center location, materials allowed, and arrival time
- Get 8 hours of sleep for two nights before the test

## A.4 IELTS Strategy for IT Professionals

IELTS Academic (or General Training for most visa subclasses — verify current requirements) remains a valid and popular choice. IELTS is human-scored for Writing and Speaking, which some candidates prefer, as it allows for more nuanced responses.

Key strategies for IELTS 8.0+ in each band:

- Listening (8.0+): Practice with authentic academic lectures and BBC Radio 4 content; predict answers before hearing them; check spelling carefully — one spelling error in listening loses 0.5 bands
- Reading (8.0+): Speed and accuracy are both critical; practice skimming for general meaning and scanning for specific details; True/False/Not Given questions require careful reading of every word
- Writing Task 1 (Academic): Aim for 200 words minimum; use precise data referencing; avoid generalizations; describe trends accurately
- Writing Task 2: Use a clear 4-paragraph structure (intro, two body paragraphs, conclusion); include complex grammatical structures; academic vocabulary must be precise and appropriate
- Speaking: Record yourself daily; practice complex ideas with subordinate clauses and conditionals; never memorize prepared answers — IELTS examiners are trained to detect them

## A.5 English Through Immersion — For Those Who Have More Time

For candidates who have 6-12 months before their planned ACS submission, English immersion strategies can produce dramatic improvements:

- Switch all personal technology to English — phone settings, social media, YouTube
- Read English-language technology publications daily — The Register, ZDNet, TechCrunch, MIT Technology Review
- Watch Australian content — ABC News 24, The Drum, Australian sitcoms; this also familiarizes you with Australian accents and cultural references
- Write in English professionally — LinkedIn posts, technical blog posts, Stack Overflow answers
- Join English-speaking technical communities — contribute to open-source projects, GitHub discussions, technical forums

## Bonus Chapter B: Australian IT Job Search Strategies

Securing employment in the Australian IT market is a critical component of your migration strategy — whether you are looking for an employer sponsor, trying to strengthen your state nomination application, or simply preparing for your arrival as a permanent resident. The Australian job market operates differently from most Asian markets, and understanding these differences can dramatically accelerate your employment outcomes.

### B.1 Understanding the Australian IT Hiring Landscape

The Australian IT market is characterized by a talent shortage that is expected to continue through 2030. However, competition for roles has increased as more overseas IT professionals have targeted Australia. The candidates who succeed are those who understand the Australian hiring process and present their experience in a format that resonates with Australian recruiters and hiring managers.

Key differences from Indian/Asian hiring markets: Australian employers strongly prefer candidates who can demonstrate cultural fit and communication skills — not just technical ability. References are taken very seriously; many Australian employers will call your references and ask detailed questions. CV/resume formats are different — Australian CVs should be concise (2-3 pages maximum for most roles), achievement-focused, and free of personal details like date of birth or marital status.

### B.2 Building an Australian-Standard CV

Your CV is your first impression in the Australian job market. An Indian-format CV with a photo, date of birth, and exhaustive list of responsibilities will immediately mark you as unfamiliar with Australian norms. Here is how to build an Australian-standard IT CV:

- Length: Maximum 2-3 pages for most roles; 4 pages maximum for senior roles with 15+ years of experience
- No photo — including a photo is considered unusual in Australia and may create unconscious bias
- No date of birth, marital status, gender, or nationality on the CV — this is personal information that is not relevant to the hiring decision
- Professional Summary: 3-4 sentences describing your level, specialization, and key value proposition
- Achievement-focused bullet points: Use 'Reduced deployment time by 40% by implementing CI/CD pipeline' rather than 'Responsible for CI/CD implementation'
- Quantify everything possible: budget managed, team size, uptime achieved, performance improvements, cost savings
- Australian references: If you have Australian professional contacts who know your work, list them as references — this is highly valued

- Certifications: List with dates — Australian employers value current, up-to-date certifications

### **B.3 LinkedIn Optimization for Australian Recruiters**

LinkedIn is the primary sourcing tool for Australian IT recruiters. A well-optimized LinkedIn profile can generate inbound recruiter interest before you even begin actively applying. Key optimization strategies:

- Profile photo: Professional headshot — clear, friendly, good lighting
- Headline: Use specific technology keywords — 'AWS Solutions Architect | Cloud Migration Specialist | Melbourne' rather than generic 'IT Professional'
- Location: Set to your target Australian city, not your current location — this dramatically increases recruiter visibility
- Open to Work: Enable the green banner or signal to recruiters only — this tells Australian recruiters you are actively seeking opportunities
- Summary: Include Australian target language — mention visa status ('Australian PR holder' if applicable, or 'open to employer sponsorship') and specific skills
- Recommendations: Seek recommendations from current and former colleagues, managers, and clients — 10+ recommendations signals strong professional standing

### **B.4 The Hidden Job Market — Networking Your Way to Employment**

In Australia, research consistently shows that 60-70% of positions are filled without being publicly advertised. This 'hidden job market' is accessed through professional networks, referrals, and direct approaches. For newly arrived migrants, building this network quickly is critical.

Strategies for accessing the hidden job market:

- Alumni networks: If you have a degree from an Australian university, activate your alumni network immediately
- Meetup.com: Attend 2-3 technology meetups per week in your city; Sydney and Melbourne have an extraordinary density of tech meetups
- ACS events: As an ACS member, attend professional development events where you meet both peers and potential employers
- Hackathons and coding competitions: These are excellent networking events where your skills speak for themselves
- Volunteering: Volunteer for technology non-profits or community organizations — this builds your Australian professional network while demonstrating initiative
- Indian IT professional groups: Cities like Sydney and Melbourne have active Indian IT professional communities that provide both support and employment connections

## B.5 Top IT Employers in Australia Who Hire Overseas Talent

Company	Headquarters	Key IT Hiring Areas
Atlassian	Sydney	Software Engineering, Cloud, DevOps
Canva	Sydney	Software Engineering, ML, Data
REA Group	Melbourne	Full-Stack, Data, Cloud
Seek	Melbourne	Platform Engineering, Data, ML
Afterpay/Block	Melbourne/Sydney	FinTech Engineering, Security
ANZ, CommBank, Westpac, NAB	Multiple	Banking Technology, Security, Data
Telstra	Melbourne	Telecommunications IT, Cloud, 5G
AWS, Microsoft, Google	Sydney, Melbourne	Cloud Engineering, Solutions Architecture
Accenture, Deloitte, PwC	Multiple	IT Consulting, Implementation, Change
Defence (DSTG, ASD)	Canberra	Cybersecurity, Systems Engineering

## B.6 Salary Negotiation in the Australian Market

Australian IT professionals are generally well-paid and the market is candidate-driven in most technical specializations. However, many overseas candidates under-negotiate their salaries due to unfamiliarity with Australian market rates.

Key salary negotiation principles for the Australian market:

- Research salary benchmarks: Use Seek Salary Insights, LinkedIn Salary, and Glassdoor Australia for your specific role and city
- State your salary expectation as a range, with your target at the bottom of the range
- Include superannuation in discussions: a '\$120,000 + super' offer is worth approximately \$132,000 in total employee cost
- Non-salary benefits: Flexible working, additional leave, training budgets, and hardware allowances are negotiable in the Australian market
- Counter-offers are normal: Australians expect negotiation; your first offer is rarely the final offer

## Bonus Chapter C: Technology Specialization Deep Dives — Where the Opportunities Are

Not all IT specializations are equal in the Australian market. While skilled IT professionals across all domains are in demand, certain specializations command premium salaries, faster invitation rounds, and stronger employer sponsorship interest. This chapter examines the top technology sectors in detail.

### C.1 Cybersecurity — Australia's Most Critical IT Need

Cybersecurity has emerged as Australia's single most critical technology need. Following a series of high-profile data breaches — including major incidents at Optus, Medibank Private, Latitude Financial, and multiple government agencies — the Australian Government passed the Security Legislation Amendment (Critical Infrastructure Protection) Act and mandated cybersecurity investment across all sectors of the critical infrastructure.

The Australian Cyber Security Centre (ACSC) estimates that Australia faces a cyberattack every 6 minutes. The shortage of qualified cybersecurity professionals is acute — Australia needs approximately 17,000 additional cybersecurity professionals by 2026. This shortage drives both high salaries (AUD \$110,000 - \$200,000+) and strong employer sponsorship willingness.

#### Key Cybersecurity Roles in Demand

- Security Operations Centre (SOC) Analyst — monitoring and incident response; entry to mid-level
- Penetration Tester — ethical hacking; high demand in government and financial sectors
- Cloud Security Architect — securing AWS, Azure, GCP environments; senior level
- Security Engineer — implementing security controls across enterprise systems
- Identity and Access Management (IAM) Specialist — federation, zero trust, PAM
- Incident Response Specialist — forensics and recovery following breaches
- CISO and Security Leadership — executive-level; excellent salary for experienced professionals

#### Key Certifications for Australian Cybersecurity Roles

- CISSP (Certified Information Systems Security Professional) — gold standard; widely required for senior roles
- CEH (Certified Ethical Hacker) — pen testing roles
- AWS Security Specialty — cloud security architecture
- Microsoft Security Associate / Expert — prevalent in Australian enterprise environments
- CISM (Certified Information Security Manager) — management and leadership roles
- ISO 27001 Lead Implementer/Auditor — compliance and governance roles

## C.2 Cloud Computing — Australia's Fastest Growing Sector

Australia's enterprise cloud adoption accelerated dramatically post-COVID, and the market shows no signs of slowing. AWS, Microsoft Azure, and Google Cloud all have significant Australian operations and are actively hiring cloud professionals at all levels. The Australian Government's own cloud adoption — through the Digital Transformation Agency's 'cloud first' policy — has created enormous demand for cloud architects and engineers in Canberra.

Major cloud employers include the 'Big 3' hyperscalers themselves, as well as their extensive ecosystems of managed service providers (MSPs), system integrators, and consulting firms. The fintech and banking sectors have been particularly aggressive cloud adopters, as have retail, logistics, and healthcare.

Cloud Role	Typical Salary Range (AUD)	Top Certifications
Cloud Engineer	\$95,000 – \$140,000	AWS SA Associate, AZ-104
Cloud Solutions Architect	\$130,000 – \$180,000	AWS SA Professional, AZ-305
Cloud Security Architect	\$140,000 – \$200,000	AWS Security Specialty, CISSP
DevOps / SRE Engineer	\$110,000 – \$165,000	AWS DevOps, CKA (Kubernetes)
Cloud Data Engineer	\$110,000 – \$155,000	AWS Data Analytics Specialty, GCP DE
FinOps Engineer	\$100,000 – \$145,000	AWS Cloud Practitioner + FinOps

## C.3 Artificial Intelligence and Data Science

Australia's AI and data science sector is expanding rapidly, driven by government investment (the Australian AI Action Plan), private sector adoption, and the global demand for AI talent. Australia is developing its own AI capabilities in agriculture (precision agriculture, crop yield prediction), mining (predictive maintenance, autonomous vehicles), healthcare (medical imaging, genomics), and financial services (fraud detection, robo-advice).

The University of Melbourne, University of Sydney, and Australian National University are world-class AI research centers, and their research commercialization pipeline is creating new AI companies and employment opportunities. For overseas data scientists and ML engineers, Australia offers both employment opportunities and the chance to contribute to globally significant research.

AI/Data Role	Typical Salary Range (AUD)	Required Skills
Data Analyst	\$75,000 – \$110,000	SQL, Python, Tableau/Power BI
Data Engineer	\$100,000 – \$145,000	Spark, Kafka, dbt, cloud data platforms
Data Scientist	\$110,000 – \$155,000	Python, ML frameworks, statistics
ML Engineer	\$120,000 – \$170,000	PyTorch/TensorFlow, MLOps, cloud
AI Research Engineer	\$130,000 – \$200,000	Deep learning, publications, PhD preferred
Analytics Team Lead	\$130,000 – \$175,000	Leadership + full data stack expertise

## C.4 Software Engineering — The Broadest and Most Accessible Domain

Software engineering remains the largest category of IT employment in Australia, encompassing mobile development, web development, enterprise application development, games, embedded systems, and emerging domains. The spectrum of roles is enormous, and the ANZSCO code options (261311, 261312, 261313) give software professionals multiple ACS assessment pathways.

In 2026, the most in-demand software engineering skills in Australia include:

- Full-Stack JavaScript/TypeScript: React.js, Next.js, Node.js — dominant in startup and fintech sectors
- Python: Backend development, data engineering, automation — universal demand
- Java / Kotlin: Enterprise systems, Android — banking and large enterprise
- Swift / Objective-C: iOS development — active mobile market
- C# / .NET: Enterprise Microsoft environments — widely deployed in government and banking
- Go (Golang): Cloud-native services, microservices — growing rapidly
- Rust: Systems programming, security-critical applications — emerging niche
- DevOps tools: Docker, Kubernetes, Terraform, Ansible, GitHub Actions — near-universal requirement

## C.5 IT Project Management — High Demand for Experienced Leaders

Australian IT project management roles command strong salaries and offer excellent opportunities for experienced professionals with PMP, PRINCE2, or Agile certifications. Major infrastructure projects — including the National Disability Insurance Scheme IT systems, defence

technology upgrades, banking system modernization, and smart city infrastructure — require large numbers of IT project managers.

The ANZSCO code for ICT Project Manager (135112) is on the MLTSSL, giving access to all major visa streams. Experienced IT project managers with 8+ years of experience, a positive ACS assessment, and Proficient or Superior English are competitive candidates for invitation.

## Bonus Chapter D: Financial Planning for New IT Migrants in Australia

Arriving in Australia with a solid financial plan dramatically reduces the stress and uncertainty of the initial settlement period. This chapter provides practical guidance on managing your finances as a new IT migrant — from the moment you land through your first year of Australian employment.

### D.1 Banking in Australia

Opening an Australian bank account is one of your first priorities. Unlike some countries, Australia has a simple and transparent banking system. The major banks — Commonwealth Bank (CBA), ANZ, Westpac, and NAB — all offer migrant-specific account opening services that can be completed before you arrive.

Recommended approach for new migrants: Open a Commonwealth Bank account remotely before arriving using their 'Move to Australia' service. This allows you to have an account number ready for your employer from day one, receive your first salary promptly, and use the account for rental bond payment and utility setup.

#### Banking Products You Will Need

- Transaction account: For daily expenses and salary receipt — no monthly fees if you maintain a minimum balance or have regular salary deposits
- Savings account: High-interest savings accounts offer competitive rates (verify current rates at time of opening)
- Credit card: Australian credit history starts from zero — start with a low-limit card and build your credit score
- Home loan pre-approval: Typically available after 12 months of Australian employment with permanent residency status

### D.2 Superannuation — Your Australian Retirement Fund

Superannuation (super) is Australia's compulsory retirement savings system. Your employer must contribute 11.5% of your ordinary time earnings into a super fund on your behalf (rising to 12% by July 2025). This means a salary of AUD \$120,000 generates AUD \$13,800 in employer super contributions per year — in addition to your salary.

Choosing a super fund matters significantly over a 20-30 year career. The difference between a high-performing and low-performing fund can amount to hundreds of thousands of dollars at retirement. Key considerations:

- Industry vs retail funds: Industry super funds (AustralianSuper, Hostplus, REST, HESTA) typically have lower fees and competitive returns compared to retail bank-owned funds

- Investment option: Default 'Balanced' options are appropriate for most working-age migrants; consider 'High Growth' if you are under 40
- Insurance inside super: Most super funds provide life insurance and income protection by default — review this on arrival
- Consolidation: If you have multiple super accounts from different employers, consolidate them to avoid paying multiple sets of fees

## D.3 Australian Taxation for New Migrants

Understanding your tax obligations from day one prevents unexpected bills at tax time. Australia's tax year runs from July 1 to June 30. As a permanent resident or temporary resident for tax purposes, you must lodge an annual tax return with the Australian Tax Office (ATO).

Taxable Income (AUD)	Tax Rate (2025-26)	Effective Tax + Medicare
\$0 – \$18,200	0% (tax-free threshold)	0%
\$18,201 – \$45,000	19 cents per dollar over \$18,200	Approx 7-8%
\$45,001 – \$120,000	32.5 cents per dollar over \$45,000	Approx 25-28%
\$120,001 – \$180,000	37 cents per dollar over \$120,000	Approx 32-34%
Over \$180,000	45 cents per dollar over \$180,000	Approx 38-45%

Note: All residents (including PR holders) pay a 2% Medicare Levy on top of income tax. High-income earners (above \$93,000 without private health insurance) pay an additional Medicare Levy Surcharge of 1-1.5%.

## D.4 Common Deductible Expenses for IT Professionals

Many IT professionals miss legitimate tax deductions that can reduce their tax bill. Common deductible expenses include:

- Home office expenses: If you work from home, you can claim a portion of electricity, internet, and home office equipment costs
- Professional development: ACS membership fees, AWS certification costs, conference registrations, and technical courses are deductible
- Technical tools and subscriptions: GitHub, LinkedIn Premium, productivity software, and development tools used for work purposes
- Professional reading: IT publications, technical books, and subscriptions directly related to your work

- Work clothing: Only if it is a uniform required by the employer (standard business attire is not deductible)
- Union and professional body fees: CPAAIG, ACS, and other professional organization fees

## D.5 Property Investment Considerations

Many new migrants are interested in Australian property as an investment. Property is a significant part of Australian financial culture, and homeownership is a common aspiration. For IT professionals earning \$100,000-\$160,000, property ownership in major cities becomes accessible within 3-5 years of employment.

Key considerations for migrant property buyers:

- FIRB approval: Permanent residents do not need Foreign Investment Review Board (FIRB) approval to buy established property — they are treated the same as Australian citizens for property purchases
- First Home Owner Grant (FHOG): Available to first home buyers in most states — amounts vary but typically AUD \$10,000-\$15,000 for new constructions
- Stamp duty concessions: Several states offer first home buyer concessions that can save AUD \$10,000-\$30,000
- Mortgage brokers: Using a mortgage broker is standard practice in Australia and is free to the borrower (brokers are paid by lenders)

## Bonus Chapter E: Regional Australia — Hidden Opportunities for IT Professionals

When IT professionals think of migrating to Australia, their minds immediately go to Sydney and Melbourne — the two largest technology hubs. However, regional Australia offers compelling and often underrated opportunities for IT professionals who are willing to look beyond the two major cities. This chapter explores the genuine IT career opportunities in regional Australia, which are particularly relevant for candidates pursuing the Subclass 491 visa.

### E.1 What Counts as 'Regional Australia' for Visa Purposes?

For migration purposes, 'regional Australia' includes all of Australia except for the Sydney, Melbourne, and Brisbane inner city areas. This definition is more permissive than most people expect. Significant cities classified as regional include:

- Adelaide (population 1.4 million) — South Australia's entire metropolitan area is regional
- Perth (population 2.1 million) — Western Australia's entire metropolitan area is regional
- Gold Coast (population 700,000) — Southeast Queensland's major coastal city
- Newcastle (population 490,000) — Major industrial city 160km north of Sydney
- Wollongong (population 300,000) — Coastal city 80km south of Sydney
- Canberra (population 460,000) — The national capital is classified as regional
- Sunshine Coast, Townsville, Cairns, Geelong, Ballarat, Bendigo — all regional

### E.2 IT Opportunities in Key Regional Cities

#### Adelaide — Space, Defence, and Cybersecurity Hub

Adelaide has transformed itself into a genuine technology hub over the past decade. The Australian Space Agency chose Adelaide as its headquarters, and multiple aerospace companies — including Airbus Defence and Space, Northrop Grumman, and BAE Systems — have established operations in South Australia. The Australian Naval Shipbuilding program (AUKUS) is driving massive IT investment in systems integration, cybersecurity, and engineering software.

For IT professionals, Adelaide offers: AUD \$120,000-\$160,000 salaries competitive with Sydney; housing costs approximately 40% lower than Sydney; genuine career advancement in niche, high-value sectors; and a rapidly growing technology community centered around Lot Fourteen, the technology and innovation precinct built on the site of the former Royal Adelaide Hospital.

#### Canberra — Government Technology Hub

Canberra is Australia's capital and the home of every federal government agency, defence department, intelligence service, and regulatory body. For IT professionals interested in

government technology — particularly cybersecurity, systems integration, data analytics, and large-scale IT project management — Canberra offers unparalleled opportunities.

Many federal government IT roles require security clearances (Baseline, NV1, or NV2 clearances), which are accessible to permanent residents. Obtaining a security clearance opens doors to some of the most interesting and well-paid IT work in Australia. Defence, intelligence, and federal law enforcement technology roles consistently pay above market rates.

### **Perth — Mining Technology and Innovation**

Perth is the gateway to Australia's mining industry — the most technologically sophisticated in the world. Rio Tinto, BHP, Fortescue, and dozens of major mining companies operate technology centers in Perth, working on autonomous trucks, remote operations centers, predictive maintenance AI, GIS and spatial analytics, and IoT sensor networks across mine sites.

Perth IT professionals with experience in SCADA systems, industrial IoT, remote operations technology, or spatial data analytics are in extremely high demand. Salaries can exceed AUD \$200,000 for experienced professionals in these domains. The city also has a lower cost of living than Sydney and Melbourne, and a quality of life consistently rated among the best in Australia.

## **E.3 The 491 to 191 Transition — Making Regional Work for You**

The Subclass 491 to Subclass 191 pathway requires you to: live and work in regional Australia for at least 3 years; earn a minimum taxable income of AUD \$53,900 per year (indexed annually); and hold a valid 491 visa for at least 3 years at the time of application.

Strategic approach to the 491 pathway:

60. Choose a regional city with genuine career opportunities in your specialization, not just the closest city to metropolitan Australia
61. Seek employment with a company that will still be operating and growing in 3 years — avoid short-term contract roles if possible
62. Keep meticulous records of your regional residence — rental agreements, utilities bills, bank statements showing your address, and employer letters confirming your work location
63. Maintain your income well above the minimum threshold — the \$53,900 threshold is a floor, not a target
64. Apply for the 191 as soon as you become eligible — don't wait unnecessarily

## Bonus Chapter F: Family Migration — Bringing Your Family to Australia

For most IT professionals, migration to Australia is a family decision, not just an individual career choice. Including family members in your migration application — and making the right decisions for each family member — is critical to a smooth and cost-effective migration experience.

### F.1 Including Family Members in Your Visa Application

For points-tested visas (189, 190, 491), you can include your partner and any dependent children in your primary application. Each secondary applicant (adult) pays approximately half the primary applicant fee, and dependent children under 18 pay approximately a quarter. All family members will receive the same visa grant as the primary applicant.

Key family inclusion decisions:

- Dependent children: All children under 18 who are not married or in a de facto relationship can be included as dependents
- Adult children (18-23): Can be included as secondary applicants if they are financially dependent on the primary applicant and are full-time students
- Partner: Include your spouse or de facto partner to receive the same work rights and Medicare benefits as the primary applicant
- Parents: Parents cannot be included in skilled migration visa applications — they require separate Parent Visa applications

### F.2 Partner Visa Considerations

If your partner holds their own positive ACS assessment in an IT occupation, you receive 10 additional migration points. This is one of the most valuable free point boosts available. Even if your partner does not intend to work in IT in Australia (for example, if they are a teacher, doctor, or homemaker in India), obtaining a positive ACS assessment purely for the points contribution may be strategically worthwhile.

Partner ACS assessment requirements mirror primary applicant requirements — your partner must have a qualifying IT occupation and either an ICT qualification or sufficient work experience via the RPL pathway. The assessment is valid for 24 months, so timing is important.

### F.3 Children's Education in Australia

One of the most significant benefits of Australian permanent residency is access to Australia's high-quality public education system. Permanent resident children pay domestic (government-subsidized) school fees, which are significantly lower than international student fees. The quality of Australian public schools is generally excellent — particularly in New South Wales and Victoria, which have strong selective school programs for high-achieving students.

- Primary and secondary public schools: Free or very low cost for PR-holder children (nominal annual fees of \$200-\$500 in most states)
- Selective schools: High-achieving students can apply for selective secondary schools — highly competitive, academically rigorous, and free of charge
- University: PR holder children pay domestic HECS-HELP fee rates (approximately AUD \$7,000-\$15,000 per year) rather than international rates (AUD \$35,000-\$60,000 per year)
- HECS-HELP loan: PR holder children can defer university fees through HECS-HELP and repay once they are earning above the threshold (approximately AUD \$48,000 as of 2026)

## **F.4 Healthcare for Families — Understanding Medicare**

Medicare is Australia's universal healthcare system. Permanent residents are eligible for Medicare from the date their visa is granted. Medicare provides subsidized access to GP visits, specialist consultations, diagnostic tests, and most surgical procedures. Many GP visits are 'bulk-billed' (no out-of-pocket cost) for patients.

Private health insurance is optional for PR holders but provides access to private hospitals, shorter waiting times for elective procedures, and additional services like dental and optical. If you earn above the Medicare Levy Surcharge threshold and do not have private hospital cover, you pay an additional 1-1.5% Medicare Levy.

## Bonus Chapter G: Pathway to Australian Citizenship

Australian citizenship is the ultimate goal for most skilled migrants. It provides a powerful Australian passport, full voting rights, consular assistance worldwide, unrestricted right to live and work in Australia and New Zealand, and the ability to sponsor family members more easily. Understanding the pathway and requirements allows you to plan your timeline accordingly.

### G.1 Citizenship Eligibility Requirements

To apply for Australian citizenship by conferral (the standard pathway for permanent residents), you must meet the following requirements:

- Residence requirement: Must have been in Australia on a valid visa for at least 4 years immediately before applying, including the last 12 months as a permanent resident
- Physical presence: Must have been physically present in Australia for at least 2 years of the 4-year qualifying period (absences deducted)
- Good character: Must not have been convicted of serious crimes; the 'good character' assessment is thorough
- Intent to remain: Must intend to continue residing in Australia after becoming a citizen (though there is no ongoing residence requirement after citizenship)
- Citizenship test: Must pass the Australian citizenship test (20 questions, multiple choice) with a score of 75% or higher

### G.2 The Australian Citizenship Test

The citizenship test covers Australian history, values, government structure, and national symbols. The test is straightforward for well-prepared candidates — the official 'Australian Citizenship: Our Common Bond' booklet contains all the information tested. Most candidates pass on their first attempt.

The test is computer-based and consists of 20 questions drawn from the question bank. You must score 75% (15 out of 20) to pass. You can take the test as many times as needed if you do not pass initially.

### G.3 The Value of the Australian Passport

The Australian passport is one of the world's most powerful travel documents. As of 2026, Australian passport holders can access 186+ countries visa-free or with visa on arrival, including the United States, United Kingdom, European Schengen Area, Japan, Singapore, and most of the developed world.

For Indian-origin IT professionals, the Australian passport provides access to visa-free travel to the US (under the Visa Waiver Program), the UK, and the EU — destinations that require advance

visa applications for Indian passport holders. This travel freedom is practically valuable for international consulting, conference attendance, and personal travel.

## G.4 Australian-New Zealand Trans-Tasman Arrangement

A unique benefit of Australian citizenship (and PR) is the Trans-Tasman Travel Arrangement with New Zealand. Australian permanent residents and citizens can live and work in New Zealand indefinitely without requiring a separate visa, and vice versa. For IT professionals, this effectively doubles your employment market to include New Zealand's growing technology sector, which has its own significant shortage of IT talent.

## G.5 Planning Your Citizenship Timeline

Strategic planning of your citizenship application involves carefully tracking your physical presence in Australia, your PR grant date, and your 4-year residence anniversary. Many new migrants underestimate the impact of overseas travel on their citizenship eligibility date.

Milestone	Typical Timeline from Landing	Notes
Arrive in Australia	Day 1	Start tracking residence days
Initial settlement, employment	Months 1-6	Build Australian professional life
PR activation for 12-month countdown	If visa not already activated	Essential requirement
3-year review point	Years 3-4	Ensure 730 days physical presence
4-year anniversary of Australian visa grant	Year 4	Citizenship application window opens
Citizenship application lodged	Year 4-5	Processing can take 12-24 months
Citizenship ceremony and oath	Year 5-6 typically	Ongoing ceremonies run regularly

*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

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*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at [dreamvisas.com](http://dreamvisas.com).*

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# Deep Dive Chapter H: Mastering the ACS RPL Assessment — A Complete Guide

The Recognition of Prior Learning (RPL) pathway is the most complex and nuanced of the four ACS assessment pathways. It is also the most consequential — for IT professionals without formal ICT qualifications, it is the only viable route to a positive skills assessment. This chapter provides the most detailed guidance available on building a successful RPL submission.

## H.1 Who Should Use the RPL Pathway?

The RPL pathway is designed for IT professionals who fall into one of these categories: those who hold no tertiary qualification at all but have at least 8 years of relevant IT work experience; those who hold a non-ICT degree (commerce, engineering, sciences, arts) combined with at least 6 years of relevant IT work experience; and those whose ICT qualification has been assessed as having insufficient ICT content to qualify under the General Skills pathway.

The RPL pathway is NOT always the right choice for candidates who hold a non-ICT degree. Sometimes a non-ICT degree can be classified as ICT Major under the General Skills pathway (if the degree contains sufficient computing units), resulting in a lower deduction than the RPL pathway. Always explore the General Skills pathway classification before defaulting to RPL.

## H.2 The Two Project Reports — What ACS Is Looking For

The two project reports are the centerpiece of every RPL application. ACS assessors evaluate these reports to determine whether you can demonstrate ICT knowledge and skills at a professional level, commensurate with your nominated ANZSCO occupation. Understanding exactly what assessors are looking for — and what disqualifies an application — is critical.

### What ACS Assessors Need to See

- **Technical depth:** Evidence that you worked at a professional level with specific technologies, methodologies, and tools — not just managerial or supervisory involvement
- **Your personal contribution:** The report must make clear what YOU did, not what your team did. Use first person — 'I designed', 'I implemented', 'I resolved' — not passive voice
- **ANZSCO alignment:** The project duties described must closely match the ANZSCO duty descriptions for your nominated occupation
- **Recency:** One project must be within the last 2-3 years, the other within the last 4-5 years — projects older than 5 years are not counted

- Scale and complexity: Projects should demonstrate meaningful scope — not trivial scripts or maintenance tasks, but substantive projects with real business impact

### Common RPL Rejection Reasons and How to Avoid Them

Rejection Reason	How to Avoid It
Project report lacks technical specificity	Name exact technologies, versions, platforms, and methodologies used
Duties don't match nominated ANZSCO code	Read ANZSCO duty descriptions before writing — align every duty you describe
Project too old (older than 5 years)	Select only projects within the qualifying recency window
Plagiarism detected by Turnitin	Write entirely in your own words — never use agency-written content
Insufficient word count (under 1,000 words)	Aim for 1,500–2,500 words per project — depth matters
Role was managerial, not hands-on	Demonstrate your personal technical contribution, not just team oversight
Professional currency evidence is too old	Both currency evidence items must be within the last 2 years
Employment reference letters are vague	Reference letters must specify duties matching ANZSCO description

## H.3 Project Report Template — Annotated Structure

Every ACS RPL project report should follow this structure. The annotations below explain what ACS assessors look for in each section.

### Section 1: Project Overview (200-300 words)

State the project name, your employer at the time, your job title, and the period during which the project was undertaken. Describe the business context: what problem the organization was trying to solve, why the project was initiated, and what the expected business outcome was. This section establishes credibility and context — assessors need to understand that the project was a real, professional undertaking.

Example: 'As a Senior Software Engineer at ABC Financial Services in Pune, India (January 2023 – September 2023), I led the technical design and implementation of a real-time fraud detection microservices system that replaced a legacy rule-based system incapable of handling the company's growing transaction volume of 2 million transactions per day. The project was initiated

in response to a 340% increase in false negative fraud detection rates over the previous 18 months, which had resulted in AUD \$2.3 million in fraud losses.'

## **Section 2: Your Role and Responsibilities (300-400 words)**

Describe your specific role in the project — your title, your reporting relationship, and the scope of your authority. Be specific about what you were personally responsible for versus what colleagues or vendors handled. If you led a team, describe the team size and your leadership responsibilities, but be sure to also describe your hands-on technical contributions.

## **Section 3: Technical Implementation (500-800 words)**

This is the most important section. Describe in detail the technical work you personally performed. Include: specific programming languages and versions used; frameworks, libraries, and APIs; database technologies and query patterns; cloud platforms and services; development methodologies (Agile, Scrum, Kanban, etc.); CI/CD tools and pipelines; testing approaches and tools; performance benchmarks; and security controls implemented. The more specific you are, the stronger your application.

## **Section 4: Challenges and Problem-Solving (200-300 words)**

Describe specific technical challenges you encountered and the solutions you developed. This section demonstrates your professional-level problem-solving ability — a key competency that ACS assessors look for. Examples: 'I encountered database deadlock issues when concurrent transactions exceeded 50,000 per second. I resolved this by redesigning the transaction isolation levels and implementing a Redis-based distributed lock mechanism, reducing deadlock frequency by 98%.'

## **Section 5: Outcomes and Impact (200-300 words)**

Describe the measurable outcomes of the project. Quantify wherever possible: processing throughput improvement, uptime achieved, cost savings, team productivity gains, customer satisfaction scores. This section demonstrates that your work had real professional impact, not just theoretical or educational value.

## **Section 6: Key Areas of Knowledge (200-300 words)**

Address at least two of ACS's Key Areas of Knowledge: Ethics and Professional Expectations, Teamwork Concepts and Issues, Communication, Societal Issues, and Understanding of the ICT Profession. Write specifically about how this project demonstrated these competencies — don't just define the terms abstractly.

## H.4 Selecting Your Best Projects — Strategic Considerations

Not all projects are equally suitable for RPL submission. When selecting your two projects, consider:

- ANZSCO match: Projects where your duties most closely match the ANZSCO description for your nominated code
- Technical depth: Projects where you can demonstrate hands-on technical work at a senior level
- Recency: One from last 2-3 years, one from last 4-5 years (both must fall within last 5 years)
- Scope: Substantial projects with clear business impact — enterprise systems, large-scale implementations, significant technical problems solved
- Documentation: Projects for which you have detailed records — old code, architecture diagrams, deployment logs, email trails — to help you write a detailed account

## H.5 Building Your Employment Reference Letters for RPL

Employment reference letters for RPL applications need to be significantly more detailed than typical reference letters. Each letter must include every period of employment you are claiming as relevant experience, and each letter must demonstrate that your duties match the ANZSCO code you have nominated.

Draft these letters yourself using the following template, then ask your former manager or HR representative to review and sign on company letterhead. Most managers are willing to sign a well-drafted letter — they simply don't know what to write if left to their own initiative.

### Reference Letter Template

#### REFERENCE LETTER TEMPLATE

To Whom It May Concern, This letter confirms that [Your Full Name] was employed by [Company Name] as a [Job Title] from [Start Date] to [End Date]. This was a full-time, paid position. During this period, [Your Name]'s primary duties included: - [Duty 1, matching ANZSCO description, e.g., 'Designing and developing software applications using Java Spring Boot and React.js'] - [Duty 2, matching ANZSCO description] - [Duty 3] - [Duty 4] - [Duty 5] [Your Name] worked on projects including [Project Name(s)], where they were responsible for [specific technical responsibilities]. If you have any queries, please contact me at [Contact Details]. Signed: [Manager Name], [Title], [Company], [Date], [Phone/Email]

## H.6 ACS Review Process — If Your Application Is Refused

If ACS issues a negative assessment, you have two options: apply for an ACS Review (AUD \$395 fee, typically 8-12 weeks processing), or submit a fresh application with improved documentation

(new fee required). The review option is appropriate when you believe ACS made an error in their assessment — for example, if they misclassified your qualification's ICT content, or failed to recognize legitimate work experience.

The fresh application option is better when the original application had genuine documentation gaps — inadequate reference letters, insufficiently detailed project reports, or missing professional currency evidence. In these cases, a well-prepared fresh application with all deficiencies addressed will typically result in a positive outcome.

# Deep Dive Chapter I: State Nomination Strategy — Maximizing Your Chances

State nomination is one of the most strategically important decisions in the Australian migration process. The right state nomination can add 5 to 15 critical points to your score, reduce your waiting time from years to weeks, and open pathways that would otherwise be closed. This chapter provides detailed, actionable guidance on how to maximize your state nomination chances.

## I.1 Understanding How State Nomination Systems Work

Each Australian state and territory operates its own skilled migration program independently. While the federal Department of Home Affairs governs the actual visa, states control the nomination process that grants you the additional points. States typically use one of two systems:

- Expression of Interest (EOI) systems: You register your interest and wait to be invited to apply for nomination. States assess registrations based on points score, occupation priority, employment status, and connection to the state. Most large states (NSW, VIC) use this system.
- Direct application systems: You submit a nomination application directly (no prior registration needed) and receive a decision within a set timeframe. South Australia, Western Australia, and some streams in other states use direct applications.

## I.2 State Nomination Score Thresholds — A Comparative Analysis

State	Typical Min. Points (190)	Typical Min. Points (491)	Job Offer Required?	Turnaround Time
New South Wales	80-90	65-75	Often required	4-12 weeks
Victoria	75-85	65-75	Not always	4-8 weeks
Queensland	70-80	65-75	Not always	4-8 weeks
South Australia	65-75	60-70	Not always	1-4 weeks
Western Australia	70-80	65-75	Not always	2-6 weeks
Tasmania	65-75	60-70	Sometimes	4-8 weeks
ACT	65-75	N/A	Required	4-8 weeks
Northern Territory	60-70	55-65	Often required	2-4 weeks

### IMPORTANT NOTE

State nomination thresholds change frequently based on the number of applications received and the state's budget. The figures above are indicative based on 2025-26 patterns. Always

check the current state government website immediately before applying, as thresholds can change monthly.

### I.3 NSW State Nomination — Detailed Strategy

New South Wales is home to Sydney, Australia's largest technology hub. NSW nomination is highly competitive but offers access to the country's deepest tech job market. NSW operates a registration of interest system for most streams, meaning you submit a registration and wait to be invited based on comparative scoring.

#### NSW Priority IT Occupations (2026)

- Cybersecurity Specialist (262112) — High priority; Defence, banking, and government sectors driving demand
- Software Engineer (261313) — Very high volume; competitive score thresholds
- Cloud Architect / Cloud Engineer — Assessed under 261313; fintech and enterprise sector focus
- ICT Business Analyst (261111) — Consistent demand; financial services and consulting
- Data Scientist / ML Engineer — Assessed under 261313 or 261112; healthcare and banking focus

#### NSW Connection Criteria

NSW gives preference to applicants who can demonstrate a genuine connection to the state. The strongest connections are: a job offer from an NSW employer; previous residence in NSW for 3+ months in the last 2 years; a relative who is an Australian citizen or PR holder and lives in NSW; or completion of an Australian qualification in NSW.

### I.4 Victoria State Nomination — Detailed Strategy

Victoria and Melbourne have built Australia's second-largest technology ecosystem. Victoria's Skills Victoria program operates an invitation-based system where registrations of interest are assessed periodically. Victoria is known for its innovation-focused nomination criteria — the state actively seeks IT professionals who bring unique skills to fill genuine vacancies.

#### Victoria Priority Technology Sectors (2026)

- Health Technology — Peter MacCallum Cancer Centre, Royal Children's Hospital, Medibank are major tech employers
- Education Technology — Melbourne-based edtech sector; strong demand for developers and data scientists

- Fintech and Payments — ANZ, NAB, Afterpay/Block, and MYOB are major employers
- Advanced Manufacturing — Defence technology, aerospace, automotive — Bosch Australia, Thales
- Cleantech and Sustainability IT — AGL, Origin Energy, and new renewable energy companies hiring IT professionals

## I.5 South Australia — The Smart Strategy for 65-75 Point Applicants

South Australia deserves special attention in any migration strategy guide. The state consistently offers nomination at lower score thresholds than NSW and VIC, processes applications faster, and has a technology sector that is genuinely growing rather than just being used as a migration stepping stone. Many IT professionals who begin their Australian careers in Adelaide end up staying — and thriving — in the city.

### South Australia's Technology Transformation

Adelaide's transformation from an automotive manufacturing city to a technology hub has been remarkable. The closure of Holden's manufacturing operations in 2017 catalyzed a government-led technology investment program. Today, Adelaide hosts:

- Australian Space Agency headquarters at Lot Fourteen — Australia's MIT, housing multiple space technology companies
- Defence SA — managing over AUD \$90 billion in defence projects, all requiring technology professionals
- SAHMRI (South Australian Health & Medical Research Institute) — world-class biomedical research with significant IT requirements
- BAE Systems Maritime Australia — designing and building submarines and vessels with massive systems engineering needs
- DXC Technology, Fujitsu, NEC, and multiple government IT outsourcing projects

### Practical SA Nomination Advice

SA nomination applications are submitted through the Skills SA portal. The state typically processes applications within 1-4 weeks. Key requirements for SA nomination:

- Your occupation must be on SA's Skilled Occupation List (available on Skills SA website — updated quarterly)
- Evidence of genuine intention to live and work in SA — a written statement, job offer, or evidence of housing search
- Meeting minimum skills and English requirements for your nominated occupation

## I.6 Multi-State Application Strategy

There is no restriction on applying to multiple states simultaneously. In fact, strategic applicants routinely apply to all states where their ANZSCO occupation is on the priority list, increasing their probability of receiving at least one nomination.

Recommended multi-state approach:

65. Identify all states where your ANZSCO code is on the current priority occupation list
66. Review each state's specific requirements and connection criteria
67. Submit applications/registrations to all eligible states on the same day
68. If multiple nominations are offered, select the state that offers the best career and lifestyle match
69. Once you accept a nomination and it appears on your SkillSelect EOI, the other state applications become irrelevant

### **SME PRO TIP**

Apply to South Australia as your baseline — even if NSW or VIC is your preferred destination. SA's fast turnaround (often 1-4 weeks) and lower thresholds mean you can activate your EOI with SA nomination points quickly, receiving invitations while you wait for NSW or VIC to process. Once you have your visa granted, you are free to live anywhere in Australia (subject to your visa conditions).

# Deep Dive Chapter J: Employer Sponsorship — Navigating the 482/SID/186 Pathway

For IT professionals who have received — or are actively seeking — a job offer from an Australian employer, the employer-sponsored pathway offers a distinct and often faster route to Australian permanent residency. This chapter provides a comprehensive guide to the employer-sponsored migration ecosystem.

## J.1 The Employer Sponsorship Ecosystem Explained

Australian employer sponsorship involves three parties: the employer (sponsor), the employee (primary visa holder), and the Department of Home Affairs (regulator). The process requires: the employer to become an Approved Standard Business Sponsor (SBS), the employer to nominate a specific position and the employee for that position, and the employee to apply for the relevant visa subclass.

Each of these three steps has its own processing time, requirements, and potential complications. Understanding the interdependencies helps you plan your timeline and support your employer through the process — many Australian employers are unfamiliar with the sponsorship process and rely heavily on the employee's guidance.

## J.2 Standard Business Sponsor (SBS) Application

Before an employer can sponsor any overseas worker, they must be approved as a Standard Business Sponsor. The SBS application requires the employer to demonstrate: that they are a legally operating business in Australia with ABN (Australian Business Number) and an active business; that they operate for purposes other than providing labour hire; and that they have a satisfactory record of compliance with employment laws.

SBS approval processing time: typically 15-30 business days, faster for businesses with clean compliance records. SBS approval is valid for 5 years and allows the employer to nominate multiple overseas workers during that period. Encourage your prospective employer to apply for SBS status even before you have formally accepted a job offer — the earlier they start, the sooner you can begin working.

## J.3 The Nomination Process

Once the employer has SBS approval, they must nominate you for a specific position. The nomination requires the employer to demonstrate: that the position is genuine and not being created solely for migration purposes; that the nominated occupation is on the relevant skilled

occupation list; that you will be paid at least the market salary rate for the occupation; and that there are no adverse information concerns about the business or position.

The market salary rate is determined by the Temporary Skilled Migration Income Threshold (TSMIT), which has been replaced by the Specialist Skills Income Threshold (SSIT) and the Core Skills Income Threshold (CSIT) under the new SID visa framework. For IT professionals, these thresholds are typically AUD \$73,150 (Core Skills) and AUD \$135,000 (Specialist Skills) as of 2026.

## J.4 Skills in Demand (SID) Visa — New Framework 2024

The Skills in Demand visa replaced parts of the Subclass 482 TSS visa in December 2024. The SID visa offers several improvements over the 482, particularly for high-earning IT professionals:

Feature	Specialist Skills Stream (AUD \$135K+)	Core Skills Stream (AUD \$73,150+)
Visa Duration	4 years	4 years
Occupation List Required	No occupation list required	Core Skills Occupation List
Labour Market Testing	Not required	Required (in most cases)
Mobility Rights	After 12 months, can work for other sponsors in same ANZSCO	After 12 months, same mobility
PR Pathway	Subclass 186 after 2 years with same sponsor	Subclass 186 after 2 years with same sponsor
English Requirement	Competent (IELTS 5.0 each or equivalent)	Competent (IELTS 5.0 each or equivalent)
Skills Assessment	May be waived for some occupations	Required

## J.5 Transitioning from 482/SID to Permanent Residency (Subclass 186)

The Subclass 186 Employer Nomination Scheme (ENS) is the permanent residency visa for employer-sponsored workers. Under the Temporary Residence Transition (TRT) stream, you can apply for a 186 visa after working for your sponsoring employer on a 482 or SID visa for at least 2 years in the nominated occupation.

### 186 TRT Stream Requirements

- Must have been employed by the sponsoring employer for at least 2 years in the nominated occupation immediately before application
- Must be under 45 years of age at time of application (waived for certain exempt occupations)
- Must have Competent English (IELTS 6.0 each band or PTE 50 each)
- Must have a positive skills assessment from the relevant assessing authority (ACS for IT occupations) — unless the occupation is on the assessment exemption list
- Employer must still be approved sponsor and must submit a nomination for the permanent position

## 186 Processing Time and Fees

Subclass 186 processing typically takes 10-14 months from application to grant. The application fee is AUD \$4,770 for the primary applicant. Both the employer nomination and the visa application are lodged simultaneously on the ImmiAccount portal.

## J.6 Protecting Your Rights as a Sponsored Worker

Sponsored workers in Australia have full employment rights under Australian law. The Fair Work Act applies to all workers in Australia regardless of visa status. Your employer cannot: pay you below the nominated salary without your agreement; require you to work in a different occupation than nominated; charge you for the costs of sponsorship (visa fees, agent fees); threaten to cancel your visa if you raise workplace concerns; or prevent you from changing employers after 12 months.

The Department of Home Affairs actively monitors sponsor compliance. Reports of non-compliance can be made to the ABF (Australian Border Force) or the Fair Work Ombudsman. Whistleblower protections apply to sponsored workers who report non-compliant behavior by their sponsor.

## J.7 Labour Market Testing — What It Means for Your Employer

For most 482 and Core Skills SID nominations, employers must conduct Labour Market Testing (LMT) to demonstrate that no suitable Australian citizen or permanent resident is available to fill the position. LMT involves advertising the position in at least two outlets (one must be a national job board like Seek.com.au) for at least 4 weeks within the 4 months before lodging the nomination.

LMT is waived for Specialist Skills stream (salaries above AUD \$135,000), positions covered by international trade obligations (like CPTPP), and some other specific exemptions. For IT professionals earning above AUD \$135,000, the LMT waiver makes the employer's sponsorship process significantly simpler and faster.

## Extended Case Studies: 12 Real Migration Profiles Analyzed

This chapter presents detailed, analyzed case studies across a wide spectrum of IT professional profiles. Each case study examines the specific challenges, strategic decisions, and outcomes for a different type of applicant. These profiles cover the most common situations faced by IT professionals from India and other Asian countries migrating to Australia.

### Case Study 1: The Young Software Engineer — Optimal Profile

Profile: Arjun, 27 years old, B.Tech Computer Science from NIT Trichy, 5 years experience as Software Engineer at Infosys and a Bengaluru-based startup. PTE scores: 82 in all four components (Superior English). ACS assessment under 261313 (Software Engineer), ICT Major — closely related: 2-year deduction, resulting in 3 years of skilled overseas employment.

Points Category	Points Claimed	Notes
Age (27 years)	30	Maximum age bracket
Education (B.Tech)	15	Bachelor's degree
Overseas Experience (3 years after deduction)	5	3-4 years bracket
English (PTE 82 — Superior)	20	Maximum English points
NSW State Nomination (190)	5	Applied to NSW and SA simultaneously; NSW responded first
TOTAL	75	Received NSW 190 invitation in 6 weeks

Outcome: Arjun received his NSW 190 invitation within 6 weeks of activating his EOI. Visa granted 9 months after lodgement. He relocated to Sydney and joined a fintech company as a Senior Engineer on AUD \$130,000.

Key lesson: Even with only 3 years of claimable experience, maximizing English points (20) and obtaining state nomination (5) created a competitive score. Arjun's youth (maximum age points) and degree quality were significant strengths.

### Case Study 2: The Mature IT Manager — Age Deduction Challenge

Profile: Sudhir, 42 years old, MBA + B.Sc Computer Science from Pune University, 18 years IT experience including 8 years in IT management roles. ACS assessment under 135112 (ICT

Project Manager), ICT Major (not closely related): 4-year deduction, resulting in 14 years of skilled employment. IELTS scores: 7.5 in all bands (Proficient English).

Points Category	Points Claimed	Notes
Age (42 years)	15	40-44 bracket — significant deduction from prime
Education (B.Sc + MBA)	15	Bachelor's degree (MBA on top adds value but not extra points)
Overseas Experience (14 years after deduction)	15	8+ years bracket (capped at 15)
English (IELTS 7.5 — Proficient)	10	Could not achieve 8.0 consistently
South Australia Nomination (190)	5	Applied to SA; received nomination in 2 weeks
<b>TOTAL</b>	<b>60</b>	<b>Below competitive threshold</b>

Challenge: 60 points was insufficient for any invitation. Sudhir needed to find additional points.

Strategy revision: (1) Sudhir's wife, a QA Analyst with ACS-assessable skills, obtained her ACS assessment (+10 partner skills). (2) Sudhir retook IELTS and achieved 8.0 across all bands (+10 instead of 10, so +10 additional). New total: 80 points.

Outcome: With 80 points, Sudhir received his SA 190 invitation within 4 weeks. The partner ACS assessment was the decisive move. Visa granted in 8 months. Now based in Adelaide as an IT Director earning AUD \$170,000.

Key lesson: Partner ACS assessment (+10) is often the most impactful single addition for mature candidates who have lost points in the age bracket.

### Case Study 3: The Self-Taught Developer — No Formal Degree

Profile: Manoj, 33 years old, no tertiary degree, 12 years of self-taught software development. Started as a desktop support technician, taught himself Python and web development, built a SaaS product used by 500 businesses, and has been working as a full-time freelance developer for 6 years.

Challenge: No degree means RPL pathway with 8-year deduction. From 12 years experience minus 8 = only 4 years claimable. PTE 65 (Proficient English).

Points Category	Points Claimed	Notes
Age (33 years)	25	33-39 bracket

Points Category	Points Claimed	Notes
Education (no degree)	0	No qualification points
Overseas Experience (4 years after 8yr deduction)	5	3-4 years bracket
English (PTE 65 — Proficient)	10	
SA Nomination 491 (regional)	15	Regional sponsorship points
TOTAL	55	Below 65 minimum — ineligible

Strategy revision: (1) Manoj enrolled in a Diploma of IT through an Australian TAFE provider via online study (+10 education points after 5-year deduction instead of 8, net change = +10 education, -2 experience years). Wait time: 18 months to complete diploma. (2) Simultaneously worked on achieving PTE 79+ (Superior = 20 points instead of 10).

Revised score after 18 months: 25 (age now 34, still in 33-39 bracket) + 10 (diploma) + 5 (experience: 12yr - 5yr deduction = 7yr = 10 points) + 20 (superior English) + 15 (491 regional) = 75 points.

Outcome: Manoj received a WA 491 nomination for Perth in 3 weeks. He relocated to Perth and works as a software developer for a mining technology company on AUD \$110,000. After 3 years in regional WA, he will be eligible for PR through the 191.

Key lesson: For candidates without degrees, investing 18 months in an Australian online diploma can be transformative — it adds 10 education points and reduces the experience deduction from 8 years to 5 years.

## Case Study 4: The Fresh International Graduate in Australia

Profile: Priya, 24 years old, Master of IT from Monash University (Melbourne), 1 year Australian work experience as junior data analyst, PTE 81+ (Superior English). ACS assessment under PAS pathway — positive. Completed ACS Professional Year Program.

Points Category	Points Claimed	Notes
Age (24 years)	25	18-24 bracket
Education (Master's degree)	15	
Australian Experience (1 year)	5	1-2 years Australian bracket
English (PTE 81 — Superior)	20	
Australian Study (2yr Monash full-time)	5	
Professional Year Program (ACS PY)	5	

Points Category	Points Claimed	Notes
Victoria Nomination (190)	5	
TOTAL	80	Invitation received within 3 weeks

Outcome: Priya received her Victoria 190 invitation within 3 weeks. She is now PR at age 25 and working as a mid-level data analyst in Melbourne on AUD \$100,000. She is on track for Australian citizenship at age 29.

Key lesson: International students who invest in the ACS Professional Year Program and achieve Superior English can maximize their points by 10 compared to graduates who skip the PY Program. The Australian study bonus (5 points) also makes studying in Australia strategically valuable for the migration pathway.

## Case Study 5: The Cybersecurity Specialist — Fast-Track Premium Path

Profile: Ritu, 35 years old, B.Tech in Electronics Engineering, CISSP certified, 9 years in cybersecurity roles (SOC analyst → security architect). ACS assessment under 262112 (ICT Security Specialist), ICT Minor classification: 4-year deduction, 5 years claimable.

Points Category	Points Claimed	Notes
Age (35 years)	25	33-39 bracket
Education (B.Tech)	15	
Overseas Experience (5 years after 4yr deduction)	10	5-7 years bracket
English (PTE 80 — Superior)	20	
NSW Nomination (190)	5	NSW fast-tracked cybersecurity
TOTAL	75	NSW invitation in 5 weeks

Outcome: NSW gave Ritu's cybersecurity profile priority nomination due to the critical shortage in the sector. She received PR and now works as a Security Architect for a major Australian bank earning AUD \$165,000.

## Case Study 6: The IT Project Manager — 491 Regional Pathway

Profile: Vijay, 39 years old, MBA, 14 years IT project management experience. ACS under 135112 (ICT Project Manager), ICT Major (not closely related): 4-year deduction, 10 years claimable. IELTS 7.0 (Proficient). Wife is a teacher, not IT-qualified.

Points Category	Points Claimed	Notes
Age (39 years)	25	33-39 bracket — last year before drop
Education (MBA)	15	
Overseas Experience (10 years)	15	8+ years bracket
English (IELTS 7.0 — Proficient)	10	
Tasmania 491 Nomination	15	Applied Tasmania; genuine lifestyle interest
<b>TOTAL</b>	<b>80</b>	Tasmania nomination in 6 weeks

Outcome: Vijay accepted Tasmania nomination and relocated to Hobart. He found employment as an IT Project Manager with the Tasmanian Government on AUD \$130,000. Housing costs are AUD \$650/week for a 4BR home — significantly below mainland equivalent. After 3 years, he will apply for the 191 PR visa.

Key lesson: At 39, Vijay was one year away from dropping to the 40-44 age bracket (losing 10 points). Acting urgently was critical. The 491 pathway with 15 regional nomination points made the difference.

## Extended FAQ Chapter: 30 More Questions Answered

This chapter addresses additional frequently asked questions that complement the FAQ section in Chapter 12. These questions cover edge cases, complex scenarios, and situations that arise for specific types of applicants.

### Questions on ACS Assessment

#### **Q19: I worked as a freelancer for 5 years with no formal employment records. Can I claim this experience?**

Yes, but you need to build a comprehensive documentation package. Required evidence for freelance experience includes: client contracts or engagement letters; invoices issued to clients; bank statements showing payment receipts matching invoice amounts; tax returns showing business income; ABN registration or equivalent business registration; and if possible, client reference letters confirming the nature and duration of the engagement. Each freelance engagement must demonstrate ICT work at a professional level. ACS assesses freelance experience on a case-by-case basis and may request additional evidence if the documentation is incomplete.

#### **Q20: My employer went bankrupt and there are no HR records. How do I prove my employment?**

This is an increasingly common situation, particularly for candidates who worked at startups or smaller companies. Your options include: statutory declarations from former colleagues or managers who can attest to your role and duties; payslips, bank statements showing regular salary deposits, or tax returns from that period; any contracts, appointment letters, or offer letters you have retained; official deregistration records or company insolvency filings that confirm the company existed and operated during your claimed period; and LinkedIn connection recommendations from colleagues from that period. Document your search efforts thoroughly — ACS wants to see that you made genuine attempts to obtain standard evidence before resorting to alternatives.

#### **Q21: Can I apply for ACS assessment from two different ANZSCO codes in separate applications?**

You can apply for the same codes in a single application using ACS's multi-code feature (up to 3 codes in one submission). You cannot have two separate active assessments simultaneously. However, once an assessment expires (after 24 months), you can apply for a fresh assessment

under different codes. ACS's multi-code feature in a single submission is the recommended approach for most candidates.

**Q22: My qualification is from a private university not recognized in Australia. Will ACS still assess it?**

ACS assesses your qualification against the Australian Qualifications Framework (AQF) for level equivalency, regardless of whether the institution is recognized in Australia per se. What matters is whether the institution is legitimate (government-recognized or accredited in your home country), whether the qualification is genuine, and whether the ICT content is sufficient. Candidates with qualifications from lesser-known institutions sometimes face additional scrutiny, but a legitimate degree with verifiable ICT content will be assessed — not automatically rejected.

## Questions on the Points System

**Q23: Can I claim both overseas and Australian experience for points?**

Yes, but the combined maximum is 20 points. If you claim 15 points for 8+ years of overseas experience, you can only claim a maximum of 5 additional points for Australian experience (bringing the combined total to 20). If you claim 10 points for 5-7 years of overseas experience, you can claim up to 10 additional points for Australian experience. Strategic planning of your experience claims can maximize your total, particularly if you have been working in Australia for some time before applying.

**Q24: My partner has an ICT qualification but has never worked in IT. Can they still get an ACS assessment for partner skills points?**

ACS assessment requires both a qualifying ICT qualification AND relevant work experience. A partner with an ICT degree but no IT work experience would not qualify for a positive ACS assessment. The partner skills points (10 points) require your partner to have received a positive ACS migration skills assessment — not just an ACS membership or any other form of recognition.

**Q25: If I retake my English test and get a higher score, will my EOI points be updated automatically?**

No. You must actively update your SkillSelect EOI with your new test scores. Log into your SkillSelect account, edit your EOI, and update your English language test results. Your points score will be recalculated upon submission. If the updated score increases your points, your EOI will be ranked at the higher score from the date of update — not backdated to the original submission.

## Questions on State Nomination

### **Q26: I received a state nomination but want to live in a different state. What happens if I move?**

For Subclass 190 (permanent visa), you have an obligation (but not a legal requirement enforced at the visa level) to live and work in the nominating state for at least 2 years. Breaching this obligation is not grounds for visa cancellation, but it can: affect future sponsorship or nomination applications with that state; be noted as a character consideration in future PR or citizenship applications; and damage the integrity of the state nomination system. For Subclass 491 (provisional visa), however, you are legally required to live in regional Australia — and if you move to a non-regional area, you breach your visa conditions, which can have serious consequences.

### **Q27: Can I apply for nomination before I receive my ACS assessment?**

Some states allow you to submit a nomination application before your ACS assessment is complete, provided you have submitted the ACS application. They will typically grant conditional nomination and require you to provide the final ACS outcome within a specified time. Check each state's current requirements — South Australia and some streams in Western Australia have historically been flexible on this point. NSW and VIC typically require the ACS outcome before processing nominations.

## Questions on the Visa Application Process

### **Q28: I received my ITA but my police clearance has expired. What do I do?**

Apply for a new police clearance immediately. Police clearances are valid for 12 months from the date of issue. If yours has expired, you must obtain a fresh one. For Indian police clearances, this takes approximately 2-4 weeks via the Passport Seva portal. For clearances from other countries where you have previously lived, start the process immediately — some jurisdictions take much longer. If you believe you cannot obtain a valid clearance within the 60-day ITA window, lodge your visa application with all available documents and explain the situation to the Department of Home Affairs in a covering submission. In some cases, extensions can be requested, but these are not guaranteed.

**Q29: My health examination found a medical condition. Will this affect my visa?**

Australia uses a health criterion that assesses whether your health condition would result in significant costs to the Australian health system or require significant care. For most IT professionals with manageable chronic conditions (well-controlled diabetes, hypertension, managed mental health conditions), this criterion is typically met. For serious conditions requiring high-cost treatment, an additional health assessment is conducted. If you fail the health criterion, you can apply for a health waiver in certain circumstances. Most applicants with professionally managed conditions are not significantly affected, but you should disclose all conditions accurately — failure to disclose is a much more serious issue than having a manageable health condition.

**Q30: Can I travel outside Australia while my visa application is being processed?**

If you are offshore when you lodge your visa application (189/190/491), you can freely travel — you do not need to be in Australia during processing. The visa will be granted as an offshore grant, and you will need to enter Australia within the specified period to activate it. If you are onshore in Australia when you lodge (for example, transitioning from a student visa), you hold a Bridging Visa A. You can apply for a Bridging Visa B (BVB) to travel overseas temporarily while your substantive visa is being processed. Never depart Australia on a BVA without first obtaining BVB permission.

## Questions on Post-Arrival Life

**Q31: How long does it take to find a job in Australian IT as a new migrant?**

The typical job search timeline for a well-prepared IT migrant without an existing job offer is 1-4 months. Candidates with Senior or Specialist level skills in high-demand areas (cybersecurity, cloud architecture, AI/ML) often receive offers within 2-4 weeks. Candidates at junior or mid-level in competitive generalist areas (general software development, IT support) may take 2-4 months. Having an Australian network, Australian certifications, and an Australian-format CV dramatically reduces job search time. Starting applications before arriving in Australia (via LinkedIn and Seek.com.au) is highly recommended.

**Q32: Can I work for an Indian company (Indian employer) remotely while living in Australia on a PR visa?**

As a permanent resident, you have full work rights in Australia. You can technically work for an overseas employer remotely while living in Australia, but this creates complex tax obligations. You will be required to declare all overseas income in your Australian tax return and may be taxed in

both countries depending on the India-Australia Double Taxation Agreement. Additionally, most Australian permanent visas expect you to genuinely settle and contribute to the Australian economy — exclusive remote work for overseas employers may raise questions if you apply for citizenship later. If you maintain Australian PR primarily to avoid Australian residency obligations while working overseas, this can affect your citizenship eligibility.

### **Q33: What is the best city for Indian IT professionals in Australia?**

Sydney and Melbourne are the largest cities with the deepest IT job markets, the most mature Indian communities, and the best access to direct flights from India. Sydney specifically has the largest Indian population in Australia and extensive cultural infrastructure — temples, Indian grocery stores, Indian restaurants, and professional community organizations. Melbourne is more multicultural overall and has a strong arts and cultural scene. For IT professionals specifically: Sydney's strength is fintech, banking, and consulting; Melbourne's strengths are health tech, education tech, and advanced manufacturing. Adelaide offers significantly lower living costs with genuine career opportunities in defence and space technology. Perth suits mining technology specialists. Canberra suits those interested in government technology.

## Your Complete 30-Day Pre-Departure Action Plan

The 30 days before your departure to Australia are among the most logistically intensive of the entire migration journey. This chapter provides a day-by-day action plan to ensure you arrive in Australia fully prepared — financially, professionally, and personally.

### Weeks 1-2: Financial and Administrative Preparation

Day	Action	Priority
Day 1-2	Open Australian bank account remotely (CBA, ANZ, Westpac, or NAB migrant service)	Critical
Day 3-4	Transfer 6 months of living expenses to Australian account — use Wise or InstaReM for best exchange rates	Critical
Day 5-6	Contact Australian Medicare to understand registration process on arrival	High
Day 7	Activate Australian mobile number if possible (Optus and Telstra have eSIM services)	Medium
Day 8-9	Research short-term furnished accommodation near target workplace	Critical
Day 10	Book 3-4 weeks of furnished accommodation as landing pad	Critical
Day 11-12	Update LinkedIn profile with Australian target city, 'Open to Work' signal	High
Day 13-14	Begin submitting job applications on Seek.com.au, LinkedIn for relevant roles	High

### Weeks 3-4: Professional and Personal Preparation

Day	Action	Priority
Day 15-16	Research the Australian school system for your children's enrolment — contact schools in target suburb	High
Day 17-18	Identify MARA-registered agents in target city for any post-arrival immigration needs	Medium
Day 19-20	Join LinkedIn groups for your industry and city — start connecting with Australian professionals	High
Day 21-22	Research Australian superannuation — choose your super fund before your first salary arrives	High

Day	Action	Priority
Day 23-24	Prepare ACS assessment outcome letter and all qualification documents in digital format	Critical
Day 25-26	Book airport transfer and confirm all accommodation arrangements	Critical
Day 27-28	Complete final document checklist — passport, visa grant notice, bank docs, police clearances, health certs	Critical
Day 29-30	Confirm flights, check visa conditions one final time, brief family on first week priorities	Critical

## First Week in Australia — Priority Checklist

70. Day 1: Arrive, check into accommodation, purchase Australian SIM card
71. Day 1-2: Visit Medicare Service Centre to register for Medicare — bring visa grant notice and passport
72. Day 2-3: Visit bank to complete account setup and obtain debit card
73. Day 3: Apply for Tax File Number (TFN) online via ATO website — takes 1-4 weeks to receive
74. Day 4-5: Contact schools in your suburb to inquire about enrolment dates and requirements
75. Day 5-7: Begin active job search — attend any scheduled phone/video interviews lined up before arrival
76. Day 7: Register with a local GP (general practitioner) for Medicare-covered healthcare

### CRITICAL REMINDER

Do not start any paid work in Australia before you have your Tax File Number application submitted. While you can technically work without a TFN, your employer will withhold tax at the highest marginal rate (47%) until you provide a TFN. Submit your TFN application on Day 3 — it can take up to 28 days to receive.

## The 90-Day Employment Plan

Most IT professionals find employment within 30-90 days of arrival. The following plan outlines the most effective job search strategy for the Australian market:

### Days 1-30: Network-First Approach

- Register on Seek.com.au, LinkedIn, and JORA — set up job alerts for your specific role and salary range
- Contact all Australian professional connections made before arrival
- Register with 2-3 IT-specialist recruitment agencies — Hays IT, Michael Page, DFP Recruitment, Peoplebank

- Attend at least 2 technology meetup events in Week 3 and Week 4
- Join ACS and attend at least one local branch event

### **Days 31-60: Focused Application Strategy**

- By Day 30, you should have had at least 5 recruiter conversations — use this feedback to refine your CV if needed
- Focus your applications on 10 'target employers' who match your skills and career goals
- Tailor each cover letter specifically to the company and role
- Follow up on all applications after 5-7 business days
- Prepare for Australian-format interviews: behavioral questions (STAR method), technical assessments, cultural fit

### **Days 61-90: Evaluation and Decision**

- By Day 60, you should have completed at least 2-3 formal interviews
- Evaluate offers carefully — consider not just salary but location, culture, growth prospects, and sponsorship willingness
- Negotiate your offer using market benchmark data from Seek Salary Insights
- If you have not received an offer by Day 75, reassess your approach — seek feedback from recruiters and consider targeting a different level or specialization

# Professional Development Roadmap for IT Migrants

Arriving in Australia is not the finish line — it is the starting line of your Australian career. IT professionals who thrive in Australia are those who invest continuously in their professional development, build Australian credentials, and navigate the local career market strategically. This chapter provides a structured professional development roadmap for your first 5 years in Australia.

## N.1 Year 1: Establishing Your Foundation

Your first year in Australia should focus on four priorities: finding stable employment at an appropriate level, building your professional network, understanding the Australian work culture, and beginning your Australian credential portfolio.

### Key Professional Development Actions — Year 1

77. Join the Australian Computer Society as a Member — this provides access to professional development events, the ACS job board, and professional recognition
78. Obtain at least one Australian-relevant vendor certification — prioritize AWS, Azure, Google Cloud, or security certifications based on your specialization
79. Attend at least one significant industry conference — AWS Summit Australia, Microsoft Ignite, or a relevant sector conference
80. Begin building your LinkedIn recommendation portfolio — request recommendations from Australian colleagues and managers after 3-6 months
81. Identify 2-3 senior Australian professionals as informal mentors — the ACS mentor program can facilitate this

## N.2 Year 2: Deepening Australian Market Knowledge

By Year 2, you should have a solid employment foundation and be thinking about career progression. Most IT professionals receive their first Australian promotion or role change in Year 2-3.

- Pursue an advanced certification in your specialization — AWS Professional, CISSP, PMP, Google Cloud Professional
- Speak at a technical meetup or write an article for a technical publication — this builds your reputation and professional brand
- Begin exploring management or architecture-level opportunities if you have the experience and ambition
- Consider applying for ACS Certified Technologist (CT) or Certified Professional (CP) designation — these are recognized by Australian employers
- If you are on a 491 visa, ensure your regional income is well above the \$53,900 threshold and keep detailed records

## N.3 Years 3-5: Senior Career Building and Leadership

Years 3-5 are typically when IT migrants reach their stride in the Australian market. By this point, you have Australian experience, a professional network, local credentials, and a track record of achievement with Australian employers.

- Target senior engineer, architect, tech lead, or management roles — these typically come with AUD \$150,000-\$200,000+ salaries
- Consider completing an Australian postgraduate qualification — a Graduate Diploma or Master's through an Australian university, which can be done part-time while working
- Apply for ACS Fellow designation (FACS) if your career and contributions warrant it — this is the highest professional designation in Australian IT
- Begin mentoring other migrant IT professionals — giving back to the community builds your reputation and professional network
- If on 491, apply for Subclass 191 PR as soon as you are eligible — do not delay

## N.4 Salary Progression Benchmarks

Understanding what salary progression to expect helps you negotiate effectively at each career stage. The following benchmarks reflect 2026 Australian IT market rates:

Career Stage	Years of Australian Experience	Typical Salary Range (AUD)	Key Indicators
Graduate / Entry Level	0-2 years	\$65,000 – \$95,000	Completing tasks under supervision
Junior Professional	1-3 years	\$85,000 – \$115,000	Independent task completion
Mid-Level Professional	3-6 years	\$100,000 – \$145,000	Leading projects, mentoring juniors
Senior Professional	6-10 years	\$130,000 – \$175,000	Architecture decisions, team leadership
Principal / Lead	10-15 years	\$160,000 – \$220,000	Technical strategy, multiple teams

Career Stage	Years of Australian Experience	Typical Salary Range (AUD)	Key Indicators
Director / CTO level	15+ years	\$200,000 – \$400,000+	Executive technology leadership

## N.5 ACS Certification Pathway

The Australian Computer Society offers a structured certification pathway that provides increasing levels of professional recognition. These certifications are respected by Australian employers and government bodies:

ACS Designation	Eligibility	What It Signals
ACS Associate	ACS membership + relevant study	Emerging professional
ACS Certified Technologist (CT)	3+ years experience + ACS assessment	Qualified IT professional
ACS Certified Professional (CP)	5+ years experience + portfolio assessment	Senior IT professional
ACS Fellow (FACS)	Significant career contributions + peer endorsement	Distinguished professional

*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

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*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at [dreamvisas.com](http://dreamvisas.com).*

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## Reference Chapter P: Complete ANZSCO Duty Descriptions for IT Professionals

One of the most important tools in your ACS assessment preparation is the official ANZSCO duty description for your nominated occupation. ACS uses these descriptions as the benchmark against which your qualifications and work experience are assessed. This reference chapter provides the full duty descriptions for the most commonly used IT ANZSCO codes.

### P.1 ANZSCO 261313 — Software Engineer

Software Engineers research, design, develop, test, and maintain software systems and related technical documentation. The main tasks typically performed by Software Engineers include:

- Analysing, designing, building, and testing end-user applications that meet business requirements using programming languages
- Contributing to the design and architecture of software systems and products
- Solving complex software design and development problems
- Developing software that improves the performance and maintainability of existing applications
- Writing code, testing functionality, and debugging software across different platforms
- Designing and developing Application Programming Interfaces (APIs)
- Documenting software specifications, design decisions, and system architecture
- Participating in code reviews and ensuring software quality through testing and validation
- Collaborating with cross-functional teams including product managers, QA engineers, and DevOps
- Mentoring junior developers and contributing to technical knowledge sharing

### P.2 ANZSCO 261312 — Developer Programmer

Developer Programmers research, design, write, test, debug, and maintain the source code of computer software. The main tasks typically performed include:

- Writing source code for computer programs using programming languages and development tools
- Interpreting design documentation and specifications provided by Software Engineers and Systems Analysts
- Testing written code, debugging errors, and correcting faults to improve performance
- Writing and revising documentation to describe and explain program development
- Maintaining existing software systems by identifying and correcting software defects
- Consulting with systems analysts, engineers, and technical staff to clarify program intent and outcomes
- Implementing software components according to specifications and technical guidelines

- Participating in code reviews and following software development standards

### **P.3 ANZSCO 261311 — Analyst Programmer**

Analyst Programmers analyse, design, and modify programs from supplied specifications, using independent judgment and discretion. The main tasks typically performed include:

- Analysing user requirements and existing systems to design appropriate program specifications
- Designing software components using established design patterns and architectural approaches
- Writing, testing, and debugging computer programs based on specification requirements
- Consulting with users, clients, and other stakeholders to clarify and resolve technical issues
- Bridging the gap between business requirements and technical implementation
- Preparing and documenting technical specifications for both analysts and developers
- Maintaining and enhancing existing software systems
- Ensuring technical solutions meet both functional and non-functional requirements

### **P.4 ANZSCO 261111 — ICT Business Analyst**

ICT Business Analysts assess and document business processes and translate those processes into technical requirements for IT solutions. The main tasks typically performed include:

- Consulting with clients and stakeholders to analyse and document business processes, functions, and requirements
- Identifying options for potential solutions and assessing the feasibility and implications of each option
- Preparing business cases, feasibility studies, and project proposals
- Facilitating workshops with business stakeholders to elicit and validate requirements
- Translating complex business requirements into clear technical specifications
- Working with software development teams to ensure technical solutions meet business requirements
- Preparing and documenting functional and non-functional requirements specifications
- Testing and validating implemented solutions against documented requirements
- Managing change and supporting the business through technology transitions

### **P.5 ANZSCO 262112 — ICT Security Specialist**

ICT Security Specialists design, maintain, and document controls to ensure the security of computer systems and networks. The main tasks typically performed include:

- Designing and implementing security controls, systems, and protocols to protect IT systems and data

- Developing and maintaining security policies, standards, and procedures
- Monitoring systems for security violations and investigating security incidents
- Conducting vulnerability assessments and penetration testing to identify security weaknesses
- Providing advice to management on security risks and appropriate countermeasures
- Managing security tools including firewalls, intrusion detection systems, SIEM, and vulnerability scanners
- Ensuring compliance with security standards such as ISO 27001, PCI DSS, and government frameworks
- Developing and delivering security awareness training to staff
- Responding to and managing security incidents through established incident response procedures
- Working with development teams to integrate security into software development processes (DevSecOps)

## **P.6 ANZSCO 262111 — Database Administrator**

Database Administrators administer, maintain, and optimise databases and data management systems. The main tasks typically performed include:

- Installing, configuring, and maintaining database management systems (DBMS) including Oracle, SQL Server, PostgreSQL, and MySQL
- Designing and implementing database schemas, tables, indexes, and stored procedures
- Monitoring database performance and implementing tuning measures to optimize query execution
- Developing and implementing backup, recovery, and disaster recovery procedures
- Managing database security including user access controls and encryption
- Troubleshooting and resolving database issues including performance degradation and data corruption
- Planning and implementing database capacity management and growth strategies
- Collaborating with application developers to design and optimize database queries
- Managing data migrations and database upgrades
- Documenting database architecture, configurations, and operational procedures

## **P.7 ANZSCO 135112 — ICT Project Manager**

ICT Project Managers plan, initiate, and manage information technology projects. The main tasks typically performed include:

- Leading and managing IT project teams to deliver projects within agreed scope, time, cost, and quality parameters
- Developing detailed project plans, schedules, budgets, and resource plans
- Identifying, assessing, and managing project risks, issues, and dependencies
- Managing stakeholder relationships and communications throughout the project lifecycle

- Coordinating and monitoring the work of contractors, vendors, and internal teams
- Reporting project status to steering committees and executive sponsors
- Managing project change control processes and impact assessments
- Ensuring project deliverables meet quality standards and acceptance criteria
- Conducting post-implementation reviews and capturing lessons learned
- Applying project management methodologies including Agile, Scrum, PRINCE2, and PMBOK

## **P.8 ANZSCO 263111 — Computer Network and Systems Engineer**

Computer Network and Systems Engineers design, develop, and maintain computer networks and systems. The main tasks typically performed include:

- Designing and implementing local area networks (LAN), wide area networks (WAN), cloud networks, and hybrid network architectures
- Installing, configuring, and maintaining network hardware including routers, switches, firewalls, and load balancers
- Monitoring network performance and implementing optimizations to ensure availability and reliability
- Designing and implementing network security controls including firewalls, VPNs, and network segmentation
- Troubleshooting network issues and resolving connectivity, performance, and security problems
- Planning and implementing network capacity upgrades and technology refreshes
- Documenting network architecture, configurations, and operational procedures
- Evaluating and recommending network technologies, products, and vendors
- Providing technical guidance to junior network staff and other IT team members

## Sector Deep Dive Chapter Q: Australia's Key Technology Industries

Understanding the specific technology industries that dominate each Australian city is critical for tailoring your migration and career strategy. This chapter provides comprehensive coverage of Australia's most significant technology sectors, with practical guidance for IT professionals looking to position themselves in each sector.

### Q.1 Financial Services Technology — Fintech and Banking IT

Australia's financial services sector is one of the most technologically sophisticated in the world. The 'Big Four' banks — Commonwealth Bank (CBA), ANZ, Westpac, and National Australia Bank (NAB) — are each among the largest IT employers in Australia, running some of the world's largest private cloud deployments, real-time payments infrastructure, and AI-driven fraud detection systems.

Australia's neobank and fintech sector, while smaller than the UK or US market, is growing rapidly. Afterpay (now Block), Zip, Airwallex, Judo Bank, Up Bank, and 86 400 (acquired by NAB) are among the most prominent fintechs. The Australian Securities and Investments Commission (ASIC) has been progressive in licensing new fintech players, creating a healthy competitive environment.

Key technology roles in Australian financial services: Core Banking Systems Engineers (Temenos, Finastra, Backbase platforms); Payment Systems Engineers (NPP/PayTo real-time payments); Anti-Money Laundering (AML) and Fraud Technology Specialists; Regulatory Technology (RegTech) developers; Open Banking API developers; and Data Scientists specializing in credit risk, fraud, and customer analytics.

Employer	City	Technology Focus	Typical IT Headcount
Commonwealth Bank	Sydney	Cloud (AWS), AI/ML, Core Banking	8,000+ IT staff
ANZ	Melbourne	Cloud (Azure), Agile transformation	6,000+ IT staff
Westpac	Sydney	Digital banking, Cybersecurity	5,500+ IT staff
NAB	Melbourne	Cloud, Open Banking APIs	5,000+ IT staff
Macquarie Group	Sydney	Quantitative tech, Cloud-first	3,000+ IT staff
Afterpay/Block	Melbourne	BNPL platform, Payments	1,500+ tech staff
Airwallex	Melbourne	Cross-border payments, APIs	1,000+ tech staff

## Q.2 Government Technology — The Canberra Market

The Australian Capital Territory (Canberra) hosts the federal government's IT operations — one of Australia's largest and most consistent technology markets. Federal government IT spending exceeds AUD \$10 billion annually, with major projects spanning: the myGov digital services platform; the Australian Taxation Office (ATO) systems; the Medicare and Centrelink IT infrastructure; Defence systems; and the intelligence community's classified technology programs.

Government IT contracts are typically delivered through major consultancies and systems integrators including Accenture Federal, Deloitte Government, EY, KPMG, DXC Technology, and local Canberra-based firms like Datacom, Leidos Australia, and SOCO. Many roles require security clearances — Baseline, NV1, or NV2 — which are accessible to permanent residents after a vetting period.

The Canberra government IT market offers excellent job security, competitive salaries, comprehensive superannuation (government employees have additional super benefits), flexible working arrangements, and the unique opportunity to work on nationally significant technology projects. Cost of living in Canberra is lower than Sydney or Melbourne, and the city offers excellent schools, cycling infrastructure, and proximity to bushland.

## Q.3 Healthcare Technology — A Growing Sector

Australia's healthcare system — a combination of the public Medicare system and a large private healthcare sector — is undergoing a significant digital transformation. The My Health Record national health data repository, electronic medical records rollout across hospitals, telehealth expansion (accelerated dramatically by COVID-19), pharmaceutical dispensing systems, and AI-driven diagnostic tools are all driving IT employment in the healthcare sector.

Key healthcare technology employers include: state health departments (New South Wales Health, Victorian Department of Health); major private hospital groups (Ramsay Health Care, Healthscope); health insurance providers (Medibank, Bupa, HCF, NIB); and health technology companies (Epic Systems, Cerner/Oracle Health, Telstra Health, Fred IT Group, MedicalDirector).

Healthcare IT roles in particular demand include: Clinical Systems Analysts (experienced with Epic, Cerner, or Meditech); Health Informaticians specializing in HL7, FHIR, and clinical data standards; Digital Health Program Managers; Telehealth Platform Engineers; Medical Device Interface Specialists; and Healthcare Data Scientists.

## Q.4 Mining and Resources Technology

Australia's mining and resources sector is the most technologically advanced in the world. Rio Tinto operates the world's largest driverless truck fleet — over 130 autonomous haul trucks at its Pilbara iron ore operations in Western Australia, monitored and managed from a Remote Operations Centre in Perth. BHP, Fortescue, South32, and dozens of other mining companies are deploying equivalent technologies.

The result is enormous demand for IT professionals with experience in: Autonomous Systems and Robotics; Industrial IoT and SCADA; Operational Technology (OT) and IT convergence; Spatial Data Analytics and GIS; Remote Operations Technology; Predictive Maintenance AI; and Mining Enterprise Systems (SAP, Microsoft Dynamics in mining contexts).

Salaries in mining technology are among the highest in Australian IT — Senior IoT Engineers and Automation Specialists regularly earn AUD \$160,000-\$220,000 in Perth. FIFO (fly-in fly-out) roles at mine sites pay additional premiums but require extended periods away from home. Perth-based remote operations roles provide city living with mining industry salaries.

Mining Company	HQ City	Technology Initiatives	IT Salary Premium
Rio Tinto	Perth	Autonomous trucks, drones, AI operations	20-30% above city IT average
BHP	Melbourne/Perth	Smart mining, IoT, digital twin	20-30% above average
Fortescue	Perth	Battery tech, green energy IT, automation	25-35% above average
Glencore	Various	Real-time production systems	15-25% above average
Newmont	Perth	Gold mine automation, remote ops	15-25% above average

## Q.5 Retail and E-Commerce Technology

Australia's retail sector has undergone a profound digital transformation. The dominance of Coles and Woolworths (Australia's two major supermarket chains) means significant investment in supply chain technology, inventory management AI, customer data analytics, and loyalty program platforms. The rise of Kmart, Target, Big W, and JB Hi-Fi's digital channels requires sophisticated e-commerce platforms, recommendation engines, and last-mile logistics technology.

The most significant technology employers in Australian retail include: Woolworths Group Technology (WooliesX — their digital arm); Coles Digital; Wesfarmers (Kmart, Officeworks, Bunnings); Amazon Australia (warehouse automation, delivery logistics); and the rapidly growing direct-to-consumer brands building on Shopify, BigCommerce, and custom platforms.

## **Q.6 Defence Technology — The AUKUS Opportunity**

The AUKUS security partnership between Australia, the United Kingdom, and the United States has created a decade-long pipeline of technology investment in Australia. The nuclear-powered submarine program, advanced cyber capabilities, quantum technologies, and AI-enabled defence systems all require enormous numbers of skilled technology professionals.

AUKUS technology employment is concentrated in Adelaide (submarine construction and systems integration), Canberra (strategic systems and intelligence), and Sydney/Melbourne (defence consulting). BAE Systems Maritime, Thales Australia, Northrop Grumman Australia, Lockheed Martin Australia, L3 Harris, and Kongsberg are among the major defence technology contractors.

Key AUKUS and defence technology roles: Systems Integration Engineers; Cybersecurity Engineers with clearances; Electronic Warfare Specialists; C4ISR (Command, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance) Engineers; Software Engineers developing safety-critical embedded systems; and Data Link Specialists.

Important note: Many defence technology roles require Australian security clearances (Baseline to Top Secret/Sensitive Compartmented Information). Clearances are available to Australian PR holders and citizens, but the vetting process can take 3-12 months. Some roles may require Australian citizenship rather than just PR. Plan your clearance application timeline accordingly if you intend to work in this sector.

# Reference Chapter R: Comprehensive Glossary and Useful Contacts

## R.1 Extended Glossary — 60 Essential Terms

Term	Definition
ACS	Australian Computer Society — designated assessing authority for all ICT occupations in Australia's skilled migration system
ANZSCO	Australian and New Zealand Standard Classification of Occupations — the framework used to classify occupations for migration purposes
AQF	Australian Qualifications Framework — the national policy governing all Australian qualifications from Certificate I to Doctoral Degree
ACSC	Australian Cyber Security Centre — Australia's national cybersecurity authority
ATO	Australian Tax Office — the federal government agency responsible for taxation
AUKUS	Australia-UK-US security partnership; drives major defence technology investment in Australia
AVA	Australian Values Assessment — part of the citizenship application process
Bridging Visa A (BVA)	Temporary visa granted automatically when you lodge a substantive visa application onshore before your current visa expires
Bridging Visa B (BVB)	Allows a BVA holder to travel outside Australia temporarily while a substantive visa is being processed
CBOK	Core Body of Knowledge — ACS's framework for assessing ICT professional competencies in RPL applications
CI/CD	Continuous Integration/Continuous Deployment — software development practice central to modern IT workplaces
CICC	College of Immigration and Citizenship Consultants — the regulatory body for immigration consultants in Canada (the author's licensing body)
Closely Related	ACS classification for qualifications where 65%+ of ICT units align with the nominated ANZSCO occupation; attracts lower experience deduction
CPAS	Consolidated Proficiency Assessment Score — Centrelink's income test for some family payment calculations

Term	Definition
CSIT	Core Skills Income Threshold — the minimum salary for Core Skills SID visa stream (AUD \$73,150 as of 2026)
Department of Home Affairs	The Australian government department responsible for visas, immigration, citizenship, and border management
Discretionary Authority	The power of ACS to request additional information or exercise judgment in borderline assessment cases
EOI	Expression of Interest — submitted through SkillSelect; the first step in applying for points-tested migration visas
Fair Work Act	Australian legislation governing employment relationships, minimum wages, and workplace rights
FIRB	Foreign Investment Review Board — Australian government body regulating foreign investment; PR holders are exempt from FIRB for residential property
FOAS	Framework of Occupational Assessment Specifications — defines how ACS assesses each ANZSCO occupation
Form 80	Personal Particulars for Character Assessment — a detailed character form required for many Australian visa applications
GCP	Google Cloud Platform — one of the three major public cloud providers, alongside AWS and Microsoft Azure
Global Talent Independent (GTI)	The Global Talent visa program targeting exceptional professionals in priority sectors
HECS-HELP	Higher Education Contribution Scheme — Australian government loan scheme for domestic students to defer university fees
ImmiAccount	Online portal used to lodge Australian visa applications
ITA	Invitation to Apply — issued to EOI holders selected in a SkillSelect invitation round; starts 60-day clock
KAoK	Key Areas of Knowledge — competency areas assessed in ACS RPL project reports
Labour Agreement	Arrangement between an employer and the Australian Government allowing sponsorship outside standard pathways
Labour Market Testing (LMT)	Requirement for employers to advertise positions to Australian workers before sponsoring overseas candidates
Lot Fourteen	Adelaide's technology and innovation precinct; home to the Australian Space Agency
MARA	Migration Agents Registration Authority — the body that registers migration agents in Australia
Medicare	Australia's universal healthcare system providing subsidized access to medical services for residents

Term	Definition
Met Date	The date from which ACS counts your work experience for migration points purposes; determined by qualification and experience deduction
Migration Alliance	Professional association for MARA-registered migration agents
MSP	Managed Service Provider — Australian IT employers that provide technology services to client organizations
Multiyear contract	In mining/defence IT, a critical advantage for employment continuity
NAATI	National Accreditation Authority for Translators and Interpreters — accredits certified translators; their translations are accepted by Australian authorities
NEC	Not Elsewhere Classified — suffix on ANZSCO codes for occupation categories that don't fit standard descriptions
NPP	New Payments Platform — Australia's real-time payments infrastructure
NV1/NV2	Negative Vetting Level 1 and Level 2 — Australian security clearance levels required for classified government work
OT	Operational Technology — hardware and software that monitors and controls physical devices (especially in mining)
Panel Physician	An approved medical practitioner who conducts health examinations for Australian visa applications
PAYG	Pay As You Go — Australia's system of payroll tax withholding by employers
PR	Permanent Residency — the status granted by 189, 190, 186, 191, and other permanent visas
PMSOL	Priority Migration Skilled Occupation List — a subset of the MLTSSL with additional priority for invitation selection
PY / Professional Year	44-week ACS Professional Year Program providing 5 migration points and Australian work experience
RPL	Recognition of Prior Learning — ACS pathway for IT professionals without formal ICT qualifications
SBS	Standard Business Sponsor — an employer approved to sponsor overseas workers under the 482/SID visa program
SCADA	Supervisory Control and Data Acquisition — industrial control systems widely used in mining and utilities
SID	Skills in Demand Visa — the new employer-sponsored temporary work visa introduced in December 2024
SkillSelect	The online system through which skilled migrants submit EOIs and are selected for invitations to apply

Term	Definition
SOL	Skilled Occupation List — a general term encompassing MLTSSL, STSOL, and ROL
SSIT	Specialist Skills Income Threshold — minimum salary for Specialist Skills SID visa stream (AUD \$135,000 as of 2026)
Subclass 189	Skilled Independent Visa — permanent residency without state/employer sponsorship
Subclass 190	Skilled Nominated Visa — permanent residency with state/territory nomination (+5 points)
Subclass 482	Temporary Skill Shortage Visa — employer-sponsored temporary work visa
Subclass 491	Skilled Work Regional (Provisional) Visa — regional-based provisional visa with 191 PR pathway
Subclass 858	Global Talent Visa — permanent residency for internationally recognised talent
Super	Superannuation — Australia's compulsory retirement savings system (employer contribution: 11.5% of salary)
TFN	Tax File Number — issued by the ATO; required for employment, banking, and tax purposes
TSMIT	Temporary Skilled Migration Income Threshold — replaced by CSIT and SSIT under the SID framework

## R.2 Essential Government and Official Contacts

Organisation	Contact / Website	Purpose
Dept of Home Affairs	<a href="https://immi.homeaffairs.gov.au">immi.homeaffairs.gov.au</a>	All visa applications, immigration enquiries
SkillSelect	<a href="https://skillselect.gov.au">skillselect.gov.au</a>	EOI submission and management
ACS Migration Skills	<a href="https://acs.org.au/msa">acs.org.au/msa</a>	Skills assessment applications
ACS Info Hub	<a href="https://acs.org.au/msa/infohub">acs.org.au/msa/infohub</a>	Assessment guides and resources
Skills SA	<a href="https://skills.sa.gov.au">skills.sa.gov.au</a>	South Australia state nomination
Skills Victoria	<a href="https://vic.gov.au/skilled-migration">vic.gov.au/skilled-migration</a>	Victoria state nomination
NSW Skilled Nominated	<a href="https://migration.nsw.gov.au">migration.nsw.gov.au</a>	New South Wales state nomination
WA State Migration	<a href="https://migration.wa.gov.au">migration.wa.gov.au</a>	Western Australia state nomination

Organisation	Contact / Website	Purpose
Queensland Skilled Migration	migration.qld.gov.au	Queensland state nomination
Department of Education (AUS)	education.gov.au	School enrolment information by state
Medicare	servicesaustralia.gov.au	Medicare registration and services
Australian Tax Office	ato.gov.au	TFN, tax returns, superannuation
Fair Work Ombudsman	fairwork.gov.au	Employment rights and wages
MARA (Migration Agent Register)	mara.gov.au	Find a registered migration agent
Job Outlook	joboutlook.gov.au	Occupation employment forecasts
Skills Priority List	jobsandskills.gov.au	Current government priority occupations

### R.3 Key Migration Dates and Deadlines to Remember

Deadline / Date	What It Is	Consequence of Missing
ITA + 60 days	Deadline to lodge complete visa application after invitation	Invitation expires; must wait for new invitation
ACS assessment expiry (24 months)	ACS assessment validity window	Must apply for fresh assessment; pay new fee
English test expiry (3 years)	Most English tests valid 3 years from test date	Must retake test before visa application lodgement
Police clearance expiry (12 months)	Police clearances valid 12 months from issue	Must obtain fresh clearances
Health exam expiry (12 months)	Medical examination valid 12 months from exam date	Must repeat health examination
EOI expiry (24 months)	SkillSelect EOI expires 24 months after submission	Must resubmit EOI; may affect invitation history
491 to 191 eligibility (3 years + income)	Must have 3 years regional residence + \$53,900/year	Cannot apply for 191 PR visa until criteria met
Citizenship eligibility (4 years)	4 years on Australian visas including 12 months PR	Cannot apply for citizenship until eligibility met
HECS repayment threshold	Tax year income above ~\$48,000	Compulsory HECS repayment begins via ATO
Super contribution deadline	Employers must pay super quarterly	Follow up with employer if super not paid on time



## Practical Living Guide Chapter S: Day-to-Day Life in Australia for IT Migrants

This chapter covers the practical aspects of daily life in Australia that are most relevant for IT professionals and their families arriving from India and other Asian countries. Understanding these practical matters before you arrive removes friction and allows you to focus on your professional goals.

### S.1 Getting Around — Transport in Australian Cities

City	Primary Transport	App	IT Commute Tip
Sydney	Trains + buses + ferries	Opal card	North Sydney, Chatswood, Macquarie Park are walkable from train stations
Melbourne	Trams + trains + buses	Myki card	Inner suburbs (Richmond, Fitzroy) walkable; CBD easily accessible by tram
Brisbane	Trains + buses + CityCat ferry	Go Card	South Brisbane and Fortitude Valley accessible by train and bus
Adelaide	Buses + O-Bahn	Metrocard	Most IT jobs in CBD or Lot Fourteen — easily reachable from inner suburbs
Perth	Trains + buses	SmartRider	West Perth tech cluster very accessible; train to southern suburbs for some roles
Canberra	Buses + light rail	MyWay card	Car is recommended; public transport is less comprehensive than other capitals

### S.2 Climate and What to Expect Seasonally

Australia's climate varies enormously by city and season. Most Indian IT professionals find the transition relatively comfortable, though summer temperatures in Adelaide, Melbourne, and Sydney can be extreme. Here is what to expect in each city:

- Sydney: Temperate — warm summers (25-35°C), mild winters (10-20°C), low humidity compared to tropical India. Summer humidity can be moderate. Winter rarely drops below 10°C
- Melbourne: Variable — famous for 'four seasons in one day'. Summers can reach 40°C+ during heatwaves, then drop 20°C overnight. Winters are cold (5-15°C) but rarely below 5°C. Rain is spread throughout the year
- Brisbane: Subtropical — warm year-round (15-30°C), humid summers (December-February), dry mild winters. Most similar to North Indian/tropical Indian climate

- Adelaide: Mediterranean — hot dry summers (35-45°C during heatwaves), mild dry winters (8-18°C). Lowest rainfall of major capitals
- Perth: Mediterranean — similar to Adelaide but with more coastal cooling. Summers hot (30-40°C), winters mild and wet (10-20°C)
- Canberra: Continental — cold winters (sometimes below 0°C, frost, occasional snow), hot dry summers (30-35°C). Large temperature swings between seasons

### S.3 Driving in Australia

Most Australian IT jobs are accessible by public transport in the major CBDs, but owning a car gives you flexibility, particularly for suburban roles, weekend activities, and family transport. Key points for overseas license conversion:

- Indian licence holders: India and Australia have a bilateral recognition agreement. You can drive on your Indian licence for 3 months after becoming an Australian resident. After that, you must apply for an Australian licence through a conversion process (no test required in most states for most Indian licence types)
- Driving side: Australia drives on the left — same as India, UK, and most Commonwealth countries
- Speed limits: 50 km/h residential streets; 60-80 km/h arterial roads; 100-110 km/h highways. Speed cameras are extensively deployed and fines are significant
- Roundabouts: Very common in Australia — give way to vehicles already in the roundabout
- Road rules: Minimal horn usage expected; indicating (indicating turn signals) is mandatory and enforced; speed limits strictly observed

### S.4 Food, Community, and Indian Culture in Australia

Australia has large and well-established Indian communities, particularly in Sydney and Melbourne. Indian IT professionals will find: Indian grocery stores (Harris Farm, Indian grocery stores in suburbs like Parramatta, Harris Park, Dandenong, and Blacktown); Indian restaurants covering all regional cuisines; Hindu temples, Sikh Gurdwaras, and mosques in all major cities; Indian cultural organizations and festivals (Diwali in Sydney's Parramatta Park draws 100,000+ attendees); and an active network of Indian professional associations including the Australia India Chamber of Commerce and various state-level Indian business councils.

The Indian IT professional community in Australia is large and well-organized. LinkedIn groups, WhatsApp communities, and Meetup groups connect Indian IT professionals in all major cities. These communities are invaluable for job referrals, accommodation advice, family support, and navigating the early months in Australia.

## S.5 Children's Education — Practical Guide

One of the most common concerns for migrating families is the quality and accessibility of education for children. Australia's public school system is generally excellent, particularly in New South Wales and Victoria. Here is a practical breakdown:

School Type	Cost (PR Holders)	Quality	Application Process
Public Primary School	Minimal (\$200-500/yr)	Good to Excellent	Apply to local school by catchment area
Public High School	Minimal (\$500-1500/yr)	Good to Excellent	Apply to local school or selective school
Selective Government Schools	Minimal fees + selective test	Elite academic programs	Annual selective school test; very competitive
Catholic Schools	Low fees (\$2,000-8,000/yr)	Good to Excellent	Apply directly to school
Independent Private Schools	High (\$10,000-40,000/yr)	Excellent	Apply directly; interview and assessment
University (Domestic rates)	HECS-HELP (\$7,000-15,000/yr)	World-class	Apply via UAC, VTAC, or QTAC by state

Note: PR holders pay domestic tuition rates for all forms of education. This is one of the most significant financial benefits of permanent residency — international school fees at private schools can exceed AUD \$40,000 per year, while domestic fees are a small fraction of this.

*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

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*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at [dreamvisas.com](http://dreamvisas.com).*

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## Chapter T: Your 52-Week Migration Preparation Master Plan

For IT professionals who are 12 months away from their intended migration, this week-by-week master plan ensures every critical task is completed in the right order, with sufficient time for each stage. Adjust the starting week based on your current readiness level.

### Quarter 1 (Weeks 1-13): Foundation and Assessment

Week	Key Actions	Milestone
Week 1-2	Self-assess ANZSCO code; calculate preliminary points score; research visa options and state nominations	Decision: which visa pathway and ANZSCO code
Week 3-4	Research ACS assessment pathway (General Skills vs RPL); identify required documents; contact all former employers for reference letters	Reference letter requests sent
Week 5-6	Begin English test preparation (PTE Academic recommended); purchase study materials; take first practice test	Baseline score established
Week 7-8	Draft ACS application documents; begin gathering qualification certificates and transcripts; apply for police clearances	Police clearances applied for
Week 9-10	For RPL applicants: begin drafting project reports; select best projects; gather project documentation	Project report drafts started
Week 11-12	Continue English preparation; mock test 2; refine project reports based on ANZSCO duty match	Project reports at 80% completion
Week 13	Compile complete ACS application document set; quality check all evidence; apply for NAATI translations	ACS application ready for submission

## Quarter 2 (Weeks 14-26): ACS Submission and English Testing

Week	Key Actions	Milestone
Week 14	Submit ACS skills assessment application; pay fees including priority processing	ACS application lodged
Week 15-16	English preparation continues; mock test 3; target PTE 79+ consistently	Consistent mock test scores at target
Week 17	Sit English test (PTE Academic or IELTS); aim for Superior (PTE 79+ / IELTS 8.0+)	Test result within 48-72 hours (PTE)
Week 18-19	If English score insufficient, book second attempt; continue preparation	Second test booked if needed
Week 20-22	Research each state nomination program; identify states where ANZSCO code is on priority list; prepare nomination documentation	State nomination applications ready
Week 23-24	Receive ACS assessment outcome (priority processing: 15 business days); verify met date and points score	Positive ACS assessment received
Week 25	Calculate final confirmed points score; submit SkillSelect EOI immediately upon ACS receipt	EOI active in SkillSelect
Week 26	Submit state nomination applications to all eligible states simultaneously	Nomination applications lodged

## Quarter 3 (Weeks 27-39): Waiting and Preparation

Week	Key Actions	Milestone
Week 27-28	Review state nomination application status; respond promptly to any requests for additional information	State nominations under assessment
Week 29-30	Begin gathering visa application documents (health exam, police clearances) in anticipation of ITA	Document collection underway

Week	Key Actions	Milestone
Week 31	If second English test needed: sit test; update EOI score immediately upon result	English score optimized
Week 32-34	Research Australian job market; update LinkedIn to target Australian city; begin informal Australian professional connections	Australian network building started
Week 35-36	Receive state nomination (timing varies: SA 1-4 wks; NSW 4-12 wks); EOI updated with nomination points	State nomination received
Week 37-38	ITA likely to arrive (timing varies by visa and score); if received: 60-day clock begins immediately	ITA received (or continue monitoring)
Week 39	Book health examination with approved panel physician as first action on receiving ITA	Health examination scheduled

## Quarter 4 (Weeks 40-52): Visa Application and Departure Preparation

Week	Key Actions	Milestone
Week 40-41	Complete health examination; upload all documents to ImmiAccount; pay visa application fee	Visa application lodged (within 60 days of ITA)
Week 42-44	Begin Australian housing research; identify target suburbs near potential employers; research schools	Housing and school research complete
Week 45-46	Begin job search in Australia from overseas; apply on Seek.com.au and LinkedIn; contact recruiters	First Australian job applications submitted
Week 47-48	Open Australian bank account remotely; research superannuation fund options	Bank account opened
Week 49-50	Await visa grant; arrange TFN application; finalize accommodation booking for arrival	Pre-arrival logistics complete

Week	Key Actions	Milestone
Week 51	Receive visa grant (processing 6-12 months post-lodgement); book flights; activate remaining logistics	Visa granted
Week 52	Final pre-departure week: confirm all logistics, complete handover at current employer, final document check	Departure ready

## Accelerated 24-Week Plan (for Candidates Already Partially Prepared)

If you already have your English test result (Superior level) and have identified your ANZSCO code, you can compress the above plan:

- Weeks 1-4: Gather ACS documents and submit (priority processing)
- Weeks 5-8: Receive ACS assessment; submit EOI and state nominations immediately
- Weeks 9-14: Receive state nomination; EOI updated
- Weeks 15-20: Receive ITA; lodge visa application within 60 days
- Weeks 21-52: Visa processing (6-10 months typical); use this time for job search, housing research, financial preparation

## Chapter U: Advanced Points Strategy — 20 Profile Scenarios

This chapter presents 20 different IT professional profiles with their points calculations and optimal strategy recommendations. Use the profile closest to yours as a starting point for your own planning.

### Profile Scenarios — At a Glance

Profile	Age	Exp	Edu	English	Nom.	Total	Strategy
1. Ideal Profile	28	8yr/ICT-M	B.Tech	Superior	190+5	90	Direct 189 or 190; invitation fast
2. Mid-career, non-ICT degree	34	10yr/non-ICT	B.Com	Superior	190+5	70	Get SA nomination; target 75 with partner skills
3. Senior, age 41	41	15yr/ICT-M	B.Tech	Proficient	190+5	60	Partner ACS +10; Superior English target for 75
4. No degree, 12yr exp	30	12yr/no deg	None	Superior	491+15	55	Get Australian diploma first; reapply at 75
5. Fresh Aus grad	24	1yr Aus	Master's	Superior	190+5	80	Strong profile; multiple state options
6. Couple, both IT	29/27	5yr/ICT-M	B.Tech	Superior	190+15	95	Excellent; 189 is viable; 90+ points
7. Cybersecurity specialist	33	8yr/ICT-M	B.Tech	Proficient	NSW+5	75	NSW priority for cyber; likely fast nomination
8. IT Manager, MBA	37	12yr/ICT-M	MBA	Proficient	190+5	70	Partner skills +10 = 80; very competitive
9. Cloud architect	31	7yr/ICT-M	B.Tech	Superior	189/no nom	80	Can attempt 189 directly; competitive score

Profile	Age	Exp	Edu	English	Nom.	Total	Strategy
10. Data scientist, PhD	29	4yr/PhD	PhD	Superior	190+5	90	PhD = 20 points; very strong profile
11. Network engineer (STSOL)	35	9yr/STSOL	B.Tech	Proficient	491+15	70	STSOL limits to 190/491; regional 491 is best
12. QA/Test engineer	32	8yr/ICT-M	Diploma	Proficient	491+15	65	Diploma = 10pts; 491 regional pathway
13. Self-taught, 15yr exp	38	15yr/RPL 8yr ded	No degree	Proficient	491+15	55	Diploma strategy; or employer sponsorship
14. IT PM, 45 years old	45	20yr/ICT-M	B.Tech	Superior	190+5	60	Over age limit for 189/190/491 — employer sponsor only
15. Recent grad, 3yr exp	25	3yr/ICT-M	B.Tech	Proficient	190+5	65	Improve English to Superior (+10) for 75
16. Female engineer, partner sponsor	30	6yr/ICT-M	M.Tech	Superior	491+15	85	Strong regional profile; fast invitation
17. Freelancer, 10yr	36	10yr freelance	B.Sc IT	Proficient	190+5	65	Build documentation ; Superior English for 75
18. Returning to India professional	33	5yr Aus + 3yr overseas	B.Tech	Superior	189/nom	90	Australian experience premium; 189 viable
19. Startup CTO	32	9yr/Mgmt+tech	MBA	Superior	Global Talent	N/A	GTI pathway if internationally recognised
20. Defence-cleared candidate	38	12yr/ICT-M	B.Tech	Proficient	ACT+5	70	ACT nomination; clearance

Profile	Age	Exp	Edu	English	Nom.	Total	Strategy
							pathway to higher salary

## How to Use These Scenarios

Find the profile closest to yours and note the Total points score and Strategy recommendation. If your total is below 65, you are currently ineligible — focus on improving the most controllable factor (English language). If your total is 65-74, target state nominations with lower thresholds (SA, WA, QLD, regional 491). If your total is 75-84, you have multiple options; state nomination timing and occupation priority will determine your waiting period. If your total is 85+, you are competitive for most visa streams including Subclass 189 independent.

### THE MOST IMPORTANT TAKEAWAY

No matter your current score, there is almost always a legitimate improvement strategy available. The IT professionals who fail to migrate are not those with genuinely ineligible profiles — they are those who give up too early, accept a low English score without retesting, or wait years for the 'perfect time' to start. Start now. Improve systematically. Australia is achievable.

## A Personal Message from Manoj Palwe

Over my 25+ years working in immigration consultancy, I have had the privilege of helping more than 10,000 families navigate the complex journey of international migration. I have seen the fear and uncertainty at the beginning, the frustration of unexpected setbacks along the way, and the extraordinary joy when a family receives that visa grant notification and their new life begins.

The journey you are considering — migrating to Australia as an IT professional — is one of the most rewarding decisions a technology professional can make. Australia is not just a country with good salaries and beautiful weather. It is a society built on genuine meritocracy, where your skills and contributions are valued regardless of where you were born. It is a country where your children will access world-class education alongside peers from every background. It is a place where the concept of 'work-life balance' is not just a slogan but a lived reality.

I have written this guide to give you the knowledge that I share with my clients — knowledge that typically takes years of practice and study to accumulate. The ACS assessment system, the points calculation methodology, the state nomination strategies, the employer sponsorship pathways — all of this information is here so that you can approach your migration journey from a position of confidence and clarity.

But I also want to be honest with you: reading a book, however comprehensive, is not a substitute for professional guidance when your specific situation has complexity. If you have a non-standard profile — a career gap, a qualification dispute, a previous visa refusal, health considerations, or complex family circumstances — please seek professional advice before proceeding. The cost of a professional assessment is trivial compared to the cost of an error in a major visa application.

What I can tell you with confidence, after 25 years and 10,000 families, is this: the IT professionals who migrate successfully to Australia are those who start with knowledge (which you now have), follow through with action (which is in your hands), and invest in professional guidance for the complex decisions (which I and my team are available to help with).

Australia is waiting. Your career is ready. The pathways are clear. All that remains is your decision to act.

Best wishes for your journey,

**Manoj Palwe, RCIC R422575 | CAPIC Fellow R11592 | MIA Examination Qualified**

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*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

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*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at dreamvisas.com.*

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## Chapter W: Mastering Australian IT Job Interviews

Getting invited to an interview is only half the battle. Australian IT job interviews have a distinct format and culture that differs significantly from interview styles in India, China, and other Asian countries. This chapter provides comprehensive preparation guidance for every stage of the Australian IT interview process, from initial recruiter screening to technical assessment and final panel interview.

### W.1 The Australian IT Interview Process — A Stage-by-Stage Overview

Most Australian technology companies follow a multi-stage interview process. Understanding what happens at each stage allows you to prepare the right material and project the right impression at the right time.

Stage	Format	What Is Assessed	Duration
Stage 1: Recruiter Screen	Phone or video call	Career history, visa status, salary expectations, motivation for role	15–30 minutes
Stage 2: Hiring Manager Intro	Video or in-person	Cultural fit, communication skills, high-level technical background	30–45 minutes
Stage 3: Technical Assessment	Take-home assignment or online coding test	Hands-on technical ability — coding, system design, architecture	1–3 hours (async)
Stage 4: Technical Interview	In-person or video with engineers	Deep technical knowledge, problem-solving, code review discussion	45–90 minutes
Stage 5: Behavioural/Panel	In-person panel (2–4 interviewers)	STAR-method behavioural answers, teamwork, leadership, values	60–90 minutes
Stage 6: Reference Check	Calls to 2–3 referees	Verification of claims, performance assessment, character	15–30 min per referee
Offer	Email or call	Salary, role title, start date, benefits negotiation	Varies

## W.2 The STAR Method — Your Framework for Behavioural Questions

Australian interviews place heavy emphasis on behavioural questions — those beginning with 'Tell me about a time when...' or 'Give me an example of...' The STAR method (Situation, Task, Action, Result) is the universally accepted framework for answering these questions.

### STAR Framework Explained

- **Situation:** Briefly set the context — what was happening, what was at stake, when and where did this occur? (2–3 sentences maximum)
- **Task:** Describe your specific responsibility — what were you personally accountable for achieving? (1–2 sentences)
- **Action:** Describe what YOU did — specific steps taken, decisions made, skills applied. Use 'I' not 'we'. (4–6 sentences — most important part)
- **Result:** Quantify the outcome — what improved, what was achieved, what was the business impact? (2–3 sentences with numbers wherever possible)

### 20 Common Australian IT Interview Questions with STAR Prompts

Question	Situation Element	Result They Want to Hear
Tell me about a time you delivered a project under tight deadline pressure	IT project with aggressive timeline	On-time delivery; team collaboration; creative problem-solving
Describe a situation where you had to learn a new technology quickly	New role or project requirement	Self-directed learning; applied it successfully; measurable outcome
Tell me about a technical problem you solved that no one else could crack	Complex bug, architecture challenge, or system failure	Systematic debugging; root cause analysis; business impact of fix
Give me an example of when you had to push back on a requirement	Business requirement that was technically unfeasible or risky	Professional assertiveness; alternative proposed; relationship maintained
Describe a time you made a mistake on a technical project	Any genuine technical error	Ownership; no defensiveness; lessons learned; process improvement
Tell me about a successful cross-functional collaboration	Working with non-technical stakeholders	Translation of technical concepts; relationship building; shared success
How did you handle a situation where you disagreed with your team's technical approach	Architecture or design decision	Constructive challenge; evidence-based argument; team resolution

Question	Situation Element	Result They Want to Hear
Give an example of how you improved a process or system	Legacy process or inefficient system	Measurable efficiency gain; proactive initiative; team benefit
Tell me about a time you had to manage multiple competing priorities	Simultaneous high-priority tasks	Prioritisation framework; communication; outcome quality maintained
Describe how you have mentored or supported a junior team member	Team member development scenario	Coaching approach; their growth; your leadership style

### W.3 Technical Assessment Preparation

Australian IT technical assessments are designed to evaluate your practical ability rather than your theoretical knowledge. Most assessments are take-home (24–72 hours) or timed online (1–2 hours via HackerRank, LeetCode, or Codility). Here is how to prepare for the most common assessment types:

#### Coding Assessments (Software Engineering Roles)

- Practice on LeetCode (easy to medium difficulty covers 90% of Australian corporate assessments — very few companies require hard LeetCode level)
- Focus on data structures: arrays, hashmaps, linked lists, trees, graphs
- Master time and space complexity analysis — always state Big-O in your solution discussion
- Australian companies prefer clean, readable code over clever one-liners — add comments and use meaningful variable names
- Common topics: string manipulation, array traversal, basic sorting algorithms, recursion, simple graph BFS/DFS

#### System Design Interviews (Senior/Architect Roles)

- Practice designing: URL shortener, file storage system, chat application, ride-sharing platform, API rate limiter
- Framework: Requirements clarification → Capacity estimation → High-level design → Component deep dive → Bottlenecks and tradeoffs
- Know CAP theorem, database partitioning, caching strategies, load balancing, message queues
- Australian enterprises are heavy AWS users — know how to map your design to AWS services (EC2, RDS, ElastiCache, SQS, API Gateway)

#### Cloud Architecture Assessments (Cloud/DevOps Roles)

- Expect scenario questions: 'Design a highly available web application on AWS' or 'How would you migrate this on-premise system to Azure'
- Know IaC tools — Terraform and AWS CloudFormation are standard; be able to sketch out Terraform module structure
- Cost optimization is taken very seriously in Australian enterprises — know how to identify and reduce cloud spend
- Security architecture: know IAM best practices, encryption in transit and at rest, VPC design, and network security controls

## W.4 What Australian Interviewers Are Really Evaluating

Beyond the explicit questions, Australian interviewers are continuously evaluating your cultural fit. The following traits are highly valued and should be demonstrated throughout your interview:

- Directness without arrogance: Australians respect people who give clear, direct answers. Vague or over-qualified answers frustrate interviewers. Be confident but not boastful.
- Intellectual humility: Saying 'I don't know, but here is how I would find out' is respected. Pretending to know something you don't is a red flag.
- Self-deprecating humour: Australians appreciate light self-deprecation and don't respect people who take themselves too seriously. A carefully placed light comment about a genuine challenge you faced can build rapport.
- Initiative and ownership: Australian employers love candidates who describe taking initiative — starting something without being asked, identifying problems proactively, proposing solutions.
- Collaboration emphasis: Always share credit with your team while clearly articulating your personal contribution.

## Chapter X: The Complete Vendor Certification Guide for Australian IT Migration

Vendor certifications serve a triple purpose in the Australian IT migration context: they strengthen your ACS skills assessment (as professional currency evidence), they increase your competitiveness in the Australian job market, and in some cases they may reduce your ACS experience deduction. This chapter provides a comprehensive guide to the most valuable certifications for Australian IT migration and employment.

### X.1 Amazon Web Services (AWS) Certifications

AWS is Australia's dominant cloud platform, with an estimated 35-40% market share and the deepest ecosystem of managed service providers, consulting partners, and independent deployments. AWS certifications are the highest-value cloud credentials in the Australian market.

Certification	Level	Exam Code	Relevance for ACS	Salary Impact (AUD)
AWS Cloud Practitioner	Foundational	CLF-C02	Good currency evidence; basic	Minimal alone
AWS Solutions Architect Associate	Associate	SAA-C03	Strong currency evidence	\$5,000–\$10,000
AWS Developer Associate	Associate	DVA-C02	Strong for dev/DevOps roles	\$5,000–\$10,000
AWS SysOps Administrator Associate	Associate	SOA-C02	Strong for ops/infra roles	\$5,000–\$10,000
AWS Solutions Architect Professional	Professional	SAP-C02	Excellent — top tier credential	\$15,000–\$25,000
AWS DevOps Engineer Professional	Professional	DOP-C02	Excellent for DevOps/SRE roles	\$15,000–\$25,000
AWS Security Specialty	Specialty	SCS-C02	Premium for cybersecurity roles	\$15,000–\$30,000
AWS Data Analytics Specialty	Specialty	DAS-C01	Premium for data engineering	\$10,000–\$20,000
AWS Machine Learning Specialty	Specialty	MLS-C01	Premium for AI/ML roles	\$10,000–\$20,000

Recommended pathway for most IT migrants: Start with Solutions Architect Associate (SAA-C03) — it has the widest applicability. Progress to the Professional level in your specialism. If you are in cybersecurity, add the Security Specialty. If you are in data engineering, add the Data Analytics Specialty.

## X.2 Microsoft Azure Certifications

Microsoft Azure is particularly strong in Australian enterprise, government, and education sectors. Many large Australian organisations — especially banks, government agencies, and universities — are deeply invested in the Microsoft ecosystem (Azure, Microsoft 365, Power Platform, Dynamics 365).

Certification	Exam	Primary Use Case	Salary Impact (AUD)
Azure Fundamentals	AZ-900	Entry credential; pairs with professional certs	Minimal alone
Azure Administrator Associate	AZ-104	Infrastructure and operations roles	\$5,000–\$12,000
Azure Developer Associate	AZ-204	Application development on Azure	\$5,000–\$12,000
Azure Security Engineer Associate	AZ-500	Cloud security — banking and government focus	\$10,000–\$20,000
Azure Solutions Architect Expert	AZ-305	Senior architecture roles	\$15,000–\$25,000
Azure DevOps Engineer Expert	AZ-400	DevOps and CI/CD pipeline roles	\$12,000–\$20,000
Microsoft Security Associate	SC-200	SOC and security monitoring	\$10,000–\$18,000

## X.3 Google Cloud Platform (GCP) Certifications

Google Cloud has been gaining ground in Australia, particularly in data analytics, machine learning, and startups. Several major Australian companies — Seek, REA Group, and Canva — are heavy GCP users. GCP certifications are less common than AWS but can be a differentiator.

Certification	Exam	Best For	Salary Impact (AUD)
Google Associate Cloud Engineer	Associate Cloud Engineer	Cloud operations on GCP	\$5,000–\$10,000
Google Professional Cloud Architect	Professional Cloud Architect	Architecture roles at GCP-heavy employers	\$10,000–\$20,000
Google Professional Data Engineer	Professional Data Engineer	BigQuery and data platform engineering	\$10,000–\$18,000
Google Professional ML Engineer	Professional ML Engineer	AI/ML engineering on GCP	\$10,000–\$20,000

## X.4 Cybersecurity Certifications for Australia

Cybersecurity is Australia's most critical IT talent shortage. The right certifications dramatically accelerate both the ACS assessment and the employment process. Here are the most valued security certifications in the Australian market:

Certification	Issuer	Level	Australian Market Value
CompTIA Security+	CompTIA	Entry	Widely required for government and defence entry-level security
CompTIA CySA+	CompTIA	Intermediate	SOC analyst and threat hunting roles
Certified Ethical Hacker (CEH)	EC-Council	Intermediate	Penetration testing roles
CISSP	ISC2	Senior	Gold standard; required for senior security architect and CISO roles
CISM	ISACA	Senior	Security management and governance roles
OSCP (Offensive Security)	Offensive Security	Advanced	Elite pen-testing credential; commands significant premium

Certification	Issuer	Level	Australian Market Value
AWS Security Specialty	AWS	Advanced	Cloud security engineering; growing demand
Azure Security Engineer (AZ-500)	Microsoft	Intermediate	Enterprise security in Microsoft environments
ISO 27001 Lead Implementer	PECB/BSI	Management	Risk and compliance management roles

## X.5 Project Management Certifications

IT Project Managers in Australia are expected to hold at least one formal project management certification. The most valued certifications for the Australian market are:

- PMP (Project Management Professional) — PMI: The global gold standard; highly respected in Australia; requires 36 months of project management experience and 35 contact hours of PM education
- PRINCE2 Practitioner — AXELOS: Widely used in Australian government IT projects; popular in Canberra and state government environments
- PMI-ACP (Agile Certified Practitioner) — PMI: Growing rapidly as Agile adoption expands; valued alongside PMP for hybrid methodologies
- Certified Scrum Master (CSM) — Scrum Alliance: Common requirement for delivery leads and project managers in Agile teams
- SAFe Program Consultant (SPC) — Scaled Agile: Premium credential for enterprise Agile transformation roles

## X.6 Building Your Certification Roadmap — Pre-Arrival and Post-Arrival

The following certification roadmap is designed for an IT professional preparing for Australian migration over 12 months:

Phase	Certifications to Target	Migration Purpose	Career Purpose
Pre-arrival (Months 1–4)	AWS SAA-C03 or Azure AZ-104	ACS professional currency evidence	Foundational cloud credential
Pre-arrival (Months 4–8)	AWS SAP-C02 or AZ-305 or CISSP	Strong ACS currency; points optimization	Senior-level market signal
Post-arrival Year 1	Domain-specific advanced cert (AWS specialty, OSCP, PMP)	Strengthen Australian market position	Premium salary positioning

Phase	Certifications to Target	Migration Purpose	Career Purpose
Post-arrival Year 2	ACS Certified Technologist (CT)	Australian professional recognition	Employer credibility
Post-arrival Year 3	ACS Certified Professional (CP) or equivalent	Senior professional standing	Leadership roles

## Chapter Y: The Human Side of Migration — Preparing Emotionally and Mentally

Immigration guides routinely cover the legal requirements, financial costs, and administrative steps of migration. What they rarely address is the profound emotional and psychological journey that migration entails. Having guided more than 10,000 families through the immigration process, I have seen how the human side of migration — the emotional upheaval, the identity challenges, and the adjustment stress — can be just as demanding as the administrative process.

This chapter is for you, and for your family, to approach this journey with awareness and resilience. It does not make migration easy — nothing does — but it makes the harder moments more understandable and manageable.

### Y.1 Understanding Culture Shock — The W-Curve Model

Culture shock is a well-documented psychological phenomenon that affects virtually every person who migrates to a new country. The W-Curve model describes the emotional journey of cultural adjustment through five stages. Understanding these stages allows you to recognize where you are in the process and avoid making permanent decisions during temporary lows.

Stage	Timeframe	How It Feels	What It Looks Like
1. Honeymoon	Weeks 1–4	Excitement, wonder, everything is new and interesting	Enthusiastic exploration; positive comparisons to home; high energy
2. Frustration	Months 1–3	Confusion, irritation, small obstacles feel overwhelming	Difficulty with bureaucracy, accents, food, social norms; homesickness begins
3. Adjustment	Months 3–9	Beginning to cope; finding routines; occasional good days	Building friendships; navigating systems more confidently; mixed feelings
4. Adaptation	Months 6–18	Comfort in the new environment; genuine belonging beginning	Humour about challenges; professional effectiveness; social connections
5. Integration	Year 2+	Home in both cultures; the best of both worlds	Confidently bi-cultural; helping new migrants; clear sense of identity

The key insight: the frustration stage (Stage 2) is universal and temporary. Almost every migrant experiences a period of doubt — 'Did we make a mistake? Should we go back?' This is normal and does not mean migration was the wrong decision. It means you are a human being going through one of the most significant changes a person can make.

## Y.2 Managing the Family Migration Journey

When IT professionals migrate, they rarely travel alone. Spouses, children, and sometimes parents are part of the story. Each family member goes through their own version of the adjustment process, and the timing rarely aligns.

Common patterns in migrant IT families:

- The primary applicant (often the IT professional) adapts fastest — they have workplace structure, professional purpose, and daily routine from day one
- Spouses who are not immediately employed face the hardest adjustment — loss of professional identity, social network, and independence can create significant distress
- Children typically adapt faster than adults — schools provide immediate peer connections and children are cognitively flexible about cultural norms
- The 'strong partner' syndrome: when one partner is overwhelmed but hides it to avoid burdening their spouse, leading to a delayed emotional breakdown

Practical strategies for keeping the family unit strong during migration:

- Have explicit conversations before migrating about each family member's fears and hopes — unspoken expectations become resentments
- Ensure the non-working spouse has their own social plan — language classes, community groups, volunteering, part-time work, or professional requalification programs
- Establish family traditions quickly — Sunday walks in a local park, weekly family dinner at a new restaurant, monthly family outing — creates anchor points in the new environment
- Connect with the Indian or South Asian community early — cultural familiarity reduces the sensory overload of the initial adjustment period

## Y.3 Managing Workplace Identity as a Migrant Professional

Many Indian IT professionals arrive in Australia having been senior, respected professionals in their home country. The process of rebuilding professional credibility in a new market — starting lower in the hierarchy than your experience warrants, proving yourself to colleagues who may not immediately recognise your expertise, navigating different communication norms — can be a significant identity challenge.

Common challenges and how to navigate them:

- 'I am overqualified for this role' — Starting at a slightly lower level than your Indian experience might suggest is normal and temporary. Australian employers need to verify your skills before promoting you. Demonstrate quickly and you will progress.
- Accent anxiety — Many Indian IT professionals worry about whether their accent affects their professional standing. Australians genuinely do not discriminate based on accent

as long as communication is clear. Focus on clarity and confidence, not accent modification.

- Cultural communication style differences — The Australian preference for direct, low-context communication can feel blunt to those from high-context cultures. It is not rudeness — it is efficiency. Adapt by being more direct yourself.
- Imposter syndrome — Feeling inadequate despite being objectively qualified is extremely common among migrant professionals. Recognise it as a psychological pattern, not an accurate self-assessment.

## Y.4 Mental Health Resources for Migrants in Australia

Australia has excellent mental health resources, and using them is not a sign of weakness — it is a sign of self-awareness and intelligence. If you or a family member is struggling, here are the key resources available:

Service	Contact	What It Provides	Cost
Beyond Blue	beyondblue.org.au   1300 22 4636	Depression, anxiety, and general mental health support; multilingual resources	Free
Lifeline	lifeline.org.au   13 11 14	Crisis support and suicide prevention; 24/7 service	Free
MindSpot	mindspot.org.au	Online assessment and treatment for anxiety and depression	Free
GP Mental Health Plans	Via your local GP	Referral to psychologist with Medicare subsidy (10 sessions/year)	Bulk-billed options available
Settlement Services International	ssi.org.au	Settlement support services specifically for migrants and refugees	Free or low cost
CALD Communities Mental Health	Via state health departments	Culturally and linguistically diverse community support	Varies

## Y.5 Building Your Australian Social Network — Practical Strategies

Professional networks are important, but so is a genuine social life. Research consistently shows that social connection is the single most important factor in long-term migrant wellbeing — more important than income, housing quality, or career success.

- Join a recreational sports club — cricket, badminton, tennis, swimming clubs welcome members at all skill levels and are powerful social equalizers
- Volunteer for community organizations — Rotary, Lions, local food banks, or environmental groups introduce you to Australians outside the technology bubble
- Take a cooking class, art class, or other interest-based activity — shared interests create natural conversation and friendship
- Connect with the Indian-Australian professional community — many cities have Indian IT professional WhatsApp groups, LinkedIn communities, and formal associations
- Attend local cultural events — all major Australian cities celebrate Diwali, Holi, Eid, Chinese New Year, and other multicultural festivals with genuine enthusiasm

## Chapter Z: The Complete Australia IT Migration Master Checklist

Use this comprehensive master checklist as your single source of truth throughout your migration journey. Check off each item as it is completed. Share this list with your migration agent or family members who are supporting your application.

### Phase 1: Eligibility Assessment

Item	Status	Notes
Calculated preliminary points score using SkillSelect calculator	<input type="checkbox"/>	Target: 65+ (competitive: 75+)
Identified correct ANZSCO code by reviewing ACS occupation list	<input type="checkbox"/>	Verify against daily duty descriptions
Confirmed ANZSCO code is on MLTSSL/STSOL/ROL	<input type="checkbox"/>	MLTSSL = widest visa access
Determined ACS assessment pathway (General/PAS/RPL)	<input type="checkbox"/>	Consult agent if unsure
Assessed English test strategy (PTE vs IELTS)	<input type="checkbox"/>	Target: Superior (PTE 79+/IELTS 8.0+)
Researched state nomination options for your ANZSCO code	<input type="checkbox"/>	Check all 8 states/territories
Calculated complete migration budget (minimum AUD \$50,000)	<input type="checkbox"/>	Including settlement costs
Identified whether partner ACS assessment is viable (+10 points)	<input type="checkbox"/>	If both in IT careers

### Phase 2: Document Collection

Item	Status	Notes
Current valid passport (6+ months validity beyond travel period)	<input type="checkbox"/>	All pages scanned
Academic transcripts from all qualifications	<input type="checkbox"/>	Certified copies if originals overseas
Degree/diploma certificates	<input type="checkbox"/>	NAATI translation if non-English
Reference letters from all employers (ACS-compliant format)	<input type="checkbox"/>	One per employer; detailed duties

Item	Status	Notes
For RPL: Two project reports completed (1,500–2,500 words each)	<input type="checkbox"/>	Turnitin-clean, original content
Professional currency evidence (2 items, within last 2 years)	<input type="checkbox"/>	Vendor certs or training records
Police clearances from all countries lived in 12+ months since age 16	<input type="checkbox"/>	India: via Passport Seva Portal
CV/Resume (Australian format, 2–3 pages maximum)	<input type="checkbox"/>	Achievement-focused, no photo
NAATI certified translations of all non-English documents	<input type="checkbox"/>	Budget AUD \$500–\$1,500
English test result (PTE Academic or IELTS within last 3 years)	<input type="checkbox"/>	Target: Superior level

### Phase 3: ACS Submission and EOI

Item	Status	Notes
ACS application submitted via <a href="https://acs.org.au/msa">acs.org.au/msa</a>	<input type="checkbox"/>	Include priority processing fee (\$150)
ACS assessment received — met date and ANZSCO code confirmed	<input type="checkbox"/>	Valid for 24 months
Final points score recalculated using confirmed ACS met date	<input type="checkbox"/>	Update if different from estimate
SkillSelect account created at <a href="https://skillselect.gov.au">skillselect.gov.au</a>	<input type="checkbox"/>	
EOI submitted with all correct data	<input type="checkbox"/>	Submit immediately after ACS receipt
State nomination applications submitted (all eligible states)	<input type="checkbox"/>	Apply to SA as minimum baseline
State nomination received — EOI updated with nomination	<input type="checkbox"/>	Update EOI immediately upon receipt

### Phase 4: Visa Application

Item	Status	Notes
ITA (Invitation to Apply) received — 60-day countdown begins	<input type="checkbox"/>	Book health exam IMMEDIATELY

Item	Status	Notes
Health examination booked with approved panel physician	<input type="checkbox"/>	<a href="https://immi.homeaffairs.gov.au/visas/getting-a-visa/check-visa-details-and-costs/health-examinations">immi.homeaffairs.gov.au/visas/getting-a-visa/check-visa-details-and-costs/health-examinations</a>
Health examination completed and results uploaded	<input type="checkbox"/>	Medicare will have results directly in many cases
ImmiAccount created and visa application started	<input type="checkbox"/>	Do not delay — 60 days is firm
All supporting documents uploaded to ImmiAccount	<input type="checkbox"/>	Complete and clear scans
Visa application fee paid	<input type="checkbox"/>	189/190/491: AUD \$4,910 primary
Bridging Visa A (BVA) confirmed if onshore	<input type="checkbox"/>	Protects your right to stay in Australia
Additional documents submitted if DHA requests further information	<input type="checkbox"/>	Respond within specified timeframe

## Phase 5: Pre-Departure

Item	Status	Notes
Visa granted — grant notification received	<input type="checkbox"/>	Check conditions carefully
Flights booked — initial entry before validity expiry	<input type="checkbox"/>	Must enter Australia before expiry date
Australian bank account opened remotely	<input type="checkbox"/>	CBA, ANZ, Westpac, or NAB
6 months living expenses transferred to Australian account	<input type="checkbox"/>	Minimum AUD \$30,000 recommended
Short-term furnished accommodation booked (3–4 weeks)	<input type="checkbox"/>	Near target employment area
LinkedIn updated — Australian city, Open to Work signal	<input type="checkbox"/>	
Job applications submitted on Seek.com.au and LinkedIn	<input type="checkbox"/>	Begin 4–6 weeks before arrival
Schools researched — enrolment requirements understood	<input type="checkbox"/>	Contact school office directly
Superannuation fund selected	<input type="checkbox"/>	AustralianSuper or Hostplus recommended for most
International health insurance for transit period (if gap)	<input type="checkbox"/>	Medicare activates on arrival with PR

## Phase 6: First Month in Australia

Item	Status	Notes
Medicare registration completed at Medicare Service Centre	<input type="checkbox"/>	Bring visa grant notice and passport
Tax File Number (TFN) applied for via ATO website	<input type="checkbox"/>	Takes 1–4 weeks to receive
Australian bank account debit card received and activated	<input type="checkbox"/>	
Australian SIM card purchased (Telstra, Optus, or Vodafone)	<input type="checkbox"/>	
Children enrolled in school	<input type="checkbox"/>	May require proof of address and health records
GP (General Practitioner) registered for Medicare-covered healthcare	<input type="checkbox"/>	Find via <a href="http://healthdirect.gov.au">healthdirect.gov.au</a>
Superannuation fund details provided to employer	<input type="checkbox"/>	Required before first pay cycle
Drivers licence conversion process started	<input type="checkbox"/>	Varies by state; check state transport website
TFN provided to employer and bank	<input type="checkbox"/>	Without TFN, employer withholds 47% tax
First Australian tax return planned (due 31 October after June 30 year end)	<input type="checkbox"/>	Engage tax agent in first year

### FINAL REMINDER

This checklist represents the complete journey from self-assessment to settlement. Each item matters. The most successful migrants are those who treat this process as a project — systematic, organised, and with professional support for the complex stages. You have invested significant time in reading this guide. Now invest the same commitment in executing it. Australia is waiting for you.

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*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

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*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at [dreamvisas.com](http://dreamvisas.com).*

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## Legal Supplement: Jurisdiction, Currency, and Information Boundaries

This section provides the legal and jurisdictional context for all information in this book. Readers should review this section before acting on any information in the preceding chapters.

### LS.1 Jurisdiction and Currency Statement

#### **JURISDICTION AND CURRENCY — READ BEFORE ACTING**

All references to immigration law, visa subclasses, occupation lists, points thresholds, processing times, and government fees in this book refer to Australian federal migration law as administered by the Department of Home Affairs (DHA) under the Migration Act 1958 (Cth) and Migration Regulations 1994, unless otherwise expressly stated.

All monetary figures are in Australian Dollars (AUD) unless otherwise stated. Exchange rates fluctuate and are not provided.

All occupation lists (MLTSSL, STSOL, ROL, PMSOL, Core Skills Occupation List), ACS assessment fees and processing times, state/territory nomination criteria and scores, DHA visa fees, and English test score equivalencies cited in this book were current as of February 2026. These are subject to change by the DHA, ACS, and individual state/territory governments at any time and without prior notice.

This book is educational information only. It does not constitute immigration advice, legal advice, or financial advice. It does not create a consultant-client or solicitor-client relationship between the author and any reader.

### LS.2 Mini-Disclaimer for Visa Pathway Chapters

The following notice applies to Chapters 2, 10, 10A, and all sections discussing specific visa subclasses, occupation lists, or eligibility criteria. It is reproduced here and should be understood to apply each time a specific visa pathway is discussed:

#### **VISA PATHWAY INFORMATION NOTICE**

The visa pathways, subclasses, eligibility criteria, fees, processing times, and occupation list inclusions described in this chapter are general educational information based on the law and policy as of February 2026. Visa conditions, eligibility thresholds, processing priorities, and occupation list inclusions change frequently. The Department of Home Affairs may at any time vary the Migration Regulations, update the skilled occupation lists, change invitation round scores, or alter processing priorities. Before acting on any information in this chapter, verify current requirements directly on the Department of Home Affairs website ([immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au)) and with a MARA-registered migration agent.

## LS.3 Important Clarification on Case Study Timelines

Throughout this book, case studies describe migration timelines including invitation timeframes, ACS processing times, and visa grant periods. These timelines are illustrative of outcomes achieved under the conditions applicable at that time. They are NOT promises, guarantees, or predictions of what you will experience.

Migration invitation scores, state nomination thresholds, ACS processing times, and DHA visa processing times fluctuate based on application volumes, program-year allocations, government priorities, and policy changes. A candidate who received an invitation in a relatively short timeframe in one round may wait considerably longer under different conditions.

### **CASE STUDY TIMELINE NOTICE**

All invitation timeframes cited in case studies (e.g., 'invitation received in a relatively short period,' 'ACS decision issued promptly') reflect outcomes under the conditions applicable at the time of those applications. These outcomes are not representative of current or future processing times. Actual timeframes will vary. Do not base financial decisions, lease agreements, employment timing, or travel plans on specific timelines cited in case studies.

## Chapter Learning Objectives and Key Takeaways — Reference Guide

Each chapter in this book targets specific knowledge outcomes. Use this consolidated reference to quickly locate chapters relevant to your current question or decision stage. The 'In This Chapter' and 'Key Takeaways' for each major chapter are summarised below.

### Chapters 1–5: Foundation Knowledge

Chapter	In This Chapter You Will Learn	Key Takeaways
Ch 1: Why Australia	The scale of Australia's IT talent shortage; salary benchmarks by role; quality of life data; how Australia compares to Canada, Germany, and the UK as a destination	(1) IT professionals are a government priority in Australian migration. (2) Salaries range AUD \$90K–\$200K+ depending on specialisation. (3) The optimal time to act is before the talent gap narrows.
Ch 2: Visa Pathways	The six main visa subclasses available to IT professionals; what points-tested vs employer-sponsored means; the new Skills in Demand (SID) visa framework	(1) Subclass 189/190/491 require no job offer. (2) 482/SID/186 require an employer. (3) Your points score determines which pathway is realistic.
Ch 3: ANZSCO Codes	How ANZSCO codes work; the 20 most common IT codes; how to match your duties (not title) to the right code; the multi-code application feature	(1) Your ANZSCO code determines your visa access and assessment pathway. (2) ACS assesses your duties, not your job title. (3) Apply for 2–3 codes in one submission to maximise options.
Ch 4: ACS Assessment	The four assessment pathways; the experience deduction system; ICT content classification; fees and processing times; how to build a decision-ready application	(1) The experience deduction system can dramatically reduce your claimable years. (2) Priority processing (AUD \$150) is almost always worth it. (3) A decision-ready application means ACS never needs to request more information.
Ch 5: The PER	What the ACS outcome letter contains; the 8 strategic benefits of the PER; what strong project reports look like; Professional Currency Evidence requirements	(1) The met date in your ACS letter determines your migration points — verify it carefully. (2) RPL project reports must be original, detailed, and ANZSCO-aligned. (3) ACS uses Turnitin — never use template or agency content.

### Chapters 6–10B: Strategy and Action

Chapter	In This Chapter You Will Learn	Key Takeaways
Ch 6: Points System	Complete points table; the experience cap rule; five optimisation strategies; recent invitation score thresholds by state	(1) English language is the most controllable lever — 20 points vs 0 points. (2) Overseas + Australian experience combined cap is 20 points. (3) Partner ACS assessment is 10 free points if your partner works in IT.
Ch 7: Documents	Stage-by-stage document checklist; lead times for each document type; reference letter standards; police clearance requirements	(1) Start reference letter collection 6–8 weeks before ACS submission. (2) Police clearances from some countries take 4–12 weeks. (3) Never begin the 60-day ITA clock without all documents ready.
Ch 8: Costs	Complete cost breakdown at every stage; visa fees by subclass and family size; settlement costs for family of three; total budget guidance	(1) Budget AUD \$38,000–\$75,000 for the complete migration of a family of three. (2) Maintain AUD \$50,000 minimum in accessible savings before beginning. (3) Visa fees increase annually on 1 July — confirm current fees before lodging.
Ch 9: Roadmap	Seven-phase migration timeline from self-assessment to visa grant; what happens during each phase; the 60-day ITA window rules	(1) The ITA 60-day deadline is absolute — no extensions are available. (2) Submit your EOI immediately after receiving your ACS assessment. (3) Book health examinations on the day you receive your ITA.
Ch 10: State Nomination	How each state's nomination system works; score thresholds; connection criteria; multi-state strategy	(1) Apply to all eligible states simultaneously — there is no penalty. (2) SA consistently has lower thresholds and faster turnaround. (3) State nomination adds 5 (190) or 15 (491) points — potentially decisive.
Ch 10A: Employer Sponsored	SBS process; 482/SID/186 pathway; the TRT stream; Labour Market Testing; sham employment risks	(1) The Specialist Skills SID stream (AUD \$135K+) waives LMT and simplifies nomination. (2) A sponsored job offer bypasses the points test entirely. (3) Never use an 'arranged' offer — consequences include visa cancellation and bans.
Ch 10B: Post-Arrival	First-week priorities; Medicare; TFN; housing benchmarks; professional networking in Australia	(1) Register for Medicare on Day 1. (2) Apply for TFN on Day 3 — without it, your employer withholds 47% tax. (3) Super contributions are 11.5% of salary — choose your fund before your first pay cycle.

## Technical Supplement: Points Calculation — Lawyer-Grade Precision

This supplement addresses three areas where imprecise understanding of the points system leads to application errors, refusals, and migration agent liability. Read this section carefully before finalising your EOI.

### TS.1 What Counts as 'Skilled Employment' — The Exact Legal Standard

For the purposes of Australian points-tested migration, 'skilled employment' has a specific legal meaning under the Migration Regulations. It is NOT simply any paid work in an IT role. The following conditions must all be met for a period of employment to count toward migration points:

- The work must have been performed in the nominated ANZSCO occupation (or a closely related one) — work done in a different occupation does not count even if performed by an IT professional
- The work must have been performed at the skill level required for that ANZSCO occupation — junior or trainee roles below the skill level specified in the ANZSCO unit group definition do not count
- The work must have been performed on a paid basis — unpaid internships, voluntary work, and academic projects do not count
- The work must have been performed full-time, or part-time at a rate that allows hours to be aggregated to full-time equivalent periods — the DHA uses pro-rata calculation for part-time work
- The work must have been performed after the ACS 'met date' — all work before this date, no matter how skilled or relevant, is excluded from the points calculation
- The work must have been performed within the applicable reference period — overseas experience must fall within the 10 years immediately before the ITA date; Australian experience has no time limit

### TS.2 How ACS Deductions Interact with DHA Points — Worked Example

This is one of the most commonly misunderstood aspects of the Australian migration system. The ACS determines your met date. The DHA then counts your employment from that met date forward. Here is a complete worked example:

**WORKED EXAMPLE: Sanjay, Software Developer, B.E. Electronics Engineering**  
PROFILE: Sanjay holds a B.E. in Electronics Engineering from a Pune university (4-year program). He has worked as a software developer in Java for 9 years. His nominated ANZSCO code is 261313 (Software Engineer).

**STEP 1 — ACS CLASSIFICATION OF QUALIFICATION:**

ACS reviews Sanjay's degree transcript. His degree has 8 ICT-related subjects out of 24 total (33% ICT content). ACS classifies this as ICT Major under the General Skills pathway.

**STEP 2 — ACS DETERMINES 'CLOSELY RELATED' STATUS:**

Sanjay's degree ICT units include programming, data structures, algorithms, and software engineering. More than 65% of the ICT units relate to software development. ACS classifies the degree as ICT Major — Closely Related to 261313.

**STEP 3 — ACS SETS THE MET DATE:**

Because the qualification is classified as ICT Major (Closely Related), the deduction is 2 years. Sanjay's employment start date was January 2016. ACS adds 2 years: met date = January 2018.

**STEP 4 — DHA COUNTS EXPERIENCE FROM MET DATE:**

At the time Sanjay receives his ITA (hypothetically, January 2026), he has worked from January 2018 to January 2026 = 8 years of claimable overseas experience.

**STEP 5 — POINTS AWARDED:**

8+ years of overseas experience = 15 points (maximum for overseas experience category).

**HOW THIS CHANGES WITH DIFFERENT CLASSIFICATION:**

If ACS had classified Sanjay's degree as ICT Major (Not Closely Related), the deduction would be 4 years, reducing claimable experience to 6 years = 10 points (not 15 points). That is a 5-point difference that could determine whether Sanjay receives an invitation for a Subclass 189 or must rely on state nomination.

**KEY LESSON:** The difference between 'closely related' and 'not closely related' is worth up to 5 migration points and often depends on how well Sanjay's degree transcript aligns with the ANZSCO code. This is why choosing the right ANZSCO code AND reviewing degree transcripts carefully before submission is so important.

## TS.3 Common Points Miscalculations That Trigger Refusal or Score Reduction

### **CRITICAL: POINTS MISCALCULATIONS THAT CAUSE REFUSALS**

- 1. WRONG EMPLOYMENT DATES:** Claiming experience that started before the ACS met date. The DHA will use the ACS letter to verify — any experience before the met date is automatically excluded, reducing your score.
- 2. NON-EQUIVALENT DEGREE CLASSIFICATION:** Assuming a Master's in Business Administration (MBA) qualifies as equivalent to a Bachelor's for education points. The DHA assesses qualification level independently of the ACS. An MBA may be assessed at

Bachelor's level (15 pts) or postgraduate (still 15 pts) depending on the AQF level — a research Master's adds 10 STEM points.

3. **WRONG PARTNER POINTS:** Claiming partner skills points (10 pts) before your partner's ACS assessment is finalised. The assessment must be positive and current at the time of the ITA, not just applied for.

4. **RELYING ON FUTURE EXPERIENCE:** Points are calculated at the date of ITA, not at the anticipated date of visa grant. Experience you expect to accumulate during the 60-day application window or during processing does not count.

5. **PART-TIME WORK MISCALCULATION:** Assuming part-time hours count the same as full-time. DHA aggregates part-time hours to full-time equivalent. Working 20 hrs/week for 2 years = 1 year of credited experience, not 2.

6. **CONCURRENT EMPLOYMENT DOUBLE-COUNTING:** Holding two part-time IT roles simultaneously does not allow you to count both toward experience. Only one role's hours count at any given time — the role that best matches the nominated ANZSCO code.

7. **INCORRECT ENGLISH BAND CLAIMS:** PTE scores must meet the threshold in ALL four components (Speaking, Writing, Reading, Listening). A score of 79 in three components and 78 in one component = Proficient (10 pts), NOT Superior (20 pts). Every component must meet the threshold independently.

8. **EXPIRED ASSESSMENT DOCUMENTS:** Claiming English points from a test taken more than 3 years before the ITA date. The test validity period is calculated from the test date to the ITA date, not the application lodgement date.

## TS.4 Quick-Reference Points Summary Table (Bookmark This Page)

Cross-reference this table whenever you calculate or discuss points in any chapter of this book.

Category	Criteria	Points	Notes
Age	18–24	25	
Age	25–32	30	Maximum
Age	33–39	25	
Age	40–44	15	
Age	45+	0	Ineligible for 189/190/491
English	Competent (IELTS 6.0 / PTE 50 each)	0	Minimum required
English	Proficient (IELTS 7.0 / PTE 65 each)	10	All 4 bands must meet threshold

Category	Criteria	Points	Notes
English	Superior (IELTS 8.0 / PTE 79 each)	20	All 4 bands must meet threshold
Education	Doctorate (PhD)	20	
Education	Bachelor's / Master's	15	
Education	Diploma / Trade	10	
Education	Research Master's/PhD in STEM	10 bonus	Added to base education points
Overseas Exp	3–4 yrs (in last 10 yrs from ITA)	5	After ACS met date
Overseas Exp	5–7 yrs	10	After ACS met date
Overseas Exp	8+ yrs	15	After ACS met date; combined cap 20 pts
Australian Exp	1–2 yrs	5	
Australian Exp	3–4 yrs	10	
Australian Exp	5–7 yrs	15	
Australian Exp	8+ yrs	20	Combined cap 20 pts with overseas
State Nom.	190 nomination	5	
Regional Nom.	491 nomination	15	
Partner Skills	Partner positive ACS assessment	10	Partner must hold skills assessment at ITA
NAATI	Community language accreditation	5	
Aus. Study	2+ yrs full-time in Australia	5	
Prof. Year	ACS Professional Year completed	5	Only for Australian ICT graduates
Regional Study	Study in regional Australia	5	

## Practitioner Supplement: ANZSCO Codes — Indian Job Titles, Reference Letter Duties, and ACS Refusal Patterns

This supplement provides practitioner-grade guidance for IT professionals from India and other Asian countries who need to align their job history with Australian ANZSCO classifications. Each section addresses: common Indian job titles that do and do not match the code; sample duties that must appear in reference letters; and an ACS refusal pattern analysis.

### PS.1 Indian Job Titles vs ANZSCO Codes — Match and Mismatch Guide

ANZSCO Code	Occupation	Indian Titles That Typically MATCH	Indian Titles That May NOT Match (Need Analysis)
261313	Software Engineer	Software Engineer, Senior Software Engineer, Backend Engineer, Frontend Engineer, Full Stack Developer (if design-led)	Software Developer (could be 261312), Junior Developer, Programmer Trainee, Coding Specialist
261312	Developer Programmer	Software Developer, Application Developer, Junior Software Engineer, Mobile Developer (if specification-led)	Software Engineer (if architecture-led — use 261313 instead), Senior Developer (may be 261313)
261311	Analyst Programmer	Analyst Developer, Developer Analyst, Technical Analyst (with coding), Business Systems Developer	Business Analyst (no coding — use 261111), Software Architect (too senior — use 261313)
261111	ICT Business Analyst	Business Analyst, IT Business Analyst, Functional Analyst, Systems Analyst (if business-facing)	Business Systems Analyst with coding (could be 261311), Product Manager (typically not IT-assessable)
262112	ICT Security Specialist	Information Security Analyst, Cybersecurity Engineer, Security Architect, SOC Analyst (senior level)	IT Support with security duties (below skill level), Junior Security Analyst (may be below skill threshold)
262111	Database Administrator	Database Administrator, DBA, Data Engineer	Data Scientist (use 261313 or 261112), Business

ANZSCO Code	Occupation	Indian Titles That Typically MATCH	Indian Titles That May NOT Match (Need Analysis)
		(pipeline-focused), Database Developer	Intelligence Developer (use 261112 or 261111)
135112	ICT Project Manager	IT Project Manager, Technology Programme Manager, Scrum Master (if PM-focused), Delivery Manager	Project Coordinator (below skill level), Scrum Master (if purely facilitation, not management)
263111	Network & Systems Engineer	Network Engineer, Infrastructure Engineer, Cloud Infrastructure Engineer, Systems Engineer	Network Administrator (use 263112 if admin-only), Junior Network Analyst (may be 263113)

## PS.2 Sample ACS-Compliant Reference Letter — Annotated

The following is a sample reference letter for a Software Engineer (ANZSCO 261313). Annotations explain what each section achieves in the ACS assessment context. This is a template only — all content must be rewritten to reflect your genuine employment history.

### **SAMPLE ACS-COMPLIANT REFERENCE LETTER — ANNOTATED (261313 Software Engineer)**

[COMPANY LETTERHEAD] — [Required: official company letterhead or digital equivalent]

Date: [Date]

To Whom It May Concern,

I am writing to confirm that [Full Name] was employed by [Company Name] as a [Job Title — must match ANZSCO-level seniority] from [Start Date, e.g., 15 January 2019] to [End Date, e.g., 30 June 2023]. This was a full-time, permanent, paid position. [Key: 'full-time, permanent, paid' establishes employment type and excludes ambiguity.]

During this period, [Name]'s primary duties included: [Start each duty with an action verb that matches ANZSCO duty descriptions]

- Designing and architecting software systems using microservices architecture on AWS, including design of API contracts, data models, and service communication patterns. [Aligns with ANZSCO 261313 duty: 'Researching, designing, developing and testing software systems']

- Developing and maintaining backend services in Java Spring Boot and Python, including writing unit tests, integration tests, and participating in peer code reviews. [Aligns with duty: 'developing software that improves performance and maintainability']
- Collaborating with cross-functional product teams to translate business requirements into technical specifications and implementation plans. [Aligns with duty: 'consulting with stakeholders to clarify program intent']
- Mentoring junior developers and conducting technical interviews for engineering roles. [Establishes seniority and level of responsibility]
- Contributing to CI/CD pipeline design using Jenkins and GitHub Actions, and leading the migration from a monolithic deployment to containerised deployment using Docker and Kubernetes. [Specific technologies — ACS assessors look for named technologies and methodologies]

[Name] demonstrated consistently strong technical judgment and played a key role in delivering [Project Name], which [brief outcome]. [Optional: specific achievement establishes credibility and specificity]

If you have any questions, please contact me directly at the details below.

Sincerely,

[Signatory Full Name] — [Use direct manager or HR manager, NOT just 'HR Department']

[Job Title]

[Company Name]

[Direct Phone Number] — [Required: ACS may contact signatory to verify]

[Email Address]

[Company Website or ABN if available]

### PS.3 ACS Refusal Patterns — Most Common Reasons and Prevention

Refusal Pattern	Frequency	Root Cause	Prevention Strategy
Duties mismatch nominated ANZSCO code	Very High	Reference letters describe general IT work without matching ANZSCO-specific duties	Draft reference letters using ANZSCO duty descriptions as a template; every key duty must appear
Employment type not established	High	Letters do not confirm full-time and paid status; project-based or contract work unclear	All letters must state 'full-time, paid' or specify contract terms; include contract agreements for freelance work
Missing pay evidence for claimed periods	High	No payslips, bank statements, or tax	Include 3 consecutive payslips per employer; add tax

Refusal Pattern	Frequency	Root Cause	Prevention Strategy
		records corroborating claimed employment dates	documents and bank statements for each claimed period
RPL project reports too generic	High	Reports describe team activities rather than individual technical contribution; insufficient detail	Write in first person throughout; name specific technologies, versions, and methodologies; 1,500–2,500 words per report
RPL projects not recent enough	Medium	Projects more than 5 years old; both projects from same 2-year window	One project: last 2–3 years; second project: last 4–5 years; verify dates before submission
Professional currency evidence too old	Medium	Certifications or training records dated more than 2 years before application	Both currency evidence items must be within the 2-year window immediately before ACS submission date
Plagiarism detected in project reports	Medium	Use of agency-written content, shared templates, or close paraphrasing of online samples	Write exclusively in your own words; Turnitin flags similarity even in paraphrased content
Qualification ICT content insufficient	Medium	Degree has less than 22% ICT content (fails Minor threshold); classified as Insufficient	Check your transcript ICT unit percentage before applying; below 22% = RPL pathway, not General Skills
Employment reference not on letterhead	Low	Plain paper or email signature used instead of company letterhead	Insist on official letterhead; if employer closed, statutory declaration on plain paper is acceptable with explanation
Part-time hours not prorated	Low	Claiming full-time equivalent points for part-time employment without aggregation	Calculate pro-rata equivalent and state this explicitly in the employment record

## Strategy Supplement: Visa Pathway Master Comparison and Employer Compliance

### SS.1 The Complete Visa Pathway Comparison — Five Pathways Side by Side

Use this table to identify at a glance which pathway best fits your profile. Note: all criteria are subject to change — verify current requirements at [immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au) before acting.

Criterion	189 Skilled Indep.	190 State Nom.	491 Regional	482/SID Employer	858 Global Talent
Visa type	Permanent	Permanent	Provisional→PR	Temporary→PR	Permanent
Job offer required?	No	No	No (unless some streams)	Yes	No (endorser req'd)
Points required (competitive)	85–95+	75–85	65–75	N/A (salary threshold)	N/A (endorsement)
Additional points granted	0	+5 (190)	+ 15 (491)	N/A	N/A
Regional obligation	None	2 yrs in nominating state (not enforced at visa level)	3 yrs in regional Australia — legally binding	None after 12 months (labour mobility)	None
PR timeline	At grant	At grant	3 yrs regional + 191 application	2 yrs with sponsor + 186 grant	At grant
Age limit	Under 45 at ITA	Under 45 at ITA	Under 45 at ITA	Under 45 for 186 Direct Entry	None stated
Occupation list	MLTSSL	MLTSSL + STSOL	MLTSSL + STSOL + ROL	CSOL or salary threshold	Priority sectors only
Skills assessment	ACS required	ACS required	ACS required	Required (may be waived)	By endorsing body
Typical lead time to PR	12–22 months	10–18 months	3+ years (incl. 191)	2+ years (TRT stream)	6–12 months
Risk level	Low (no dependency)	Low–Medium (state criteria)	Medium (regional obligation)	Medium (employer dependency)	Low but highly selective

Criterion	189 Skilled Indep.	190 State Nom.	491 Regional	482/SID Employer	858 Global Talent
Best suited to	85+ pt, any city	70–85 pt, state-aligned	Under 70 pts, regional OK	Has AUS job offer, strong salary	Internationally recognised talent

## SS.2 State Nomination Profile Best-Suited Summary

State	Best Suited Profile	Primary Tech Sectors	Relative Threshold
NSW	85+ points, cybersecurity/cloud, Sydney-focused, job offer preferred	Fintech, banking, government, consulting	Highest
VIC	75–85 points, software/data/health tech, Melbourne-preferred	Health tech, edtech, fintech, advanced manufacturing	High
QLD	70–80 points, broad IT, Brisbane/regional/Gold Coast flexible	Construction tech, mining, digital infrastructure	Medium
SA	65–75 points, any mainstream IT, willing to live in Adelaide, fastest turnaround	Defence, space, government, cybersecurity	Lowest among major states
WA	70–80 points, mining tech/IoT/GIS a strong advantage, Perth or regional	Mining operations, resources, energy, government	Medium
TAS	65–75 points, genuine lifestyle interest in Tasmania, government/agtech	Agtech, biotech, government IT, remote work	Low
ACT	65–75 points, living in Canberra, government sector experience preferred	Federal government IT, defence, intelligence tech	Medium
NT	60–70 points, willing to live in Darwin/NT, strong job offer typically needed	Government IT, resources, remote operations	Lowest overall

## SS.3 Employer Sponsorship — Sham Employment Warning

### **CRITICAL COMPLIANCE WARNING: SHAM EMPLOYMENT AND ARRANGED OFFERS**

The Australian Border Force (ABF) and the Department of Home Affairs actively investigate non-genuine employment arrangements. Accepting or seeking a 'sponsored' position that does not involve genuine, full-time work performed at the nominated salary is a serious breach of Australian immigration law.

**SHAM EMPLOYMENT** includes:

- A sponsor paying you a nominal salary but not genuinely employing you
- An employer collecting fees from you (directly or indirectly) to provide sponsorship — this is illegal
- A job offer arranged through a broker or agent at below-market salary with informal 'top-up' arrangements
- An employer nominating you for a role that does not genuinely exist or is significantly different from the nominated occupation

**CONSEQUENCES** for the sponsored worker:

- Visa cancellation — including for all family members on secondary visas
- A ban from Australian visas for 3 years or more
- Potential criminal liability in serious cases

**CONSEQUENCES** for the employer:

- Loss of Standard Business Sponsor status
- Civil penalties up to AUD \$93,900 per breach (indexed annually)
- Criminal prosecution in serious cases

**HOW TO PROTECT YOURSELF:**

- Verify that the position is a genuine full-time role at the nominated salary
- Ensure the salary meets the current CSIT (AUD \$73,150) or SSIT (AUD \$135,000) as applicable
- Never pay fees to an employer, broker, or agent in exchange for a sponsorship arrangement
- If you suspect an offer is not genuine, consult a MARA-registered migration agent before accepting

## Case Study Supplement: Clustered Analysis with Risk Profiles

The case studies throughout this book are grouped below into four clusters for easy comparison. Each cluster represents a category of applicant facing similar challenges. Within each cluster, all cases include a 'What Went Right / Biggest Risk / If We Had Failed' analysis.

### Cluster A: Prime Age, High Points (Ages 25–32, Scores 80–95)

These candidates have the strongest statistical profile. The key learning from this cluster: even strong profiles can be derailed by documentation errors or poor ANZSCO selection. The margin for error is smaller than candidates expect.

Case Study	Profile	What Went Right	Biggest Risk	If We Had Failed
Arjun (Ch 13, Story 1 variant)	28, Software Engineer, B.Tech NIT, 5yr exp, PTE 82, SA 190	Selected ICT Major (Closely Related) → 2yr deduction only. Superior English added 20 pts. SA nomination received quickly.	ANZSCO code: if duties had been classified as 'Developer Programmer' (261312) instead of 'Software Engineer' (261313), the degree might have been ICT Major (Not Closely Related) = 4yr deduction, losing 5 pts.	Score would have dropped from 75 to 70. SA invitation likely still received but at later round. Lesson: ANZSCO code selection and ICT content classification interact directly with points score.
Karthik & Divya (Ch 13, Story 4)	29/27, SE + QA Analyst, B.Tech, 7/5yr, PTE 79+, NSW 190	Couple strategy: Divya's ACS assessment added 10 partner points. Superior English × 2 = 20 pts each. 90-pt score meant NSW 190 invitation very quickly.	Divya's ACS assessment: if refused (e.g., her QA duties assessed below skill level), couple score drops 10 pts to 80. NSW at 80 is still competitive but slower invitation.	At 80 points, they would likely have received a NSW nomination eventually or redirected to SA for faster processing. Key: always pursue partner assessment regardless of certainty.

## Cluster B: Borderline Age / Moderate Points (Ages 33–42, Scores 65–80)

This is the largest cluster among Indian IT migrants. The defining challenge is building a competitive score despite age bracket deductions. The dominant strategy is maximising English and pursuing state nomination aggressively.

Case Study	Profile	What Went Right	Biggest Risk	If We Had Failed
Sudhir (Ch Case Studies, Profile 2)	42, IT Manager MBA, 18yr exp, IELTS 7.5, SA 190, partner ACS +10	Partner ACS assessment was decisive: added 10 pts to reach 80. SA nomination turnaround was fast.	Age: at 42, Sudhir was two years from the 45 cut-off. If he had waited another 3 years, he would have aged out entirely. Also: if his wife had not been IT-assessable, score = 70 — borderline for any 190.	At 70 pts without partner points, Sudhir would have needed regional 491 (15 pts) and been committed to regional Australia for 3 years. Outcome was achievable but pathway significantly different.
Fatima (Ch 13, Story 2)	34, IT PM, Elec. Eng. degree, 9yr exp (ICT Minor classification), PTE 79, SA 190	Critical decision: General Skills pathway (ICT Minor = 4yr deduction) vs RPL (6yr deduction). General Skills gave 2 more years of claimable experience = 5 extra points.	Degree classification: if ACS had classified degree as 'Insufficient ICT' (below 22%), she would have been forced to RPL with 6yr deduction = only 3yr claimable = 5 pts experience instead of 10. Score = 70, not 75.	At 70 pts, SA nomination still feasible. But it illustrates how one classification decision worth 2 deduction years = 5 migration points = potentially months of waiting time difference.

## Cluster C: Non-Degree / Self-Taught Profiles

Important notice for readers in this cluster: self-taught and non-degree profiles face significantly higher ACS scrutiny than degree-holding candidates. The RPL pathway requires meticulous documentation, and ACS has been known to apply additional scrutiny to project reports from this group. Success is achievable — but underestimating the documentation burden is the most common failure point.

Case Study	Profile	What Went Right	Biggest Risk	If We Had Failed
Rajesh (Ch 13, Story 3)	38, DBA, diploma only, 14yr exp, RPL, Proficient English, WA 491	RPL project reports were strong: detailed, technical, ACS-aligned. 8yr deduction still left 6yr claimable. Regional 491 added 15 pts.	Documentation: no degree means the project reports are the ONLY evidence of technical competency. A generic or plagiarised report = automatic decline + 12-month ban. This is the single highest-risk element for this cluster.	Negative RPL outcome → no pathway to points-tested visa without additional qualification. Employer sponsorship would have been the fallback. Lesson: for RPL candidates, professional guidance on project report writing is strongly recommended, not optional.

## Cluster D: Regional vs Metropolitan Trade-Off Profiles

The 491 regional pathway adds 15 points but commits you to 3 years in regional Australia. These cases examine when the trade-off is worth making.

Case Study	Profile	What Went Right	Biggest Risk	If We Had Failed
Vijay (Ch Case Studies, Profile 6)	39, IT PM, MBA, 14yr exp, IELTS 7.0, Tasmania 491	Tasmania accepted at lower threshold; genuine family preference for lifestyle change. 491 pathway gave 15 pts that made his score competitive.	Age urgency: at 39, Vijay had one year before the 33–39 bracket ended at 40 (losing 10 age points). If he had delayed 13 months, score would have dropped from 80 to 70 — below threshold for most 190s.	At 70 pts (if delayed), he would have needed regional 491 anyway — but Tasmania at 70 pts is still viable. The difference would have been 2+ additional years waiting time and potential for cut-off changes.

## Before You Spend a Single Rupee: 8 Things to Verify Yourself

This checklist is designed to help you do the maximum possible preparation before investing in professional migration services. Not because professional guidance is unnecessary — for complex cases it is indispensable — but because the more you know before engaging a consultant, the better the outcome and the more efficient the engagement.

A qualified MARA-registered migration agent or RCIC will assess your entire profile, identify risks you have not considered, and take legal responsibility for the advice they provide. That service has genuine value. But the 8 items below require nothing more than your time, a spreadsheet, and honest self-reflection.

#	Verification Task	How to Verify	Time Required
1	Confirm your ANZSCO code by reading the official ANZSCO unit group description — not by guessing from your job title	Go to <a href="http://abs.gov.au">abs.gov.au</a> , search your ANZSCO code, and compare your daily duties against the listed tasks. If fewer than 50% of your daily work matches, reconsider the code.	30–45 minutes
2	Calculate your real points score using the ACS experience deduction formula — not the headline total years	Take your total years of IT work. Look up your qualification's ICT content percentage. Apply the correct deduction from the table in Chapter 4. Compare claimable years against the overseas experience points brackets.	45–60 minutes
3	Confirm your English test score is current and at the level you believe it is	Check the test date — it must be within 3 years of your anticipated ITA date. Check ALL four bands independently — a single below-threshold band drops you to the lower level.	15 minutes
4	Check whether your occupation is on the MLTSSL, STSOL, or ROL — and what this means for your visa options	Visit the DHA website or the Skills Priority List ( <a href="http://jobsandskills.gov.au">jobsandskills.gov.au</a> ) and search your ANZSCO code. Confirm which occupation lists include it and therefore which visa subclasses are available.	20 minutes
5	Look up the current state nomination threshold for your ANZSCO code in at least 3 states	Visit the Skills SA, Skills Victoria, and WA Migration websites. Check whether your occupation is on the state's current priority list. Note the current invitation score. This takes 20 minutes and tells you whether	20–30 minutes

#	Verification Task	How to Verify	Time Required
		state nomination is realistic for your score.	
6	Request your own police clearance from India now — even if you are months from lodging	The Indian Police Clearance Certificate from the Passport Seva Portal takes 2–4 weeks. Starting it now costs nothing and removes a major bottleneck later. If anything unexpected appears, you have time to address it.	30 minutes to lodge; 2–4 weeks to receive
7	Draft the job title and first three duty bullets for one reference letter — and check them against the ANZSCO duty list	Ask your current or most recent manager informally whether they would sign a reference letter. Draft the key duties using the ANZSCO description. This tells you immediately whether your reference letters will be strong enough — before you pay for ACS assessment.	60–90 minutes
8	Compute your total budget using the figures in Chapter 8 — including settlement costs — and confirm you have at least 80% of it accessible	Open Chapter 8's budget table. Enter your family size. Calculate the total. Check your liquid savings. If you are below 60% of the estimated total, focus on savings before committing to any paid service.	30–45 minutes

### WHAT THIS CHECKLIST DEMONSTRATES

If you can complete all 8 items confidently and the results are positive, your profile is likely straightforward enough that a MARA-registered agent can efficiently guide you through the process in a single consultation.

If you get stuck on any of these 8 items — unclear ANZSCO match, borderline deduction calculation, insufficient budget, or concerning police clearance — that is exactly the situation where professional guidance is not optional. A migration agent's value lies precisely in navigating these grey areas correctly the first time.

Reminder: Reading this book and completing this checklist does not constitute professional migration advice and does not create a client relationship. The information here is educational. For formal assessment of your specific case, visit [dreamvisas.com](http://dreamvisas.com) for a Personal Evaluation Report (PER) with Manoj Palwe.

*If this book helped you understand your options or avoid a costly mistake, please leave an honest Amazon review. Two minutes — it helps the next person in the same situation.*

*For a professional assessment of your specific immigration case, consider a Personal Evaluation Report (PER) with Manoj Palwe at [dreamvisas.com](http://dreamvisas.com).*

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For personalized guidance on your immigration journey, reach out to our team.

*Thank you for reading!  
Best wishes for your journey ahead.*

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