



# AUSTRALIA MIGRATION GUIDE

## Non-IT Professionals 2026

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Your Complete Pathway to Skilled Migration:

Accounting · Education · Agriculture · Law · Finance · Social Work · Hospitality & More

**By Manoj Palwe**

RCIC R422575 | CAPIC Fellow R11592 | MIA Examination Qualified  
25+ Years | 10,000+ Families | Offices: Toronto & Pune

DreamVisas | dreamvisas.com | Edition: 2026

## About the Author

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Over more than 25 years in immigration consulting, Manoj has assisted more than 10,000 families in their migration journeys to Canada, Australia, Germany, the UAE, and other destinations.

He is the creator of a YouTube immigration channel with 20,000+ subscribers and 600+ videos, and has received 600+ LinkedIn recommendations from clients and professional peers. His content on immigration has reached millions of readers and viewers across platforms.

The DreamVisas series — published under the Taurus Infotek. brand — covers immigration to Canada, Australia, Germany, the UAE, the UK, and New Zealand, with over 60 titles available on Amazon.

For immigration inquiries: [dreamvisas.com](https://dreamvisas.com)

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### Your Next Step

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

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Australian immigration data sourced from the Department of Home Affairs, Skills Assessment bodies (VETASSESS, CPA Australia, CA ANZ, Engineers Australia, TEQSA, AHPRA, AIM), and state/territory nomination programs as of February 2026.

## Foreword: A Note from the Author

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When most people think about migrating to Australia, they assume the journey is reserved for software engineers, nurses, and tradespeople. That assumption is costing thousands of qualified non-IT professionals their Australian dream.

I have spent more than 25 years helping people migrate — first as an immigration professional in Toronto, then expanding across Australia, Germany, the UAE, and beyond. I hold my RCIC designation (R422575), my CAPIC Fellowship (R11592), and I have passed the MIA (Migration Institute of Australia) examination — which means I understand the Australian migration system not just from the outside, but from the inside. This book is built on that foundation.

Here is what the data shows: Australia's skilled migration program allocates 185,000 places per year. The majority of those places are NOT going to IT professionals. They are going to accountants, social workers, teachers, agricultural scientists, financial analysts, compliance officers, environmental managers, quantity surveyors, and dozens of other non-IT occupations that the mainstream immigration conversation completely ignores.

This book was written specifically for that ignored majority. If you are an accountant, finance professional, teacher, lawyer, HR professional, agricultural scientist, environmental manager, social worker, or hospitality manager — this book is your guide.

What you will find here is not a general overview. It is a practical, occupation-specific playbook that covers: which visa pathway is right for your profile, which skills assessing body evaluates your credential, what points you can realistically expect to score, which states are actively nominating your occupation, and what the current invitation cutoffs look like.

You will also find the first comprehensive state-by-state occupation demand analysis for non-IT professionals ever published for the Indian and South Asian market — a resource I built specifically for this edition drawing on my experience with hundreds of non-IT applicants.

Use this book to understand where you stand. Then, when you are ready for a professional evaluation of your specific case, I invite you to consider a Personal Evaluation Report (PER) with me at [dreamvisas.com](https://dreamvisas.com).

The Australian opportunity is real. Let this book show you how to claim it.

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## Chapter 1: Why Australia Is the Right Choice for Non-IT Professionals

Imagine this: Ravi is a 34-year-old management accountant with eight years of post-qualification experience in Mumbai. He has tried for three years to get a Canadian PR. His Express Entry score sits at 445 — below the cutoff for general draws. He feels stuck. His wife Priya, a social worker, has the same problem: qualified, experienced, but invisible in Canada's points race.

Then they discovered something most people in their network did not know: Australia's SkillSelect system has separate invitation pools for different occupation groups. In one recent draw cycle, accountants received invitations at 65 points and social workers at 70 points. Both Ravi and Priya qualified. Within 18 months, they were permanent residents of Australia.

This is not a rare story. It is the story of thousands of non-IT professionals who have discovered that Australia's migration system is structurally designed to welcome them — if they know how to navigate it.

### 1.1 Australia's Migration Program: Scale and Non-IT Allocation

Australia's annual Migration Program Planning Level is set at 185,000 places for 2025–26. This is divided across streams:

Stream	Places (2025-26)	Key Beneficiaries
Skilled – Independent	30,375	All skilled occupations
Skilled – Nominated (State)	34,407	Employer/state-nominated workers
Employer-sponsored (482/186/187)	36,825	Sponsored skilled workers
Regional (491/494)	15,000	Regional nominees and sponsors
Family (Spouse, Parent, Child)	52,500	Family reunification
Other (humanitarian, etc.)	15,893	Special categories

The key insight: over 116,000 skilled places are available each year. Non-IT professionals are eligible for virtually all of them. The 2025–26 program has specifically identified critical sectors including aged care, health, education, engineering, and agribusiness — all of which are dominated by non-IT occupations.

### 1.2 The Non-IT Advantage in Australia's Points System

Australia uses an occupation-specific points test where your target of 65 points is achievable across all skilled occupations. Unlike Canada's Express Entry, which has become highly competitive with rising cutoffs, Australia's invitation scores have remained relatively stable — and for many non-IT occupations, the competition pool is significantly smaller.

Here is why that matters: when accountants receive invitations, they compete only with other accountants in the same pool. Social workers compete with social workers. This occupation-specific pooling means that even if a profession has fewer applicants, those applicants can receive invitations at lower scores than in a combined pool.

#### The MIA Perspective

As someone who has passed the MIA examination and studied Australian migration law in depth, I can confirm that this occupation-specific invitation structure is one of the most powerful features of Australia's SkillSelect system for non-IT professionals. It is systematically under-exploited by the South Asian market, which focuses almost entirely on IT and health occupations.

### 1.3 Why Non-IT Professionals Are Underserved in the Market

The Australian immigration information market — YouTube channels, Facebook groups, migration forums — overwhelmingly caters to IT professionals, nurses, and tradespeople. This is partly because these groups are numerically large, and partly because early immigration content creators were themselves in these fields.

The result: management accountants, HR directors, environmental scientists, social workers, teachers, agricultural consultants, and dozens of other occupations receive almost no guidance. Many do not even know that their occupation is on the Skilled Occupation List (SOL). Many more do not know that their state is actively nominating their occupation right now.

This book exists to close that information gap completely.

### 1.4 Australia's Economic Context: Why Non-IT Demand Is at Record Levels

Several structural factors are driving unprecedented demand for non-IT professionals in Australia:

- Ageing population: Australia's median age is 38. The demand for social workers, aged care managers, financial advisors, and community service managers is at a structural high and will remain so for at least the next two decades.
- Infrastructure boom: The 2032 Brisbane Olympics, the Western Sydney Aerotropolis, South Australia's defence build-up, and Victoria's Suburban Rail Loop are collectively worth over \$200 billion AUD. This pipeline is creating sustained demand for quantity surveyors, project managers, environmental assessors, and construction economists.
- Agricultural transformation: Australia's agricultural sector faces its worst staffing shortage in 40 years. Agricultural scientists, food technologists, agronomists, and environmental managers are urgently needed across Queensland, Victoria, SA, and WA.
- Education system growth: With a record number of international students and a commitment to expanding public education, demand for qualified teachers — especially in STEM, early childhood, and special needs — is at an all-time high.
- Financial services expansion: Australia's superannuation sector is now \$3.9 trillion AUD in assets under management, creating sustained demand for accountants, actuaries, financial advisors, and compliance officers.
- Social sector investment: Federal and state government investment in the National Disability Insurance Scheme (NDIS), child protection, and mental health services has created a decade-long pipeline of social worker and community services manager demand.

### 1.5 The Quality of Life Argument

Beyond the professional opportunity, Australia consistently ranks among the world's top destinations for quality of life. For non-IT professionals — who often have families, established community ties, and long-term lifestyle considerations — Australia offers:

Factor	Australia Advantage
Salary levels	Minimum wage AUD \$23.23/hr (2025). Average accountant salary: AUD \$95,000. Average teacher: AUD \$88,000.
Healthcare	Universal Medicare system for permanent residents from day one
Education	Free public schooling for PR holder children; world-class universities
Climate & geography	Diverse climate zones; major cities are coastal with outdoor lifestyle culture
Multicultural society	Indian diaspora of 800,000+; strong Gurdwara, temple, and mosque communities in all major cities
Path to citizenship	PR for 4 years → Citizenship application. Children born in Australia are citizens automatically.

## 1.6 What This Book Covers — And What It Does Not

This book covers the skilled migration pathway specifically — the points-tested and employer-sponsored routes that are the most relevant for non-IT professionals with qualifications and work experience. It does not cover:

- Student visa pathways (covered in separate DreamVisas titles)
- Visitor visa and tourism (separate title)
- Partner/spouse visa (separate title)
- Business/investor visa streams
- Medical and nursing professionals (covered in the Healthcare Professionals Migration Guide in this series)
- Trades (electricians, plumbers, carpenters — covered in the Australia Trades Migration Guide)

The occupations covered in this book are: accounting and finance, education and teaching, human resources and management, legal and compliance, agricultural and environmental sciences, social work and community services, hospitality and tourism management, and engineering project management (non-IT engineering roles).

### A Note on Currency

All fees and salary figures in this book are in Australian Dollars (AUD) unless otherwise specified. Exchange rates fluctuate; verify current rates at [xe.com](https://www.xe.com). Immigration fee data is as of February 2026 and is subject to change; always verify at [homeaffairs.gov.au](https://www.homeaffairs.gov.au).

## Chapter 2: Understanding the Australian Skilled Migration Framework

Before you can plan your migration, you need to understand the framework. Australia's skilled migration system is multi-layered — there is no single visa for 'skilled workers.' Instead, there are distinct pathways that lead to the same destination: permanent residency.

### 2.1 The Three Core Pathways

For non-IT professionals, there are three primary pathways to Australian PR:

#### Pathway 1: Points-Tested Independent Migration (Subclass 189)

This is the purest expression of Australia's merit-based system. You score points based on age, English, qualifications, and work experience. You apply to SkillSelect via an Expression of Interest (EOI). If your score is competitive, you receive an Invitation to Apply (ITA). You then have 60 days to lodge a full visa application.

There is no need for an employer or state government to nominate you. You migrate on the strength of your qualifications alone. This is sometimes called the 'independent' route.

#### Pathway 2: State/Territory Nomination (Subclass 190 and 491)

State governments run their own nomination programs targeting occupations in demand in their state. If a state nominates you, you receive 5 extra points (190) or 15 extra points (491 — regional). This nomination can make the difference between sitting below the invitation cutoff and receiving an ITA.

The 190 visa is a permanent residence visa directly. The 491 is a provisional visa that leads to permanent residence after 3 years of living and working in a designated regional area.

#### Pathway 3: Employer Sponsorship (Subclass 482 TSS / 186 ENS)

If an Australian employer wants to hire you, they can sponsor you on a Temporary Skill Shortage visa (482 TSS). After 2–3 years of working for that employer, you may be eligible to apply for the Employer Nomination Scheme (186) for permanent residence. This pathway does not require you to score high on a points test — your employer's sponsorship is the qualifying event.

### 2.2 SkillSelect — The Heart of the Points System

SkillSelect is the online platform through which applicants submit Expressions of Interest (EOIs) for the 189, 190, and 491 visas. Understanding how SkillSelect works is essential for every non-IT professional considering Australian migration.

SkillSelect Feature	How It Works
Expression of Interest (EOI)	You submit your profile online — no fee, no documents. Just self-assessed information.
Occupation-specific pools	Your EOI sits in the pool for your specific occupation. You are only compared with others in your occupation.
Invitation rounds	The Department runs invitation rounds (typically 2x per month). They select the highest-scoring EOIs in each occupation pool.
Score validity	EOI is valid for 2 years. If not invited, you can update and resubmit at any time.

SkillSelect Feature	How It Works
Tie-breaking	When EOIs have equal scores, those submitted earliest are invited first. Submit as soon as you are ready.

### Critical MIA Insight

The occupation-specific pooling means that your competition is only the people in your occupation — not every skilled migrant in Australia's system. I have seen accountants invited at 65 points and IT professionals needing 90+ points simultaneously. Non-IT professionals who understand this have a significant strategic advantage.

## 2.3 The Consolidated Sponsored Occupation List (CSOL) vs Skilled Occupation List (SOL)

Australia maintains two key occupation lists:

- The Medium and Long-term Strategic Skills List (MLTSSL): Occupations that can be nominated for the 189 (independent), 190 (state nominated), and 491 (regional). These are occupations with nationwide, long-term demand.
- The Short-term Skilled Occupation List (STSOL): Occupations only available for employer-sponsored visas (482 TSS) and state nomination (190/491). Not available for independent 189 migration.
- The Regional Occupation List (ROL): Occupations specifically for the 491 regional provisional visa. These are often occupations in acute demand outside major cities.

The practical implication: many non-IT occupations that are not on the MLTSSL are still available via state nomination or employer sponsorship. This means your occupation not being on the 189 list does not close the door — it just redirects the pathway.

## 2.4 The Department of Home Affairs — How to Use Official Sources

All visa processing, EOI submission, and official occupation lists are managed by the Australian Department of Home Affairs (DHA). As someone who has passed the MIA examination, I want to emphasize: always verify information at the official source before making any decision.

- Official website: [homeaffairs.gov.au](http://homeaffairs.gov.au)
- SkillSelect portal: [skillsselect.homeaffairs.gov.au](http://skillsselect.homeaffairs.gov.au)
- Visa Entitlement Verification Online (VEVO): [vevo.homeaffairs.gov.au](http://vevo.homeaffairs.gov.au)
- Occupation search tool: search for your ANZSCO code at [homeaffairs.gov.au](http://homeaffairs.gov.au)

## 2.5 The MIA's Role — Why My Credential Matters to You

The Migration Institute of Australia (MIA) is the professional body for Registered Migration Agents (RMAs) in Australia. Passing the MIA examination means I have been assessed on Australian migration law, ethics, and practice to the standard required for Australian practitioners.

This is different from most Canadian immigration consultants, who have no formal training in Australian migration law. When I advise on Australian migration, I do so with the same depth of knowledge that Australian registered agents bring — which is why DreamVisas clients receive a quality of analysis that is rare in the Indian and South Asian market.

**Your Assurance**

Every occupation pathway, points calculation, and state nomination strategy in this book has been developed through my formal training and practical case experience. This is not general internet research — it is professional-grade guidance.

**2.6 Key Timelines to Plan Around**

Milestone	Typical Timeframe
Skills Assessment lodgement to outcome	2–6 months (varies by body)
IELTS/PTE preparation and testing	3–6 months
EOI submission to ITA (189 — competitive occupations)	3–18 months
EOI submission to ITA (190 — state nomination)	1–6 months
Full visa application to grant (189/190)	6–12 months
482 TSS visa — employer-sponsored route	3–6 months once employer agrees
482 TSS to 186 PR (transitional stream)	2–3 years minimum with employer

## Chapter 3: The Points Test — Your Scorecard for PR

The Australian points test is not complicated, but it is ruthlessly specific. Every point matters. In a competitive occupation pool, the difference between being invited and waiting another 12 months can be a single point from an obscure source you did not know was available.

This chapter gives you the complete points map — including the lesser-known sources that most applicants miss.

### 3.1 The Points Table — Full Breakdown

Factor	Criteria	Points
Age	18–24 years	25
Age	25–32 years	30
Age	33–39 years	25
Age	40–44 years	15
Age	45–49 years	0
English — Competent (IELTS 6 / PTE 50)	All bands $\geq$ 6	0
English — Proficient (IELTS 7 / PTE 65)	All bands $\geq$ 7	10
English — Superior (IELTS 8 / PTE 79)	All bands $\geq$ 8	20
Overseas skilled employment — 3–4 years	In nominated occupation	5
Overseas skilled employment — 5–7 years	In nominated occupation	10
Overseas skilled employment — 8+ years	In nominated occupation	15
Australian skilled employment — 1–2 years	In nominated occupation	5
Australian skilled employment — 3–4 years	In nominated occupation	10
Australian skilled employment — 5–7 years	In nominated occupation	15
Australian skilled employment — 8–9 years	In nominated occupation	20
Australian skilled employment — 10+ years	In nominated occupation	20
Educational qualifications — Doctorate	Australian or recognised overseas	20
Educational qualifications — Bachelor or Masters	Australian or recognised overseas	15

Factor	Criteria	Points
Educational qualifications — Diploma/Trade Qual.	Australian or recognised overseas	10
Australian study requirement	2+ years AUS study leading to qualification	5
Specialist education qualification	In a specific regional area (STEM/Health/Ed)	5
Professional Year (PY)	Completed in Australia	5
Credentialed community language	NAATI-credentialed	5
Study in regional Australia	Eligible regional institution	5
Partner skills — Skills assessed + English	Both conditions met	10
Partner skills — English only or single applicant	Only one condition / no partner	10
State/Territory Nomination (190 visa)	State nomination	5
State/Territory Nomination (491 visa)	State/family nomination	15

### 3.2 The Minimum Threshold and What 'Competitive' Means

The minimum threshold to be considered for an ITA is 65 points. However, reaching 65 points does not mean you will be invited — it means you are eligible to be invited. The actual invitation cutoff depends on how many applicants are in your occupation pool and what their scores are.

For most non-IT occupations, recent invitation cutoffs have ranged from 65 to 90 points. Some occupations with smaller pools invite at 65. Others with competitive pools may invite at 80 or above. The key insight: if you can achieve 80+ points, you are competitive across almost all occupation pools.

### 3.3 Score Maximization Strategies for Non-IT Professionals

#### The 5 Highest-Impact Point Sources

1. English score: Moving from IELTS 6 to IELTS 7 adds 10 points instantly. Moving to IELTS 8 adds 20 points. This is the single highest-value investment you can make. 2. Age: Every year after 32 costs you points. If you are 33-39, act with urgency. 3. Australian work experience: 5-7 years in Australia adds 15 points. Even 1-2 years adds 5 — employer sponsorship creates this. 4. State nomination: 190 adds 5 points, 491 adds 15 points. A 491 nomination turns a 70-point profile into an 85-point profile instantly. 5. Partner skills: If your partner qualifies, this adds 10 points you get for free.

### 3.4 Points Calculator: Real Profiles

#### Profile A: Management Accountant, Age 31, 7 Years Experience

Factor	Claim	Points
Age	31 years	30

Factor	Claim	Points
English	IELTS 7.0 all bands	10
Qualifications	Bachelor of Commerce	15
Overseas employment	7 years in accounting	10
Partner skills	Partner has degree + English	10
State nomination (190)	Victoria nomination	5
TOTAL		80

At 80 points, this accountant is competitive for an invitation in most rounds. Target: 189 independent or Victoria 190.

### Profile B: Primary School Teacher, Age 35, 10 Years Experience

Factor	Claim	Points
Age	35 years	25
English	IELTS 7.5 all bands	10
Qualifications	Bachelor of Education	15
Overseas employment	10 years teaching	15
Partner skills	Single / partner no skills	10
State nomination (491 regional)	SA regional nomination	15
TOTAL		90

At 90 points, this teacher is highly competitive. The 491 nomination is available because teaching is on the ROL. Strategy: accept 491 nomination, move to regional SA, transition to 191 PR after 3 years.

### Profile C: Agricultural Scientist, Age 29, 5 Years Experience

Factor	Claim	Points
Age	29 years	30
English	IELTS 6.5 (borderline)	0
Qualifications	Master of Agricultural Science	15
Overseas employment	5 years	10
Partner skills	No partner	10
State nomination (491)	WA regional nomination	15
TOTAL		80

Even with a sub-7 IELTS score, this profile scores 80 points and is very competitive via the 491 regional stream. The strategic move: improve IELTS to 7 to add 10 more points and unlock 189/190 options.

## Chapter 4: Skills Assessment — The Gateway No One Can Skip

Skills assessment is mandatory for every skilled migration applicant. It is the process by which an authorised assessing body confirms that your overseas qualifications and work experience are equivalent to the relevant Australian standard for your nominated occupation.

Without a positive skills assessment, your EOI cannot be submitted. There are no exceptions.

### 4.1 Which Body Assesses Which Occupation?

Australia has multiple assessing bodies, each covering specific occupational groups. For non-IT professionals, the key bodies are:

Assessing Body	Occupational Groups Covered
VETASSESS	Management, HR, agriculture, environmental science, social work, education support, hospitality management, legal officers, and 350+ other occupations
CPA Australia / CA ANZ	Accounting — general, management, tax, corporate finance streams
CPAA (CPA Australia)	Accountants qualified under Indian CA, ICWA, MBA Finance pathways
Australian Institute of Management (AIM)	Marketing Managers, Public Relations Managers, Advertising Managers
TEQSA	Teachers — early childhood, primary, secondary (state regulators also involved)
AIQS	Quantity Surveyors and Construction Economists
Engineers Australia (EA)	Civil, Structural, Chemical, Environmental, Agricultural Engineers
Australian Psychological Society (APS)	Psychologists
Australian Institute of Welfare (AASW)	Social Workers
ACMHN	Mental Health Nurses and Counsellors (some non-IT roles)

### 4.2 VETASSESS — The Most Important Body for Non-IT Professionals

VETASSESS is the assessing body for the largest number of non-IT occupations. If your occupation is not assessed by one of the specialist bodies above, it is almost certainly assessed by VETASSESS.

VETASSESS conducts two types of assessment:

- **Group A Assessment (Higher qualification):** Your qualification must be at AQF level 7 (Bachelor) or above AND your recent employment must be closely related to your nominated occupation. VETASSESS must assess your qualification as equivalent to an Australian Bachelor degree or higher.
- **Group B Assessment (Lower qualification or different field):** You may have a diploma-level qualification, or your degree may be in a field somewhat different from your occupation. VETASSESS uses employment history more heavily in this category.

**Critical Strategy Point**

Many non-IT professionals with Indian qualifications (B.Com, MBA, BBA, BSc Agriculture, BA Social Work, LLB) are eligible for VETASSESS Group A assessment. The key is understanding how VETASSESS maps Indian qualifications to Australian AQF levels and ensuring your employment references are comprehensive and well-documented.

### 4.3 The CPA/CA Assessment for Accountants

Accounting professionals have a more specialised pathway. There are three recognised accounting bodies in Australia that can assess your skills:

- CPA Australia: The largest accounting body. Assesses both general accountants and management accountants. Offers a membership pathway that combines skills assessment with professional membership.
- Chartered Accountants Australia and New Zealand (CA ANZ): Assesses chartered accountants. Indian CAs from ICAI are strongly positioned under this pathway due to a bilateral recognition agreement with ICAI.
- Institute of Public Accountants (IPA): Assesses professional accountants and can assess applicants with accounting degrees who are not CAs.

For Indian CAs: The ICAI-CA ANZ mutual recognition pathway is highly advantageous. If you hold an Indian CA with the requisite work experience, you may receive advanced standing in CA ANZ's assessment — significantly reducing the time and cost of assessment.

### 4.4 Skills Assessment for Teachers

Teaching assessment is the most state-specific of all skills assessments. This is because education in Australia is a state government responsibility, not federal.

The process involves two steps: first, a national-level assessment for migration purposes (conducted by state or territory teacher registration authorities), and second, a teaching registration in the state where you intend to work.

State/Territory	Teacher Assessing Authority
New South Wales	NSW Education Standards Authority (NESA)
Victoria	Victorian Institute of Teaching (VIT)
Queensland	Queensland College of Teachers (QCT)
Western Australia	Teacher Registration Board of WA (TRBWA)
South Australia	Teachers Registration Board of SA (TRBSA)
ACT	ACT Teacher Quality Institute (TQI)
Northern Territory	Teacher Registration Board of NT (TRBNT)
Tasmania	Teachers Registration Board of Tasmania (TRBT)

For migration purposes, most states accept assessments from any of these authorities. However, for actual employment in a state, you must be registered with that state's authority. This is a routine process once your migration assessment is complete.

## 4.5 Timeline and Cost of Skills Assessments

Assessing Body	Processing Time	Approx. Fee (AUD)
VETASSESS — General	3–5 months	\$800–\$1,200
VETASSESS — Priority	6–8 weeks	\$1,400–\$1,800
CPA Australia	6–10 weeks	\$800–\$1,000
CA ANZ	6–12 weeks	\$700–\$900
Engineers Australia (CDR)	3–5 months	\$700–\$900
AIQS (Quantity Surveyor)	3–6 months	\$800–\$1,000
AASW (Social Work)	8–14 weeks	\$550–\$750
Teacher Registration Bodies	3–6 months	\$300–\$600

### Document Checklist — Essential for All Skills Assessments

Educational certificates and transcripts (notarised/apostilled) Employment reference letters on company letterhead (signed by HR/manager) Payslips or salary statements for employment period Professional registration or licence (if applicable) Passport copy Any additional evidence specific to your occupation For VETASSESS: Statutory Declaration of employment duties is strongly recommended.

## 4.6 When Your Assessment is Rejected — What Next?

Skills assessment rejection is not the end of the road. The most common reasons for rejection are insufficient work experience in the nominated occupation, qualification deemed below AQF7 equivalent, and inadequate employment documentation.

If you receive a rejection, you have two options: request a review of the decision (if new evidence can be provided) or reassess eligibility for a different (but related) ANZSCO occupation where your qualifications and experience might qualify. Many non-IT professionals have successfully pivoted to a closely related occupation with a positive assessment result.

## Chapter 5: Occupation-by-Occupation Pathway Guide

This chapter gives you a detailed breakdown for each major non-IT professional category. For each occupation group, you will find the key ANZSCO codes, the assessing body, the most common visa pathway, and the current demand level.

### 5.1 Accounting and Finance Professionals

Australia's accounting and finance sector is consistently one of the strongest performers in SkillSelect invitation rounds. Accountants have been among the most invited occupations in multiple draw cycles. The combination of high national demand, a well-established assessment pathway, and multiple visa options makes accounting the single most reliable non-IT migration pathway available.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Accountant (General)	221111	CPA / CA ANZ / IPA	189, 190, 491, 186
Management Accountant	221112	CPA / CA ANZ / IPA	189, 190, 491, 186
Taxation Accountant	221113	CPA / CA ANZ / IPA	189, 190, 491, 186
External Auditor	221213	CPA / CA ANZ / IPA	189, 190, 491, 186
Internal Auditor	221214	CPA / CA ANZ / IPA	189, 190, 491, 186
Financial Analyst	224211	VETASSESS	189, 190, 491, 186
Budget Analyst	224212	VETASSESS	190, 491, 186
Financial Investment Advisor	222311	VETASSESS	190, 491, 186
Finance Manager	132211	VETASSESS	190, 491, 186
Bank Manager	134211	VETASSESS	190, 491, 186

The Indian CA pathway deserves special mention. Indian Chartered Accountants from ICAI are eligible for the CA ANZ mutual recognition pathway, which can significantly reduce assessment time and cost. With a CA qualification and 3+ years of post-qualification experience, you are very well positioned for Australian migration.

#### Accountant Strategy

Target occupations 221111 or 221112 depending on your actual work experience. If you have worked in both financial accounting and management accounting, choose the occupation where you have the greater depth of experience. VETASSESS and CPA assess employment duties — not just your job title.

### 5.2 Education and Teaching Professionals

Teaching is one of the few occupation categories where Australia has a shortage at almost every level — from early childhood through secondary school. The demand is highest in STEM subjects, special needs education, and early childhood — and these specialties often receive state nomination at lower points scores than the general pool.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Primary School Teacher	241213	State teacher reg. body	189, 190, 491, 186
Secondary School Teacher (STEM)	241411	State teacher reg. body	189, 190, 491, 186
Early Childhood Teacher	241111	State teacher reg. body	190, 491, 186
Special Needs Teacher	249111	State teacher reg. body	190, 491, 186
Vocational Education Teacher	242111	State teacher reg. body	190, 491, 186
University Lecturer	242211	TEQSA / institution	189, 190, 491
Education Adviser	224911	VETASSESS	190, 491, 186
Principal	134912	VETASSESS	190, 491

Teachers need IELTS 7.5+ in all four bands to meet the English proficiency standard for teacher registration. This is a higher bar than the migration points test requires. Plan your English preparation with the 7.5 target in mind.

### 5.3 Human Resources and Management Professionals

HR and management professionals are assessed by VETASSESS and have access to the 190 and 491 state nomination streams in most states. The key is ensuring your employment evidence clearly demonstrates management-level responsibilities.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Human Resource Manager	132311	VETASSESS	190, 491, 186
Recruitment Consultant	223112	VETASSESS	190, 491, 186
Training & Development Manager	132312	VETASSESS	190, 491, 186
Management Consultant	224711	VETASSESS	190, 491, 186
Organisation & Methods Analyst	224712	VETASSESS	190, 491, 186
Policy Analyst	224412	VETASSESS	189, 190, 491
Supply Chain Manager	133612	VETASSESS	190, 491, 186
Project Manager (General)	133111	VETASSESS	189, 190, 491, 186
General Manager	111211	VETASSESS	190, 491, 186

### 5.4 Legal and Compliance Professionals

Lawyers and legal professionals from India and other common law jurisdictions can migrate to Australia, but the pathway requires careful planning. Australian legal practice requires local admission in a state or territory. However, for migration purposes — not employment purposes — legal qualifications can be assessed via VETASSESS.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Solicitor	271311	VETASSESS	189, 190, 491
Barrister	271211	VETASSESS	189, 190, 491
Company Secretary	271213	VETASSESS	189, 190, 491
Contract Administrator	272311	VETASSESS	190, 491, 186
Compliance Officer	224711	VETASSESS	190, 491, 186
Policy Analyst	224412	VETASSESS	189, 190, 491
Risk Analyst	224213	VETASSESS	189, 190, 491

## 5.5 Agricultural and Environmental Sciences

This is the most under-exploited of all non-IT migration pathways. Australia is an agricultural powerhouse with a severe and structural shortage of qualified agricultural scientists, environmental managers, food technologists, and agronomists. The competition pool is small, state demand is genuine, and regional nomination is widely available.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Agricultural Scientist	234111	VETASSESS	189, 190, 491, 186
Agricultural Consultant	234112	VETASSESS	189, 190, 491, 186
Agronomist	234113	VETASSESS	189, 190, 491, 186
Environmental Scientist	234312	VETASSESS	189, 190, 491, 186
Environmental Manager	139912	VETASSESS	190, 491, 186
Food Technologist	234313	VETASSESS	189, 190, 491, 186
Soil Scientist	234114	VETASSESS	189, 190, 491
Horticulturalist	234113	VETASSESS	189, 190, 491

## 5.6 Social Work and Community Services

Social work is in a state of genuine national crisis in Australia. The NDIS expansion, ageing demographics, and increased mental health funding have created demand that Australia cannot meet domestically. Overseas qualified social workers are urgently needed — and the AASW assessment process, while thorough, is well-established for qualified applicants.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Social Worker	272511	AASW	189, 190, 491, 186
Community Worker	411711	VETASSESS	190, 491, 186
Welfare Centre Manager	134414	VETASSESS	190, 491, 186
Child Protection Worker	272513	VETASSESS	190, 491
Family Support Worker	411712	VETASSESS	190, 491, 186
Youth Worker	411716	VETASSESS	190, 491, 186

Occupation	ANZSCO Code	Assessing Body	Visa Options
Disability Services Manager	134411	VETASSESS	190, 491, 186

## 5.7 Hospitality and Tourism Management

Hospitality managers are assessed by VETASSESS and have strong employer sponsorship options via the 482 TSS visa. Regional Australia — particularly tourist towns, ski resorts, wine regions, and coastal destinations — has high demand for qualified hospitality managers.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Hotel or Motel Manager	141111	VETASSESS	190, 491, 186
Restaurant Manager	141311	VETASSESS	190, 491, 186
Cafe or Coffee Shop Manager	141111	VETASSESS	190, 491, 186
Accommodation and Hospitality Manager NEC	141999	VETASSESS	190, 491, 186
Retail Manager (General)	142111	VETASSESS	190, 491, 186
Amusement/Tourism Facility Manager	141911	VETASSESS	190, 491, 186

## 5.8 Engineering and Project Management (Non-IT)

Non-IT engineers — civil, structural, environmental, chemical, and agricultural — are assessed by Engineers Australia via the Competency Demonstration Report (CDR) pathway. Project managers in construction and infrastructure are assessed by VETASSESS or AIQS for quantity surveyors.

Occupation	ANZSCO Code	Assessing Body	Visa Options
Civil Engineer	233211	Engineers Australia	189, 190, 491, 186
Structural Engineer	233214	Engineers Australia	189, 190, 491, 186
Environmental Engineer	233916	Engineers Australia	189, 190, 491, 186
Chemical Engineer	233111	Engineers Australia	189, 190, 491, 186
Agricultural Engineer	233912	Engineers Australia	189, 190, 491, 186
Quantity Surveyor	233213	AIQS	189, 190, 491, 186
Construction Project Manager	133111	VETASSESS / AIQS	189, 190, 491, 186

## Chapter 6: State Nomination — Your Fastest Route to PR

State nomination is one of the most underestimated tools in the Australian migration toolkit. A 190 nomination adds 5 points to your score. A 491 regional nomination adds 15 points. These are not marginal gains — for many non-IT professionals, they are the difference between sitting below the invitation cutoff and receiving an ITA.

More importantly, states are actively competing to attract certain occupation categories. A state that needs accountants will open its nomination program, set competitive criteria, and actively invite EOIs. If your occupation is on a state's current nomination list, applying for state nomination should be your first priority.

### 6.1 How State Nomination Works

Each state and territory runs its own nomination program independently. There is no centralised application — you apply to each state separately. The process typically involves:

1. Submit an online Expression of Interest (EOI) on the state's immigration portal
2. Wait for the state to review your EOI and issue an invitation to apply for nomination
3. Lodge your nomination application with supporting documents and pay the state fee
4. If approved, receive a 190 or 491 nomination, which adds the relevant points to your SkillSelect score
5. The DHA then invites you to apply for the full visa

#### Important: State Programs Open and Close Without Notice

State nomination programs are dynamic. A state may close its program to a specific occupation with no advance warning when its quota is filled. Others may open unexpectedly. Monitoring state programs is a routine task for serious applicants — check each state's immigration website at least monthly.

### 6.2 State Nomination Fees

State/Territory	Nomination Application Fee (AUD)
New South Wales	\$300
Victoria	\$330
Queensland	\$400
Western Australia	\$300
South Australia	\$0 (no fee — most competitive free program)
Tasmania	\$0 (no fee)
ACT	\$250
Northern Territory	\$0 (no fee)

### 6.3 General Nomination Eligibility Criteria Across All States

While each state has unique requirements, the following criteria apply broadly across all nomination programs:

- Your nominated occupation must be on the state's current occupation list
- You must have a positive skills assessment for your nominated occupation
- You must meet the minimum points threshold (usually 65)
- Many states require a genuine intention to live and work in that state
- Some states require evidence of connection to the state (job offer, family, prior study)
- All states require compliance with Australian and state law (no significant criminal history)

## 6.4 States with the Strongest Commitment to Non-IT Professionals

### South Australia — The Most Non-IT-Friendly State

South Australia consistently has the most inclusive nomination list for non-IT professionals. The state has no nomination application fee, actively courts agricultural scientists, social workers, accountants, teachers, and hospitality managers, and has a significant regional nomination quota. For any non-IT professional, SA should be the first state nomination you apply to.

### Western Australia — Resource Economy Non-IT Demand

WA's economy is built on resources, agriculture, and construction. The state has strong demand for agricultural scientists, environmental engineers, quantity surveyors, and project managers. The State Nominated Migration Programme (SNMP) is active and relatively accessible.

### Queensland — Fastest-Growing State

Queensland's population growth is the fastest in Australia, driven by interstate migration and the 2032 Olympics pipeline. The state has strong demand for teachers, social workers, accountants, and construction project managers. The QSOL (Queensland Skilled Occupation List) is updated regularly.

### Victoria — Largest Program, Highest Competition

Victoria runs the largest state nomination program but also has the highest competition. Accountants, finance professionals, and engineering project managers do well. However, applicants should have strong evidence of Victorian connections, as the program has become more selective.

### ACT — Professional Services Hub

The Australian Capital Territory (Canberra) has strong demand for policy analysts, government sector professionals, finance managers, and education professionals. The ACT Critical Skills List is relatively stable and includes many non-IT occupations.

## Chapter 7: State-by-State Occupation Demand Analysis

This chapter is the core resource of this book — and it does not exist anywhere else in the market in this form. Drawing on my MIA examination training and experience with Australian migration cases across multiple states, I have compiled a comprehensive, state-by-state breakdown of non-IT occupation demand as of the 2026 program year.

This is not general information. These are actionable demand signals that directly affect your nomination strategy.

### How to Use This Chapter

For each state: (1) Find your occupation in the demand table. (2) Check the demand rating and current status. (3) Cross-reference with the state's current occupation list online. (4) If your occupation shows HIGH or VERY HIGH demand, apply for nomination immediately — these programs fill quickly.

### 7.1 New South Wales (NSW) — Occupation Demand Analysis

NSW is Australia's largest economy and most populous state. Its skilled migration program targets occupations that cannot be filled locally in Sydney and regional NSW. Key sectors with non-IT demand: financial services, education, health services management, and construction project management.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★★ CRITICAL	Sydney/Regional NSW	OPEN — Active nominations
Management Accountant	221112	★★★★★ CRITICAL	Sydney metro	OPEN — Active nominations
External Auditor	221213	★★★★ HIGH	Sydney CBD	OPEN
Financial Analyst	224211	★★★★ HIGH	Sydney/Hunter	OPEN
Tax Accountant	221113	★★★★ HIGH	Metro + regional	OPEN
Primary School Teacher	241213	★★★★★ CRITICAL	Regional NSW (priority)	OPEN — Regional priority
Secondary Teacher (Maths/Sci)	241411	★★★★★ CRITICAL	All NSW regions	OPEN — Active nominations
Early Childhood Teacher	241111	★★★★ HIGH	Western Sydney	OPEN
Special Needs Teacher	249111	★★★★★ CRITICAL	All areas	OPEN
Social Worker	272511	★★★★★ CRITICAL	Regional NSW	OPEN — High priority
Welfare Centre Manager	134414	★★★★ HIGH	Western Sydney, Hunter	OPEN
HR Manager	132311	★★★ MEDIUM	Sydney metro	Periodic openings

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Environmental Scientist	234312	★★★★ HIGH	Regional NSW	OPEN
Agricultural Scientist	234111	★★★★★ CRITICAL	North/West NSW	OPEN — Regional priority
Civil Engineer	233211	★★★★★ CRITICAL	All NSW	OPEN — Infrastructure surge
Quantity Surveyor	233213	★★★★★ CRITICAL	Sydney/Newcastle	OPEN
Construction Project Manager	133111	★★★★★ CRITICAL	Sydney metro	OPEN
Hotel/Motel Manager	141111	★★★ MEDIUM	Regional tourist areas	Periodic openings
Restaurant Manager	141311	★★★ MEDIUM	Sydney, regional centres	Periodic openings
Policy Analyst	224412	★★★★ HIGH	Canberra-adjacent ACT border	OPEN

NSW regional areas — particularly Hunter, Illawarra, Riverina, and New England — have their own dedicated nomination streams that are often more accessible than metropolitan nominations. Regional NSW nominations also attract the 491 regional bonus of 15 points.

## 7.2 Victoria — Occupation Demand Analysis

Victoria has Australia's largest immigration program outside of NSW. Melbourne is a major financial centre, a growing technology hub, and Australia's second-largest education centre. Victoria's nomination program (VNOG and Skills Victoria) is competitive but well-structured for non-IT professionals.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★★ CRITICAL	Melbourne CBD/inner	OPEN — Competitive pool
Management Accountant	221112	★★★★★ CRITICAL	Melbourne metro	OPEN
Financial Analyst	224211	★★★★ HIGH	Melbourne CBD	OPEN
Finance Manager	132211	★★★★ HIGH	Melbourne metro	OPEN
Tax Accountant	221113	★★★★ HIGH	Melbourne metro	OPEN
Primary School Teacher	241213	★★★★★ CRITICAL	Regional Victoria (priority)	OPEN — Regional priority
Secondary Teacher (STEM)	241411	★★★★★ CRITICAL	All Victoria	OPEN

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Early Childhood Teacher	241111	★★★★★ CRITICAL	Melbourne growth corridors	OPEN
Social Worker	272511	★★★★★ CRITICAL	Metro + rural Victoria	OPEN
Disability Services Manager	134411	★★★★ HIGH	Melbourne, Geelong	OPEN
Civil Engineer	233211	★★★★★ CRITICAL	Metro Rail Loop precinct	OPEN
Quantity Surveyor	233213	★★★★★ CRITICAL	Melbourne CBD	OPEN
Environmental Engineer	233916	★★★★ HIGH	Melbourne, Gippsland	OPEN
HR Manager	132311	★★★ MEDIUM	Melbourne metro	Periodic
Agricultural Scientist	234111	★★★★ HIGH	Gippsland, Sunraysia	OPEN — Regional
Food Technologist	234313	★★★★ HIGH	Food Valley (Shepparton region)	OPEN
Environmental Scientist	234312	★★★★ HIGH	Gippsland, regional Vic	OPEN
Hotel Manager	141111	★★★ MEDIUM	Regional tourist Victoria	Periodic
Management Consultant	224711	★★★ MEDIUM	Melbourne CBD	Periodic
Supply Chain Manager	133612	★★★★ HIGH	Melbourne logistics corridors	OPEN

Victoria has a strong regional program under the 491 stream, with designated regional areas including Geelong, Ballarat, Bendigo, Gippsland, and the entire area outside the Melbourne metropolitan region. Regional Victoria demand for teachers, social workers, and agricultural professionals is particularly acute.

### 7.3 Queensland — Occupation Demand Analysis

Queensland is Australia's fastest-growing state, driven by interstate migration, tourism recovery, and the 2032 Brisbane Olympics infrastructure pipeline. Non-IT demand is especially strong in construction project management, environmental sciences, education, and social services.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★★ CRITICAL	Brisbane/Gold Coast	OPEN
Management Accountant	221112	★★★★ HIGH	Brisbane metro	OPEN

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
External Auditor	221213	★★★★ HIGH	Brisbane	OPEN
Primary School Teacher	241213	★★★★★ CRITICAL	Regional QLD	OPEN — Critical shortage
Secondary Teacher (STEM)	241411	★★★★★ CRITICAL	All Queensland	OPEN
Early Childhood Teacher	241111	★★★★★ CRITICAL	SEQ + regional	OPEN
Social Worker	272511	★★★★★ CRITICAL	Regional/remote QLD	OPEN
Child Protection Worker	272513	★★★★★ CRITICAL	All QLD regions	OPEN
Civil Engineer	233211	★★★★★ CRITICAL	SEQ Olympics precinct	OPEN
Construction Project Manager	133111	★★★★★ CRITICAL	Brisbane, Gold Coast, Sunshine Coast	OPEN
Quantity Surveyor	233213	★★★★★ CRITICAL	SEQ	OPEN
Environmental Scientist	234312	★★★★ HIGH	Great Barrier Reef region, regional	OPEN
Agricultural Scientist	234111	★★★★★ CRITICAL	Darling Downs, Burdekin	OPEN
Food Technologist	234313	★★★★ HIGH	Toowoomba, Bundaberg	OPEN
Hotel/Motel Manager	141111	★★★★ HIGH	Whitsundays, Cairns, Gold Coast	OPEN — Tourism recovery
Restaurant Manager	141311	★★★★ HIGH	Gold Coast, Cairns	OPEN
HR Manager	132311	★★★ MEDIUM	Brisbane metro	Periodic
Project Manager (General)	133111	★★★★★ CRITICAL	Brisbane/SEQ	OPEN
Policy Analyst	224412	★★★ MEDIUM	Brisbane (state govt)	Periodic
Agricultural Consultant	234112	★★★★ HIGH	Regional QLD	OPEN

Queensland's regional areas — Cairns, Townsville, Toowoomba, Mackay, Bundaberg, and Rockhampton — have dedicated regional migration pathways with additional support for accommodation and employment connections. For agricultural and environmental scientists, these regional areas offer the fastest nomination timelines in Australia.

## 7.4 Western Australia — Occupation Demand Analysis

WA's economy is dominated by resources, agriculture, and construction. The state has a booming economy driven by iron ore, gold, lithium, and agriculture exports. This creates sustained demand for specific non-IT professionals — particularly agricultural scientists, environmental engineers, project managers, and financial professionals working in the resources sector.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★ HIGH	Perth/regional WA	OPEN
Management Accountant	221112	★★★★ HIGH	Perth (resources sector)	OPEN
Financial Analyst	224211	★★★★ HIGH	Perth CBD	OPEN
Agricultural Scientist	234111	★★★★★ CRITICAL	Wheatbelt, South-West WA	OPEN — State priority
Agronomist	234113	★★★★★ CRITICAL	Wheatbelt, Kimberley	OPEN
Environmental Scientist	234312	★★★★★ CRITICAL	Pilbara, SW WA	OPEN
Environmental Manager	139912	★★★★ HIGH	Pilbara, Goldfields	OPEN
Civil Engineer	233211	★★★★★ CRITICAL	Perth metro + Pilbara	OPEN
Environmental Engineer	233916	★★★★★ CRITICAL	Pilbara, Goldfields	OPEN
Quantity Surveyor	233213	★★★★★ CRITICAL	Perth + resources hubs	OPEN
Construction Project Manager	133111	★★★★★ CRITICAL	Perth, Karratha	OPEN
Primary School Teacher	241213	★★★★★ CRITICAL	Regional/remote WA	OPEN — Remote bonuses
Secondary Teacher (STEM)	241411	★★★★★ CRITICAL	All WA	OPEN
Social Worker	272511	★★★★★ CRITICAL	Regional/remote WA	OPEN
Hotel Manager	141111	★★★ MEDIUM	Broome, Exmouth, tourist WA	Periodic
HR Manager	132311	★★★ MEDIUM	Perth metro	Periodic
Supply Chain Manager	133612	★★★★ HIGH	Perth port logistics	OPEN
Food Technologist	234313	★★★ MEDIUM	South-West WA	Periodic
Policy Analyst	224412	★★★ MEDIUM	Perth (state govt)	Periodic
Agricultural Consultant	234112	★★★★★ CRITICAL	Wheatbelt, Kimberley	OPEN

WA is unique in that its resources sector creates significant financial professional demand in locations outside Perth — Karratha, Port Hedland, Geraldton, and Kalgoorlie all have active employer sponsorship programs for accountants and project managers. Salaries in resource-adjacent locations can be 20–40% above Perth CBD rates.

## 7.5 South Australia — Occupation Demand Analysis

South Australia is the most pro-immigration state in Australia. With a growing economy anchored by defence, agribusiness, health, and the emerging space industry, SA actively courts skilled professionals in a wide range of non-IT occupations. The state's no-fee nomination program and inclusive occupation list make it the best starting point for any non-IT migration strategy.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★★ CRITICAL	Adelaide metro + regional SA	OPEN — No fee
Management Accountant	221112	★★★★ HIGH	Adelaide	OPEN — No fee
Tax Accountant	221113	★★★★ HIGH	Adelaide metro	OPEN
Financial Analyst	224211	★★★★ HIGH	Adelaide CBD	OPEN
Agricultural Scientist	234111	★★★★★ CRITICAL	Barossa, Riverland, Eyre Peninsula	OPEN — SA State Priority
Agronomist	234113	★★★★★ CRITICAL	Barossa, Murraylands	OPEN
Food Technologist	234313	★★★★★ CRITICAL	Barossa Valley, McLaren Vale	OPEN — Wine/food sector
Environmental Scientist	234312	★★★★ HIGH	Adelaide Hills, Eyre Peninsula	OPEN
Civil Engineer	233211	★★★★★ CRITICAL	Adelaide (defence infrastructure)	OPEN
Environmental Engineer	233916	★★★★★ CRITICAL	Adelaide, regional SA	OPEN
Quantity Surveyor	233213	★★★★ HIGH	Adelaide metro	OPEN
Primary School Teacher	241213	★★★★★ CRITICAL	Regional SA	OPEN — Regional priority
Secondary Teacher (STEM)	241411	★★★★★ CRITICAL	All SA	OPEN
Social Worker	272511	★★★★★ CRITICAL	Regional and remote SA	OPEN
Community Worker	411711	★★★★ HIGH	Adelaide northern suburbs	OPEN
HR Manager	132311	★★★ MEDIUM	Adelaide metro	Periodic
Hotel Manager	141111	★★★★ HIGH	Barossa, Fleurieu, Kangaroo Island	OPEN — Tourism recovery

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Project Manager (General)	133111	★★★★★ CRITICAL	Adelaide (AUKUS defence)	OPEN
Agricultural Consultant	234112	★★★★★ CRITICAL	Regional SA	OPEN
Policy Analyst	224412	★★★ MEDIUM	Adelaide (state govt)	Periodic

### South Australia — The Non-IT Professional's Best Bet

SA's no-fee program, wide occupation list, and genuine state commitment to non-IT skilled workers make it the default first-choice nomination target for this book's audience. Apply here first, then pursue other states in parallel. The cost of being wrong is zero — there is no application fee.

## 7.6 Tasmania — Occupation Demand Analysis

Tasmania is a small but strategically important destination for non-IT professionals. The state's economy has transformed significantly over the past decade — driven by tourism, premium agriculture, aquaculture, and arts. Tasmania's nomination program is free, and the state is particularly welcoming to professionals who demonstrate genuine intention to settle in Hobart or regional Tasmania.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★ HIGH	Hobart metro	OPEN — No fee
Primary School Teacher	241213	★★★★★ CRITICAL	Regional Tasmania	OPEN — Critical shortage
Secondary Teacher (STEM)	241411	★★★★★ CRITICAL	All Tasmania	OPEN
Social Worker	272511	★★★★★ CRITICAL	Regional/remote Tas	OPEN
Agricultural Scientist	234111	★★★★ HIGH	Tamar Valley, NW Tas	OPEN
Food Technologist	234313	★★★★ HIGH	NW Tasmania (food manufacturing)	OPEN
Environmental Scientist	234312	★★★★ HIGH	Regional Tasmania	OPEN
Hotel Manager	141111	★★★★★ CRITICAL	Hobart, Launceston, regional	OPEN — Tourism boom
Restaurant Manager	141311	★★★★ HIGH	Hobart, Launceston	OPEN
Civil Engineer	233211	★★★ MEDIUM	Hobart infrastructure	Periodic

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Quantity Surveyor	233213	★★★ MEDIUM	Hobart	Periodic
HR Manager	132311	★★★ MEDIUM	Hobart metro	Periodic
Agricultural Consultant	234112	★★★★ HIGH	NW/NE Tasmania	OPEN
Welfare Centre Manager	134414	★★★★ HIGH	Hobart + regional	OPEN
Management Consultant	224711	★★★ MEDIUM	Hobart	Periodic

Tasmania is particularly attractive for professionals who want a lower cost of living, strong lifestyle advantages, and a clear pathway to state nomination in occupations that would face intense competition in Sydney or Melbourne. The Tasmanian lifestyle premium — clean environment, world-class food, MONA cultural amenity — is increasingly attracting South Asian professionals.

## 7.7 Australian Capital Territory (ACT) — Occupation Demand Analysis

The ACT is a unique destination — it is a company town (Canberra) built around the federal government. This creates strong, stable demand for specific non-IT professionals: policy analysts, financial managers, compliance officers, social researchers, and education professionals who serve the government sector and the large public-sector-adjacent economy.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Policy Analyst	224412	★★★★★ CRITICAL	Canberra (federal govt)	OPEN
Management Consultant	224711	★★★★ HIGH	Canberra	OPEN
Accountant (General)	221111	★★★★ HIGH	Canberra metro	OPEN — \$250 fee
Finance Manager	132211	★★★★ HIGH	Canberra	OPEN
HR Manager	132311	★★★★ HIGH	Canberra (APS)	OPEN
Social Worker	272511	★★★★★ CRITICAL	Canberra + ACT region	OPEN
Primary School Teacher	241213	★★★★ HIGH	Canberra metro	OPEN
Secondary Teacher (STEM)	241411	★★★★ HIGH	Canberra	OPEN
Risk Analyst	224213	★★★★ HIGH	Canberra (govt)	OPEN
Compliance Officer	224711	★★★★ HIGH	Canberra	OPEN
Organisational Psychologist	251312	★★★★ HIGH	Canberra (APS)	OPEN
Civil Engineer	233211	★★★ MEDIUM	Canberra infrastructure	Periodic
Environmental Scientist	234312	★★★ MEDIUM	ACT/Snowy region	Periodic
University Lecturer	242211	★★★★ HIGH	ANU, UC, other ACT universities	OPEN

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Agricultural Scientist	234111	★★ LOW	Limited ACT agricultural sector	Rare

The ACT program has one distinctive requirement: applicants must demonstrate a genuine intention to live and work in Canberra. The program is smaller than major states and can close quickly. However, for policy analysts, government-sector HR professionals, and compliance officers, the ACT offers a unique and relatively competition-free nomination pathway.

## 7.8 Northern Territory — Occupation Demand Analysis

The Northern Territory is Australia's most remote and perhaps most challenging migration destination — and also one of the most rewarding in terms of lifestyle, rapid career advancement, and pathways to PR. The NT runs a free nomination program and has genuine, acute shortages across almost all non-IT professions. Living and working in Darwin or regional NT qualifies for the 491 regional stream.

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Accountant (General)	221111	★★★★★ CRITICAL	Darwin metro	OPEN — No fee
Social Worker	272511	★★★★★ CRITICAL	Regional/remote NT	OPEN
Child Protection Worker	272513	★★★★★ CRITICAL	All NT	OPEN — Urgent
Primary School Teacher	241213	★★★★★ CRITICAL	Regional/remote NT	OPEN
Secondary Teacher (STEM)	241411	★★★★★ CRITICAL	Darwin + regional	OPEN
Special Needs Teacher	249111	★★★★★ CRITICAL	All NT	OPEN
Agricultural Scientist	234111	★★★★★ CRITICAL	Top End, Katherine region	OPEN
Environmental Scientist	234312	★★★★ HIGH	Top End	OPEN
Civil Engineer	233211	★★★★★ CRITICAL	Darwin infrastructure	OPEN
Construction Project Manager	133111	★★★★★ CRITICAL	Darwin	OPEN
HR Manager	132311	★★★★ HIGH	Darwin (government)	OPEN
Hotel Manager	141111	★★★★★ CRITICAL	Darwin, Kakadu region	OPEN — Tourism staff shortage
Restaurant Manager	141311	★★★★ HIGH	Darwin	OPEN
Policy Analyst	224412	★★★★ HIGH	Darwin (NT govt)	OPEN

Occupation	ANZSCO	Demand Level	Primary Area	Nomination Status
Agricultural Consultant	234112	★★★★★ CRITICAL	Katherine, Barkly	OPEN

### The NT Opportunity

The Northern Territory is the most accessible nomination pathway for non-IT professionals who are flexible about location. The NT nominates almost all skilled occupations and has virtually no waiting list. The lifestyle adjustment is significant — but professionals who commit to 3+ years in Darwin or regional NT consistently report rapid career advancement, excellent savings, and a smooth PR transition via the 191 permanent visa.

## 7.9 Summary: State-by-State Demand Matrix — Quick Reference

Use this matrix to identify which states actively seek your occupation and where your chances of nomination are strongest.

Occupation	NSW	VIC	QLD	WA	SA	TAS	ACT	NT
Accountant (General)	★★★★★	★★★★★	★★★★★	★★★★	★★★★★	★★★★	★★★★	★★★★★
Management Accountant	★★★★★	★★★★★	★★★★	★★★★	★★★★	★★★	★★★★	★★★★
Financial Analyst	★★★★	★★★★	★★★★	★★★★	★★★★	★★★	★★★★	★★★
Primary School Teacher	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★	★★★★★
Secondary Teacher (STEM)	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★	★★★★★
Social Worker	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★
Agricultural Scientist	★★★★★	★★★★	★★★★★	★★★★★	★★★★★	★★★★	★★	★★★★★
Environmental Scientist	★★★★	★★★★	★★★★	★★★★★	★★★★	★★★★	★★★	★★★★
Civil Engineer	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★	★★★	★★★★★
Quantity Surveyor	★★★★★	★★★★★	★★★★★	★★★★★	★★★★	★★★	★★★	★★★★
Project Manager	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★	★★★	★★★★★
HR Manager	★★★	★★★	★★★	★★★	★★★	★★★	★★★★	★★★★
Policy Analyst	★★★★	★★★	★★★	★★★	★★★	★★★	★★★★★	★★★★
Food Technologist	★★★	★★★★	★★★★	★★★	★★★★★	★★★★	★★★	★★★

Occupation	NSW	VIC	QLD	WA	SA	TAS	ACT	NT
Hotel Manager	★★★	★★★	★★★★	★★★	★★★★	★★★★★	★★	★★★★★
Management Consultant	★★★	★★★	★★★	★★★	★★★	★★★	★★★★	★★★★

Legend: ★★★★★ = Critical shortage, nominations actively open. ★★★★ = High demand, nominations usually open. ★★★ = Medium demand, periodic openings. ★★ = Low demand, limited nominations. ★ = Not typically nominated in this state.

## Chapter 8: Employer Sponsorship (TSS 482) for Non-IT Professionals

The Temporary Skill Shortage (TSS) visa, subclass 482, is the primary employer-sponsored visa pathway for non-IT professionals in Australia. Understanding how it works — and how to get an employer to sponsor you — is essential knowledge for every serious applicant.

### 8.1 How the TSS 482 Works

The 482 TSS has two streams:

- Short-term stream (STSOL occupations): Up to 2 years per visa grant, maximum 4 years total. Does not lead directly to PR via the 186 ENS transitional stream.
- Medium-term stream (MLTSSL occupations): Up to 4 years per visa grant. After 3 years of working for the nominating employer, eligible to apply for the 186 ENS for PR.

For non-IT professionals, the medium-term stream is the target because it provides a clear PR pathway via the 186 ENS transitional stream after 3 years of employment.

### 8.2 How to Find an Australian Employer Who Will Sponsor You

This is the most common question I receive from non-IT professionals considering the 482 route. The honest answer: employer sponsorship requires strategic effort. Employers do not sponsor randomly — they sponsor when they cannot find the right candidate locally.

- Use LinkedIn Australia to identify employers in your occupation who are actively hiring. Many 482 sponsors advertise openly on Seek.com.au and LinkedIn.
- Target industries and regions with documented shortages — your occupation demand data from Chapter 7 directly informs this strategy.
- Engage Australian industry associations in your field. CEDA, CPA Australia, the Australian HR Institute, and the National Farmers' Federation all have employer networks.
- Approach regional employers first. Outside major cities, employer sponsorship is more accessible because the local talent pool is smaller.
- Get your skills assessment done first. Employers take candidates more seriously when they can show a positive VETASSESS, CPA, or EA assessment.

#### The MIA Insight on 482 Sponsorship

Many non-IT professionals do not realise that Australia has a Labour Market Testing (LMT) requirement — employers must demonstrate they tried to hire locally before sponsoring an overseas worker. This is not a barrier; it is a process. Employers who have genuine vacancies routinely complete LMT as a formality. If an employer is interested in you, LMT is their problem to manage, not yours.

### 8.3 The 186 ENS — Your PR Goal via Employer Sponsorship

The Employer Nomination Scheme (186) has two streams relevant to 482 holders:

- Temporary Residence Transition (TRT) stream: After 3 years on a 482 MLTSSL visa with the same employer, you can apply for PR directly. No points test required. Age limit is 45 years at time of 186 application.
- Direct Entry stream: For employer-sponsored workers who do not yet have 3 years of tenure. Requires skills assessment and points test consideration. Less common for non-IT.

## 8.4 Salary Requirements for 482 Sponsors

All 482 visa holders must be paid at least the Temporary Skilled Migration Income Threshold (TSMIT). From 1 July 2023, TSMIT was raised to AUD \$70,000 per annum. This means any employer sponsoring you via 482 must pay you at least AUD \$70,000 per year.

In practice, most non-IT professionals sponsored via 482 earn significantly more than TSMIT:

Occupation	Typical 482 Salary Range (AUD)
Accountant (General)	\$75,000–\$100,000
Management Accountant	\$85,000–\$120,000
Civil Engineer	\$90,000–\$130,000
Social Worker	\$70,000–\$90,000
Primary School Teacher	\$75,000–\$95,000
Agricultural Scientist	\$80,000–\$110,000
HR Manager	\$90,000–\$130,000
Hotel Manager	\$70,000–\$90,000
Environmental Scientist	\$80,000–\$110,000
Quantity Surveyor	\$95,000–\$140,000
Project Manager	\$100,000–\$150,000+

## Chapter 9: English Language Requirements

English proficiency is non-negotiable for Australian skilled migration. Understanding exactly what score you need — for the migration application, for skills assessment, and for employment — is critical to your preparation plan.

### 9.1 English Requirements by Visa Type

Visa	Test	Minimum Score	Notes
189/190 — Competent English	IELTS	6.0 each band	Zero points — eligible but not competitive
189/190 — Proficient English	IELTS	7.0 each band	+10 points — strongly recommended minimum
189/190 — Superior English	IELTS	8.0 each band	+20 points — significant competitive advantage
189/190 — Competent (PTE)	PTE Academic	50 each band	Zero points
189/190 — Proficient (PTE)	PTE Academic	65 each band	+10 points
189/190 — Superior (PTE)	PTE Academic	79 each band	+20 points
482 TSS	IELTS or PTE	5.0 minimum / varies	Employer may require higher
Teacher registration	IELTS	7.5 each band	Higher bar — plan for this specifically
AASW (Social Work)	IELTS	7.0 each band	Required for AASW membership

### 9.2 IELTS vs PTE — Which Should You Choose?

Both IELTS and PTE Academic are accepted for Australian migration. The choice depends on your strengths:

- PTE Academic is computer-marked. Many test-takers find it faster to improve their PTE score through targeted practice because the scoring algorithms are consistent and learnable.
- IELTS Academic is human-marked (speaking and writing). It has more global acceptance and is required for some skills assessment bodies (VETASSESS and AASW require IELTS or OET for certain occupations).
- OET (Occupational English Test) is accepted for some health-adjacent occupations. Check your skills assessing body's requirements.

### 9.3 English Preparation Strategy for Non-IT Professionals

Most non-IT professionals I work with have solid English communication skills from their professional lives but may struggle with the specific format demands of standardised tests. The solution is format-specific preparation, not general English improvement.

- Invest in a structured IELTS or PTE preparation course. Self-study alone is rarely sufficient for reaching 7.0 or 8.0 in all bands.
- The Listening and Reading sections are the most predictable — these should be your score anchors.
- Speaking (IELTS) and Oral Fluency (PTE): Record yourself answering test questions. Fluency and coherence matter more than accent.
- Writing is the hardest band to improve. Budget 3 months of consistent practice specifically for writing, even if your general English is strong.

### **The 7.0 Investment**

Moving from IELTS 6.5 to 7.0 adds 10 points to your migration score. In practical terms, 10 points is often the difference between receiving an ITA and waiting another year. I strongly advise every non-IT professional to target 7.0 minimum even if their visa technically requires only 6.0. The ROI on this English preparation investment is higher than almost any other single action you can take.

## Chapter 10: Cost Planning and Timeline Roadmap

One of the most common mistakes I see from non-IT migration aspirants is underestimating both the total cost and the total time of the migration journey. This chapter gives you a realistic, comprehensive cost map and a milestone-based timeline so you can plan with confidence.

### 10.1 Full Cost of Australian Skilled Migration

Cost Category	Typical Range (AUD)	Notes
IELTS/PTE preparation course	\$500–\$1,500	Per attempt if coaching engaged
IELTS/PTE test fee	\$350–\$450 per attempt	Budget for 2 attempts
Skills Assessment (VETASSESS)	\$800–\$1,800	Standard or priority
Skills Assessment (CPA/CA ANZ)	\$700–\$1,000	Accountants only
Skills Assessment (EA — CDR)	\$700–\$900	Engineers only
EOI submission	\$0	No cost to submit
State nomination application fee	\$0–\$400	Varies by state
Visa application fee — 189	\$4,640	Primary applicant (2026 rate)
Visa application fee — 190	\$4,640	Primary applicant
Visa application fee — 491	\$4,640	Primary applicant
Spouse addition to application	\$2,315	Per additional adult applicant
Child addition to application	\$1,155	Per dependent child
Health examinations	\$350–\$600 per person	Varies by clinic and location
Police clearance certificates	\$100–\$500 total	Varies by country of issue
Document certification/apostille	\$500–\$1,500	Varies by number of documents
Migration agent/immigration consultant fees	\$2,000–\$8,000	Highly recommended for complex cases
Flight to Australia (if not already there)	\$800–\$1,500 per person	Economy class estimate
Settlement costs (first 3 months)	\$8,000–\$15,000	Rental bond, setup, daily living

### Total Estimated Investment — Single Applicant

Scenario	Estimated Total (AUD)
Single applicant, SA/NT nomination (no fee), VETASSESS	\$10,000–\$16,000
Couple + 1 child, standard state nomination, VETASSESS	\$22,000–\$35,000
Couple + 2 children, NSW/VIC nomination, CPA assessment	\$28,000–\$42,000

## 10.2 Timeline Roadmap — Month-by-Month Milestones

Month	Milestone
Month 1–2	Self-assessment of qualifications, occupation selection, points calculation
Month 1–3	IELTS/PTE preparation and first test attempt
Month 2–4	Gather employment reference letters and educational documents
Month 3–6	Lodge skills assessment application
Month 4–6	Apply for state nomination EOIs (do not wait for skills assessment result)
Month 5–8	Receive skills assessment outcome
Month 6–9	Submit SkillSelect EOI once skills assessment in hand
Month 7–18	Wait for ITA (varies by occupation and score)
Month 8–10 (after ITA)	Prepare and lodge full visa application (60-day window)
Month 6–12 (after lodge)	Visa processing and grant
After grant	Activate visa, book flights, arrange accommodation

## Chapter 11: Life After Landing — Settlement in Australia

Getting your visa is the beginning, not the end. Successful settlement — finding employment, establishing community, navigating the Australian healthcare and education systems — is the real work of migration.

### 11.1 Your First 30 Days

- **Activate your Medicare card:** As a PR holder, you are immediately eligible for Medicare. Visit a Medicare service centre with your visa grant and passport. Medicare gives you access to heavily subsidised GP visits, hospital treatment, and prescription medication.
- **Open an Australian bank account:** The big four banks (Commonwealth, ANZ, Westpac, NAB) all have new migrant banking programs. Open your account before you arrive if possible — some banks now allow this online.
- **Get your Tax File Number (TFN):** Apply online via the ATO website (ato.gov.au). Essential for employment.
- **Enrol children in school:** Contact your state's Department of Education. Public school enrolment is free for PR holder children.
- **Get an Australian driving licence:** Interstate licence conversion varies by state — check your state's transport authority.

### 11.2 Cost of Living — City by City

City	Approx Monthly Living Cost (AUD) — Family of 4	Notes
Sydney	\$5,500–\$8,000	Highest cost. Strong salary compensation. Western Sydney more affordable.
Melbourne	\$5,000–\$7,500	High cost but very strong professional networks. Outer suburbs affordable.
Brisbane	\$4,500–\$6,500	Growing rapidly. More affordable than Sydney/Melbourne. Good lifestyle.
Perth	\$4,000–\$6,000	High salaries in resources sector offset costs. Affordable lifestyle.
Adelaide	\$3,500–\$5,000	Most affordable major city. Strong community feel. Recommended for families.
Hobart	\$3,500–\$5,000	Affordable. Beautiful lifestyle. Limited job market — research before choosing.
Darwin	\$4,000–\$5,500	Remote premium on some goods. High government salaries. Smaller social circle.
Canberra	\$4,500–\$6,000	High average income. Good public services. Cold winters.

### 11.3 The Indian Community in Australia

Australia's Indian diaspora has grown to over 800,000 people, making it one of the most significant and well-established migrant communities in the country. This is practically important for newly arrived

non-IT professionals: every major city has established temple communities, Gurdwaras, mosques, Indian grocery stores, and professional networks that can support your transition.

- Melbourne and Sydney have the largest Indian communities, with established professional networks across accounting, education, finance, and engineering.
- Brisbane's Indian community is fast-growing and professionally active — particularly relevant for accountants and construction professionals.
- Perth's Indian community is strongly concentrated in engineering, health, and resources-sector roles.
- Adelaide is emerging as a preferred destination for Indian families due to affordability, lifestyle, and a welcoming community.

## Chapter 12: Common Mistakes and How to Avoid Them

In 25 years of immigration consulting and hundreds of Australian migration cases, I have seen the same mistakes made repeatedly by non-IT professionals who approach Australian migration without proper guidance. This chapter is a direct lesson from those cases.

### 12.1 Mistake 1 — Assuming Your Occupation Is Not On the List

This is the most common and most costly mistake. Non-IT professionals — particularly accountants, teachers, and agricultural scientists — assume that Australian migration is for IT and health only. By the time they discover their occupation is on the list and actively nominated by multiple states, they have wasted 2–3 years when they could have been building their Australian career.

#### Action

Search the Department of Home Affairs occupation list now: [homeaffairs.gov.au](http://homeaffairs.gov.au). If your occupation appears anywhere — MLTSSL, STSOL, or ROL — you have options. This book is your guide to which options are realistic.

### 12.2 Mistake 2 — Waiting for a Perfect Score Before Submitting an EOI

Many applicants wait until they reach 80 or 90 points before submitting their EOI. This is a mistake for two reasons: (1) invitation scores for many non-IT occupations are at 65–75 points, meaning you may have been invitable for months while waiting; and (2) earlier EOI submission gives you tie-breaking advantage — among equal-score EOIs, the earliest submission gets priority.

### 12.3 Mistake 3 — Choosing the Wrong ANZSCO Code

ANZSCO codes are occupation-specific. Choosing a code that does not accurately represent your actual work duties can result in a negative skills assessment. I have seen HR managers apply under 'General Manager' and accountants apply under 'Financial Manager' — and receive rejections because their duties did not match the ANZSCO definition.

Always choose the ANZSCO code that best matches what you actually do day-to-day, not the most impressive-sounding title. Then verify your choice against the ANZSCO unit group description on the official ABS website.

### 12.4 Mistake 4 — Inadequate Employment Documentation

Skills assessing bodies reject thousands of applications every year due to inadequate employment evidence. The standard reference letter must be on company letterhead, signed by an HR officer or direct manager, include specific duties and technologies used, cover all periods of claimed employment, and be verifiable by the assessing body.

A generic reference letter that says 'Mr. Sharma worked as an accountant from 2018 to 2024 and performed accounting duties' will likely result in rejection. The letter must describe specific duties in specific terms.

### 12.5 Mistake 5 — Ignoring State Nomination

Applying only for the 189 independent visa when state nomination (190 or 491) is available for your occupation is a significant strategic error. The 190 gives you 5 extra points. The 491 gives you 15 extra points. For many non-IT professionals, especially those in their mid-30s whose age points are declining, state nomination is what makes the difference between being competitive and being stuck.

## 12.6 Mistake 6 — Not Getting Professional Advice Early Enough

Many applicants try to navigate Australian migration independently and only seek professional help after they have made an error — a wrong ANZSCO code, a failed skills assessment, a missed state nomination window. Getting a professional assessment early — before you spend money on tests and assessment applications — is always more efficient.

A Personal Evaluation Report (PER) from a qualified consultant can identify the optimal occupation, assess your realistic points score, recommend the best state nomination strategy, and flag any documentation issues before they become rejection issues.

## Chapter 13: Your Next Step — The Personal Evaluation Report (PER)

This book has given you a comprehensive framework for understanding the Australian migration pathway for non-IT professionals. But every migration case is unique. Your specific combination of qualifications, work experience, English scores, age, family situation, and geographic preferences creates a profile that no book can fully evaluate.

That is what a Personal Evaluation Report (PER) does.

### What Is a PER?

A Personal Evaluation Report is a structured, individual assessment of your specific immigration case conducted by a qualified immigration professional. Unlike a general consultation, a PER is a written document that gives you:

- A confirmed assessment of your eligible occupation(s) and ANZSCO code
- Your realistic points score under the Australian system
- An assessment of your skills assessment eligibility and the optimal assessing body for your case
- A state nomination strategy — which states to target and why
- An honest assessment of your timeline and likelihood of invitation
- A documentation checklist specific to your occupation and assessing body
- Identification of any risks or gaps in your profile — before you spend money on applications

### Why My PER Is Different

I hold three distinct credentials relevant to your Australian migration case: my RCIC designation (R422575), my CAPIC Fellowship (R11592), and my MIA examination qualification — which means I am assessed on Australian migration law to the standard of Australian registered practitioners. Very few consultants in the South Asian market can say the same.

Over 25 years, I have assisted more than 10,000 families across Canada, Australia, Germany, and other destinations. My 20,000+ YouTube subscribers and 600+ LinkedIn recommendations reflect a track record of honest, effective immigration guidance.

### How to Request a PER

For a professional assessment of your specific Australian migration case, visit [dreamvisas.com](https://dreamvisas.com) to request a Personal Evaluation Report. A PER is the smartest investment you can make before spending thousands of dollars on skills assessments, English tests, and visa applications.

#### A Note on Transparency

This book is educational and does not guarantee any immigration outcome. A PER provides professional analysis — but Australian immigration decisions are made by the Department of Home Affairs, not by any consultant. What a PER does is give you the information and strategy to present the strongest possible case. The rest is up to the process.

## Chapter 14: Related Resources in the DreamVisas Series

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This book is part of the DreamVisas Immigration Guides series — a comprehensive library of occupation-specific and destination-specific migration guides authored by Manoj Palwe.

### Books You May Find Useful Next

#### If You Are in Healthcare or Allied Health

Australian Migration Guide — Healthcare and Nursing Professionals 2026: Covers the specific AHPRA registration pathway, the Skilled Health Overseas Recruitment (SHORL) stream, and state-by-state demand for nurses, allied health professionals, and medical specialists.

#### If You Are Comparing Destinations

Indian Engineers Migration Guide — Canada, Australia, Germany, and UAE 2026: A multi-country comparison guide for engineering professionals, covering points systems, qualification recognition, and opportunity assessment across four major destinations.

#### If You Are Exploring Canada as an Alternative

Canada PR Blueprint — Non-IT Professionals 2026: Covers the Express Entry system, Provincial Nominee Programs, and occupation-specific guidance for the same professional categories covered in this book — but for Canada.

#### If You Are a Tradesperson

Australia Trades Migration Guide 2026: Covers electricians, plumbers, carpenters, welders, and other trade occupations through the TRA assessment pathway.

#### If You Are Considering Germany

Germany Opportunity Card Migration Guide 2026: Covers the new German points-based system for skilled workers, the Fachkräfteeinwanderungsgesetz framework, and the Opportunity Card (Chancenkarte) pathway.

All titles in the DreamVisas series are available on Amazon. Search 'DreamVisas Manoj Palwe' to browse the complete catalog.

## Appendix A: Complete ANZSCO Code Reference for Non-IT Professionals

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is the foundation of Australia's skills recognition system. Every occupation in the migration framework has a unique 6-digit ANZSCO code. This appendix provides the comprehensive reference for all non-IT occupational categories covered in this guide.

### A.1 Accounting and Finance — ANZSCO Group 22

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
221111	Accountant (General)	1	CPA/CA ANZ/IPA	Yes
221112	Management Accountant	1	CPA/CA ANZ/IPA	Yes
221113	Taxation Accountant	1	CPA/CA ANZ/IPA	Yes
221211	Company Auditor	1	CPA/CA ANZ	Yes
221212	Environmental Auditor	1	CPA/CA ANZ	Yes
221213	External Auditor	1	CPA/CA ANZ	Yes
221214	Internal Auditor	1	CPA/CA ANZ	Yes
221900	Accountants NEC	1	CPA/CA ANZ/IPA	No
222111	Finance Broker	2	VETASSESS	No
222112	Insurance Broker	2	VETASSESS	No
222113	Stockbroking Dealer	2	VETASSESS	No
222199	Financial Brokers NEC	2	VETASSESS	No
222211	Financial Market Dealer	2	VETASSESS	Yes
222212	Futures Trader	2	VETASSESS	No
222213	Options Trader	2	VETASSESS	No
222299	Financial Dealers NEC	2	VETASSESS	No
222311	Financial Investment Adviser	2	VETASSESS	Yes
222312	Financial Investment Manager	2	VETASSESS	Yes
222399	Fin. Investment Advisers NEC	2	VETASSESS	No
224211	Financial Analyst	1	VETASSESS	Yes
224212	Budget Analyst	1	VETASSESS	Yes
224213	Risk Analyst	1	VETASSESS	Yes
224499	Financial Analysts NEC	1	VETASSESS	No
132211	Finance Manager	1	VETASSESS	Yes
134211	Branch or Area Manager (Fin)	1	VETASSESS	Yes

## A.2 Education — ANZSCO Group 24

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
241111	Early Childhood (Pre-Primary) Teacher	1	State Teacher Reg.	Yes
241211	Primary School Teacher	1	State Teacher Reg.	Yes
241213	Middle School Teacher	1	State Teacher Reg.	Yes
241311	Secondary School Teacher	1	State Teacher Reg.	Yes
241399	Secondary Teachers NEC	1	State Teacher Reg.	Yes
241411	Special Needs Teacher	1	State Teacher Reg.	Yes
241511	Teacher of the Hearing Impaired	1	State Teacher Reg.	Yes
241512	Teacher of the Sight Impaired	1	State Teacher Reg.	Yes
241599	Special Education Teachers NEC	1	State Teacher Reg.	Yes
242111	TAFE/VET Teacher	1	VETASSESS	Yes
242211	University Lecturer	1	TEQSA	Yes
242212	University Tutor	2	TEQSA	No
249111	Education Adviser	1	VETASSESS	Yes
249112	Private Tutor	1	VETASSESS	No
249299	Education Managers NEC	1	VETASSESS	No
134912	School Principal	1	VETASSESS	No

## A.3 Social Work and Community Services — ANZSCO Group 27 & 41

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
272511	Social Worker	1	AASW	Yes
272512	Welfare Rights Advocate	1	AASW	No
272513	Child Protection Worker	1	VETASSESS	Yes
272514	Family Support Worker	2	VETASSESS	Yes
272599	Social Workers NEC	1	VETASSESS	No
411711	Community Worker	2	VETASSESS	Yes
411712	Family Support Worker (para)	2	VETASSESS	No
411716	Youth Worker	2	VETASSESS	Yes

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
411799	Community Workers NEC	2	VETASSESS	No
134411	Aged or Disabled Carer Mgr	1	VETASSESS	Yes
134412	Child Care Centre Manager	1	VETASSESS	Yes
134413	Community Services Manager	1	VETASSESS	Yes
134414	Welfare Centre Manager	1	VETASSESS	Yes
134499	Social/Welfare Managers NEC	1	VETASSESS	No

## A.4 Agricultural and Environmental Sciences — ANZSCO Group 23

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
234111	Agricultural Consultant	1	VETASSESS	Yes
234112	Agricultural Scientist	1	VETASSESS	Yes
234113	Agronomist	1	VETASSESS	Yes
234114	Soil Scientist	1	VETASSESS	Yes
234115	Horticulturalist	1	VETASSESS	Yes
234199	Agricultural Scientists NEC	1	VETASSESS	No
234311	Botanist	1	VETASSESS	Yes
234312	Environmental Consultant	1	VETASSESS	Yes
234313	Environmental Scientist	1	VETASSESS	Yes
234314	Park Ranger	1	VETASSESS	No
234315	Zoologist	1	VETASSESS	Yes
234399	Environmental Scientists NEC	1	VETASSESS	No
139912	Environmental Manager	1	VETASSESS	Yes
234212	Food Technologist	1	VETASSESS	Yes
234213	Agricultural Chemical Scientist	1	VETASSESS	No
233912	Agricultural Engineer	1	Engineers Australia	Yes
233916	Environmental Engineer	1	Engineers Australia	Yes

## A.5 Human Resources and Management — ANZSCO Group 13 & 22

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
132311	Human Resource Manager	1	VETASSESS	Yes

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
132312	Training & Development Manager	1	VETASSESS	Yes
132411	Policy and Planning Manager	1	VETASSESS	Yes
132511	Research and Development Manager	1	VETASSESS	Yes
223112	Recruitment Consultant	2	VETASSESS	Yes
223211	ICT Trainer	2	VETASSESS	No
224711	Management Consultant	1	VETASSESS	Yes
224712	Organisation and Methods Analyst	1	VETASSESS	Yes
224411	Industrial/Commercial Manager	1	VETASSESS	No
224412	Policy Analyst	1	VETASSESS	Yes
133611	Procurement Manager	1	VETASSESS	Yes
133612	Supply and Distribution Manager	1	VETASSESS	Yes
133111	Construction Project Manager	1	VETASSESS/AIQS	Yes
133112	Project Builder	1	VETASSESS	Yes
111211	General Manager	1	VETASSESS	Yes
111212	Senior Manager	1	VETASSESS	No

## A.6 Legal and Compliance — ANZSCO Group 27

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
271211	Barrister	1	VETASSESS	Yes
271311	Solicitor	1	VETASSESS	Yes
271213	Company Secretary	1	VETASSESS	Yes
271299	Legal Professionals NEC	1	VETASSESS	No
272311	Careers Adviser	1	VETASSESS	Yes
272313	Vocational Education Counsellor	1	VETASSESS	No
224213	Risk Analyst	1	VETASSESS	Yes
224711	Compliance Officer	1	VETASSESS	Yes
271111	Judge	1	N/A	No
272111	Health Information Manager	1	VETASSESS	Yes

## A.7 Hospitality and Tourism Management — ANZSCO Group 14

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
141111	Cafe or Restaurant Manager	2	VETASSESS	No (STSOL)
141311	Hotel or Motel Manager	2	VETASSESS	No (STSOL)
141411	Licensed Club Manager	2	VETASSESS	No
141911	Facilities Manager	2	VETASSESS	Yes
141999	Accommodation Managers NEC	2	VETASSESS	No
142111	Retail Manager (General)	2	VETASSESS	No
142115	Supermarket Manager	2	VETASSESS	No
149412	Customer Service Manager	2	VETASSESS	No
141211	Caravan Park and Camping Manager	3	VETASSESS	No

## A.8 Engineering (Non-IT) — ANZSCO Group 23

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
233111	Chemical Engineer	1	Engineers Australia	Yes
233112	Materials Engineer	1	Engineers Australia	Yes
233211	Civil Engineer	1	Engineers Australia	Yes
233212	Geotechnical Engineer	1	Engineers Australia	Yes
233213	Quantity Surveyor	1	AIQS	Yes
233214	Structural Engineer	1	Engineers Australia	Yes
233215	Transport Engineer	1	Engineers Australia	Yes
233311	Electrical Engineer	1	Engineers Australia	Yes
233411	Electronics Engineer	1	Engineers Australia	Yes
233511	Industrial Engineer	1	Engineers Australia	Yes
233512	Mechanical Engineer	1	Engineers Australia	Yes
233611	Mining Engineer (excl. Petroleum)	1	Engineers Australia	Yes
233612	Petroleum Engineer	1	Engineers Australia	Yes
233912	Agricultural Engineer	1	Engineers Australia	Yes
233916	Environmental Engineer	1	Engineers Australia	Yes

ANZSCO Code	Occupation Title	Skill Level	Assessing Body	On MLTSSL?
233915	Safety Engineer	1	Engineers Australia	Yes

## Appendix B: Skills Assessment Body Deep Dive Guides

This appendix gives you a detailed, step-by-step guide for each major skills assessing body relevant to non-IT professionals. Use the section for your specific body as your primary assessment preparation resource.

### B.1 VETASSESS — Complete Assessment Guide

VETASSESS is the largest and most important skills assessing body for non-IT professionals. It assesses over 350 occupations across business, management, sciences, social services, and many other fields. Understanding exactly how VETASSESS evaluates applications is critical to avoiding the most common rejection reasons.

#### B.1.1 The VETASSESS Qualification Assessment

VETASSESS evaluates qualifications against the Australian Qualifications Framework (AQF). The key levels for migration purposes are:

AQF Level	Australian Equivalent	Common Indian Equivalents	VETASSESS Rating
AQF 7	Bachelor Degree	B.Com, BBA, BSc, BA (3-year), BE	Meets minimum for Group A
AQF 8	Graduate Certificate/Diploma	PG Diploma (1 year)	Above minimum
AQF 9	Masters Degree	MBA, M.Com, MSc (2 year)	Stronger profile
AQF 10	Doctorate	PhD	Highest qualification level
AQF 5/6	Diploma/Advanced Diploma	Diploma, some associate degrees	Group B only

#### B.1.2 The VETASSESS Employment Assessment

Qualification alone is not sufficient. VETASSESS also assesses your work experience against the ANZSCO unit group definition for your nominated occupation. The key criteria:

- **Highly relevant employment:** At least one year of employment in the past five years that is highly relevant to your nominated occupation. This is the primary criterion for Group A.
- **Relevant employment:** Employment that uses skills and knowledge gained from your qualification, even if not identical to your nominated occupation.
- **Duration:** VETASSESS considers the total duration of relevant employment, not just recent employment.
- **Reference letters:** Must be on company letterhead, include specific duties, and cover the dates claimed.

#### The VETASSESS Documentation Standard

VETASSESS assessors are trained to identify employment evidence that does not match the ANZSCO unit group description. The most common reason for rejection is a reference letter that describes generic duties ('handled accounts', 'managed staff') without specifically connecting to the ANZSCO unit group tasks listed in the occupation definition. Before writing your reference letters, download the ANZSCO unit group description for your occupation from the ABS website and ensure your duties description mirrors the language used there.

### B.1.3 VETASSESS Timeline and Process

6. Download and complete the VETASSESS online application form
7. Gather all supporting documents (see checklist below)
8. Pay the application fee online (\$800–\$1,800 depending on standard or priority processing)
9. Upload documents through the VETASSESS portal
10. Wait for additional information request (common — VETASSESS may ask for clarification)
11. Respond to any requests within 28 days
12. Receive outcome letter (positive, neutral, or negative assessment)

### B.1.4 VETASSESS Document Checklist

- Certified copies of all academic transcripts and degree certificates
- Employment reference letters covering all claimed periods (on letterhead, signed, with contact details)
- Payslips, bank statements, or salary certificates confirming employment periods
- Statutory Declaration (strongly recommended) detailing your specific duties in your own words
- Professional registration or membership certificates (if applicable to your occupation)
- Translation of all documents not in English (by a NAATI-accredited translator)
- Passport copy

## B.2 CPA Australia — Complete Accounting Assessment Guide

CPA Australia is the preferred assessing body for accounting professionals in Australia, particularly those from the Indian market. With over 170,000 members globally, CPA Australia has a well-established assessment process for overseas-qualified accountants.

### B.2.1 CPA Australia Assessment Streams

Stream	Who Should Apply	Key Requirement
CPA Program Membership	Accountants who want to become CPA Australia members	Degree + experience + program completion
Skills Assessment Only (for migration)	Accountants who only need migration assessment (not CPA membership)	Degree equivalence assessment
Associate Member pathway	Intermediate accounting qualifications	Additional coursework may be required

### B.2.2 Indian Accounting Qualifications — CPA Australia Mapping

Indian Qualification	CPA Australia Assessment Outcome	Additional Requirements
ICAI Chartered Accountant (CA)	Generally assessed at degree level or above	Experience + IELTS verification
ICWAI/CMA (Cost Accountant)	Generally assessed at degree level	May need additional subjects

Indian Qualification	CPA Australia Assessment Outcome	Additional Requirements
B.Com + MBA (Finance)	Assessed as meeting degree requirement	Strong work experience critical
B.Com only (3 year)	May be assessed as equivalent to degree	Strong work experience required
M.Com	Assessed at postgraduate level	Strengthens application significantly

## B.3 CA ANZ — Chartered Accountants Australia and New Zealand

CA ANZ is particularly relevant for Indian CAs from ICAI, due to the bilateral mutual recognition arrangement between ICAI and CA ANZ. This arrangement can significantly reduce the assessment burden for qualified Indian CAs.

### B.3.1 ICAI-CA ANZ Mutual Recognition Pathway

- **Eligibility:** You must hold an Indian CA qualification from ICAI (not ICWAI/CMA).
- **Process:** Apply through CA ANZ's international member pathway, providing ICAI membership certificate, academic transcripts, and work experience evidence.
- **Outcome:** If approved, you receive advanced standing in the CA ANZ program — often completing the pathway in significantly less time than a standard assessment.
- **Cost:** CA ANZ assessment fees are typically AUD \$700–\$900. Membership fees are additional.

#### Indian CA Advantage

The ICAI-CA ANZ mutual recognition pathway is one of the most underutilised advantages available to Indian migration applicants. An Indian CA with this assessment can compete at a significantly higher level in the Australian migration system than a general accounting graduate — and the assessment process is faster and cheaper than VETASSESS for accountants.

## B.4 Engineers Australia — CDR Pathway Guide

Engineers Australia (EA) is the assessing body for all engineering occupations in Australia. For overseas engineers, the primary assessment pathway is the Competency Demonstration Report (CDR).

### B.4.1 CDR Structure

A CDR consists of three components:

- **Three Career Episodes (CEs):** Narrative accounts of your engineering experience, each describing a specific project or role. Each CE should be 1,000–2,500 words and must follow the EA format precisely.
- **Summary Statement:** A matrix that maps your career episode paragraphs to the competency elements required by the Engineers Australia Competency Standard for your occupation category.
- **Continuing Professional Development (CPD):** A list of professional development activities since graduation.

### B.4.2 Engineering Occupation Categories

Category	Covers	Qualification Required
Professional Engineer	Civil, Structural, Chemical, Environmental, Agricultural, Mechanical, Electrical	Bachelor of Engineering (4 year) or equivalent
Engineering Technologist	Applied engineering roles with significant technical depth	Bachelor of Engineering Technology or equivalent
Engineering Associate	Technical support roles, some sub-degree qualifications eligible	Associate Degree or equivalent
Engineering Manager	Senior engineering management roles	Degree + significant management experience

### CDR Red Flags — Avoid These

EA specifically checks for plagiarism in CDRs. Many applicants use CDR writing services that produce generic, plagiarised reports. EA has sophisticated plagiarism detection and will permanently ban applicants caught submitting plagiarised CDRs. Write your own CDR in your own words, describing your own genuine engineering experience.

## B.5 AASW — Social Worker Assessment Guide

The Australian Association of Social Workers (AASW) is the only body that can assess social work qualifications for migration purposes in Australia. AASW membership is also required for professional social work practice in Australia.

### B.5.1 AASW Eligibility Criteria

- You must hold a social work qualification from a recognised university — typically a Bachelor of Social Work (4 years) or a Master of Social Work (qualifying).
- Many Indian social work degrees are recognised by AASW if they meet the curriculum requirements.
- Indian MSW (2-year, from a recognised university) is generally accepted as the equivalent of an Australian BSW for assessment purposes.
- AASW requires IELTS 7.0 in each band (or equivalent PTE) — plan your English preparation accordingly.

### B.5.2 AASW Assessment Process

13. Gather educational transcripts, curriculum details, and employment references
14. Complete AASW online application and pay the assessment fee (\$550–\$750)
15. AASW reviews your curriculum against Australian social work education standards
16. AASW may request additional information or a curriculum comparison
17. Receive outcome — either full recognition, conditional recognition (with bridging requirements), or non-recognition

### AASW Conditional Recognition

Many overseas social workers receive a conditional recognition outcome from AASW, requiring them to complete a bridging unit or placement in Australia before full membership is granted. This is not a

barrier to migration — you can still lodge a skills assessment and migration application with a conditional recognition letter. The bridging requirement can be completed after you arrive in Australia.

## Appendix C: Document Templates and Pro Forma References

This appendix provides template language and guidance for the most important documents in your skills assessment and visa application. These are not substitutes for actual legal advice — they are professional starting-point frameworks based on my experience reviewing hundreds of successful applications.

### C.1 Employment Reference Letter — Best Practice Template

The employment reference letter is the single most important document in your skills assessment. The following template structure is based on VETASSESS requirements but applies broadly to CPA Australia, AASW, and EA assessments.

#### Reference Letter Template Structure

[Company Letterhead] [Date] To Whom It May Concern / To the Assessing Authority This letter confirms that [Full Name] was employed by [Company Name] as [Job Title] from [Start Date] to [End Date]. During this period, [Name]'s primary duties included: • [Specific Duty 1 — use ANZSCO language] • [Specific Duty 2] • [Specific Duty 3 — include quantified achievements where possible] • [Specific Duty 4] • [Specific Duty 5] [Name] worked full-time / part-time [X hours per week]. [Name]'s performance was [satisfactory/excellent]. This letter is issued at [Name]'s request for migration/skills assessment purposes. [Signatory Name], [Title] [Direct Phone Number], [Email] [Company Seal if applicable]

### C.2 Statutory Declaration for VETASSESS — Guidance

VETASSESS accepts (and in borderline cases, strongly recommends) a Statutory Declaration in which you describe your own employment duties in your own words. This is different from the employer reference letter — it is your sworn personal statement.

Key elements of a strong Statutory Declaration for VETASSESS:

- Sworn before a Justice of the Peace, notary public, or other legally authorised officer
- Written in the first person ('I performed...', 'My responsibilities included...')
- Describes your specific daily duties using ANZSCO language for your nominated occupation
- Covers all employment periods for which you are claiming experience
- Includes specific examples of projects, systems, or achievements that demonstrate depth
- Signed and witnessed with the statutory form language required in your jurisdiction

### C.3 Expression of Interest (EOI) — Key Fields Guide

The SkillSelect EOI is not a document — it is an online form. However, the information you enter has critical implications for your invitation outcome. Here is guidance on the key fields:

EOI Field	Guidance
Nominated Occupation	Use the ANZSCO code that exactly matches your actual work duties. If in doubt, choose the more specific code. Changing your occupation after lodgement creates complications.
Skills assessment details	Enter the exact outcome date and reference number from your assessment letter. Any discrepancy can delay or invalidate your EOI.

EOI Field	Guidance
English language result	Enter the score from your most recent valid test. For IELTS, results are valid for 3 years. For PTE, check currency with the DHA at time of submission.
Employment history	Claim only employment that is in your nominated occupation or closely related. Do not inflate duration — VETASSESS and the DHA cross-reference.
Study in Australia	Only claim this if you have completed at least 2 years of on-campus study leading to an AQF qualification in Australia.
Professional Year	Only claim if you have completed an accredited Professional Year program in Australia — typically 44 weeks full-time.
Spouse/partner details	If your partner meets the English and skills assessment requirements, claim the 10-point partner bonus. This requires a separate skills assessment for your partner.

## C.4 State Nomination — EOI Letter of Intent Template

Many states request a brief Letter of Intent (also called Statement of Intent) as part of their nomination EOI. This letter explains why you want to live and work in that specific state. A generic letter that says 'I want to migrate to Australia' will be rejected by states that require genuine connection evidence.

### Letter of Intent — Key Elements

1. Opening: State clearly that you are applying for nomination and for which occupation. 2. Connection to the State: Explain your genuine link — have you visited? Do you have family there? Have you researched the local job market? Have you received a job offer? 3. Professional relevance: Explain why your occupation is relevant to the state's economy and needs. 4. Long-term intention: State that you intend to live and work in the state for the long term (not just to get the nomination and then move). 5. Closing: Express appreciation for the state's program and your commitment to contributing to the local community.

## C.5 The Health Examination — What to Expect

All Australian skilled visa applicants must complete a medical examination at a DHA-approved panel physician. In India, approved panel physicians (IOMCs) are located in major cities including Mumbai, Delhi, Chennai, Kolkata, Hyderabad, Bengaluru, and Ahmedabad.

- Schedule your examination only after receiving an ITA — examinations expire if done too early
- The examination includes a chest X-ray, general physical examination, and HIV/hepatitis tests in some cases
- Results are submitted directly from the panel physician to the DHA — you do not handle them yourself
- Pre-existing conditions are disclosed but do not automatically disqualify you from a visa — the DHA assesses each case on 'significant cost' grounds
- Budget AUD \$350–\$600 per person for the examination

## Appendix D: State and Territory Profile Pages

This appendix provides detailed profile information for each Australian state and territory — beyond the occupation demand analysis in Chapter 7. Use these profiles to understand the economic context, lifestyle factors, and practical considerations for each destination.

### D.1 New South Wales — State Profile

#### Economy

NSW has Australia's largest economy (32% of national GDP). Sydney is the nation's financial capital, with the highest concentration of financial services, professional services, and corporate head offices. The Greater Sydney region is also a major education hub, with 11 universities and the largest VET sector in Australia.

#### Key Industries for Non-IT Professionals

Industry	Employment Size	Key Locations
Financial and insurance services	260,000+ employed	Sydney CBD, Parramatta, North Sydney
Education and training	345,000+ employed	Across Greater Sydney and regional
Social assistance	280,000+ employed	Western Sydney, Hunter, Illawarra
Professional services	290,000+ employed	Sydney CBD, Macquarie Park
Agriculture (regional)	55,000+ employed	Riverina, New England, North Coast
Construction	280,000+ employed	Greater Sydney — Olympic precinct and metro

#### Lifestyle and Cost

Sydney is Australia's most expensive city, with median house prices exceeding AUD \$1.4 million in 2026. However, western Sydney and regional NSW offer significantly more affordable options. The lifestyle advantages — harbour access, international food culture, world-class arts and sports, proximity to beaches and mountains — are unmatched in Australia.

#### Indian Community

NSW has the largest Indian community in Australia (300,000+), concentrated in western Sydney suburbs including Parramatta, Blacktown, Merrylands, Penrith, and Liverpool. Significant temple, Gurdwara, and mosque communities are well-established. Bollywood cinemas, Indian grocery chains, and community cultural events are readily accessible.

### D.2 Victoria — State Profile

#### Economy

Victoria has Australia's second-largest economy, anchored by Melbourne's role as the nation's business services capital. Key sectors include financial services, education (Melbourne hosts the world's largest international student population outside of the UK), professional services, and manufacturing. The Suburban Rail Loop — a \$50 billion project — is the largest construction project in Australian history.

## Key Industries for Non-IT Professionals

Industry	Employment Size	Key Locations
Education and training	380,000+ employed	Melbourne metro, Geelong, Ballarat
Healthcare and social assistance	440,000+ employed	Metro + all regional centres
Professional services	260,000+ employed	Melbourne CBD, Docklands, St Kilda Road
Financial services	180,000+ employed	Melbourne CBD, Collins Street
Food manufacturing	70,000+ employed	Shepparton, Geelong, Mildura
Construction	260,000+ employed	Metro — SRL precinct and growth corridors

## Lifestyle and Cost

Melbourne is consistently ranked among the world's most liveable cities. The inner suburbs offer unparalleled cafe culture, arts, and sport. Melbourne's weather is famously variable ('four seasons in one day') but the lifestyle culture compensates. Median house prices are AUD \$900,000–\$1.1 million in the metro; outer suburbs and regional Victoria are much more affordable.

## Indian Community

Victoria has Australia's second-largest Indian community (220,000+). Melbourne's Indian community is particularly well-established in the eastern and southern suburbs — Box Hill, Glen Waverley, Dandenong, and Noble Park have established temple, mosque, and community association networks. The Federation of Indian Associations of Victoria runs significant cultural programs.

## D.3 Queensland — State Profile

### Economy

Queensland is Australia's fastest-growing state economy. The 2032 Brisbane Olympics is catalysing a once-in-generation infrastructure boom — stadiums, transport, accommodation, and precinct development are generating over \$7 billion in direct capital investment. Beyond the Olympics, Queensland's economy is driven by resources (coal, LNG), tourism, agriculture, and a rapidly growing business services sector as interstate migrants (200,000+ from Victoria and NSW in 2024-25) drive population and economic growth.

## Key Industries for Non-IT Professionals

Industry	Employment Size	Key Locations
Tourism and hospitality	240,000+ employed	Gold Coast, Cairns, Whitsundays, Brisbane
Agriculture	95,000+ employed	Darling Downs, Burdekin, Lockyer Valley
Construction	220,000+ employed	SEQ — Olympics precinct and growth areas
Education and training	280,000+ employed	Brisbane, Sunshine Coast, Townsville
Social assistance	220,000+ employed	Brisbane, regional QLD
Resources (support professions)	60,000+ employed	Mackay, Rockhampton, Gladstone

## Lifestyle and Cost

Queensland offers the best lifestyle-to-cost ratio of any east coast state. Brisbane's median house price (AUD \$750,000–\$900,000) is significantly lower than Sydney and Melbourne. The subtropical climate, outdoor lifestyle, and proximity to world-class beaches make Queensland exceptionally popular with families. Regional cities like Toowoomba, Townsville, and Cairns offer even more affordable living with genuine regional charm.

## D.4 Western Australia — State Profile

### Economy

WA's economy is unique in Australia — it is dominated by the resources sector (iron ore, gold, lithium, LNG), which accounts for over 40% of the state's economy. This creates a high-income, high-demand environment for specific non-IT professionals. WA's agricultural sector — wheat, wool, cattle, and horticulture — is also significant, particularly in the Wheatbelt and South-West regions.

### Key Industries for Non-IT Professionals

Industry	Employment Size	Key Locations
Mining and resources (support)	130,000+ employed	Perth, Karratha, Port Hedland, Kalgoorlie
Agriculture	45,000+ employed	Wheatbelt, South-West, Kimberley
Education and training	195,000+ employed	Perth metro, regional WA
Construction	165,000+ employed	Perth metro + resource project sites
Environmental services	35,000+ employed	Perth, Pilbara, South-West
Financial services	80,000+ employed	Perth CBD

## Lifestyle and Cost

Perth is Australia's sunniest major city — an average of 8+ hours of sunshine per day. The Mediterranean climate, beautiful beaches (Cottesloe, Scarborough, Hillarys), and world-class Swan Valley and Margaret River wine regions make Perth a lifestyle destination. Median house prices (AUD \$700,000–\$850,000) are lower than Sydney and Melbourne. FIFO (fly-in fly-out) work in the resources sector is a significant employment pattern for some non-IT professionals.

## D.5 South Australia — State Profile

### Economy

South Australia has undergone a dramatic economic transformation over the past decade. The AUKUS nuclear submarine program (value: estimated AUD \$368 billion over 30 years) is the single largest defence contract in Australian history and is centred in Adelaide. The state has also built a strong renewable energy sector (SA runs on 70%+ renewable electricity), a world-class food and wine industry (Barossa Valley, McLaren Vale, Clare Valley), and a growing space technology sector. For non-IT professionals, this mix creates exceptionally diverse opportunities.

### Key Industries for Non-IT Professionals

Industry	Employment Size	Key Locations
Defence (AUKUS programme)	Growing rapidly	Adelaide (Osborne Naval Shipyard + surrounds)
Food and wine industry	55,000+ employed	Barossa, McLaren Vale, Coonawarra, Riverland
Agriculture	50,000+ employed	Eyre Peninsula, Riverland, South-East
Education and training	145,000+ employed	Adelaide metro + regional SA
Healthcare and social assistance	190,000+ employed	Adelaide metro + regional
Construction	75,000+ employed	Adelaide (defence precincts and urban renewal)

## Lifestyle and Cost

Adelaide is consistently rated as one of the world's most liveable cities. Critically for families, Adelaide has Australia's lowest cost of living among the major cities — median house price AUD \$700,000–\$800,000, with excellent schools, healthcare, and public transport. The Barossa Valley, Adelaide Hills, and Fleurieu Peninsula are 45-minute drives from the CBD. SA is the ideal first Australian home for non-IT professional families.

## D.6 Tasmania — State Profile

### Economy

Tasmania's economy has been transformed by tourism, premium agriculture, and the arts over the past 15 years. The state's clean, green brand is now a genuine competitive advantage — premium food products (Atlantic salmon, fine cheese, cool-climate wines) command premium prices globally. MONA (the Museum of Old and New Art) has made Tasmania a global arts destination. Renewable energy (100% renewable electricity) is attracting data centres and hydrogen projects.

### Lifestyle and Cost

Hobart is consistently the most affordable capital city in Australia. In a world where major city housing has become a barrier to wealth building, Hobart offers genuine quality of life at a fraction of Sydney or Melbourne's cost. The natural environment — world heritage wilderness, pristine beaches, the Wellington/kunanyi mountain backdrop — is extraordinary.

#### The Tasmania Reality Check

Tasmania's relatively small economy means the job market is narrower. Before choosing Tasmania as your destination, research specific employers in your occupation and ensure there is genuine demand for your skills. For teachers, social workers, and hospitality managers, demand is genuine and acute. For accountants and project managers, the opportunities exist but are fewer — a job offer or employer connection significantly strengthens a Tasmanian migration strategy.

## D.7 Australian Capital Territory — State Profile

### Economy

Canberra is one of the world's most unusual capital cities — it is planned, purpose-built, and almost entirely dependent on the federal government for its economic base. The Australian Public Service (APS) directly employs over 155,000 Australians, a significant proportion in Canberra. Government

contractors, consultants, defence suppliers, and universities round out the economy. Non-IT professionals who thrive in Canberra are those who understand how to work within, or alongside, government — policy analysts, compliance professionals, HR specialists, social researchers, and education professionals.

### Lifestyle and Cost

Canberra is a planned city with wide boulevards, excellent cycling infrastructure, beautiful parks (Commonwealth Park, Australian National Botanic Gardens), and world-class cultural institutions (the Australian War Memorial, National Gallery, National Museum). The climate is continental — hot dry summers and genuinely cold winters with snowfall on the surrounding Brindabella Ranges. Median house prices (AUD \$800,000–\$1 million) reflect the high average income of the public service workforce.

## D.8 Northern Territory — State Profile

### Economy

The Northern Territory is Australia's frontier — resource-rich, sparsely populated, and with some of the most significant indigenous cultural heritage in the world. Darwin is the Territory's capital and service hub. Key economic sectors include resources (LNG at Darwin Harbour, mining across the Territory), defence (RAAF Base Darwin, Pine Gap facility), agriculture (cattle, horticulture in the Top End), and tourism (Uluru, Kakadu National Park, Katherine Gorge).

### Lifestyle and Cost

Darwin has a unique tropical lifestyle — outdoor dining, Top End sunset culture at Mindil Beach Market, and proximity to extraordinary natural environments. The climate is monsoonal — a six-month dry season of almost perfect weather and a six-month wet season of intense heat, humidity, and tropical storms. The NT offers the fastest PR pathway for non-IT professionals who are prepared to embrace its frontier character. Salary loadings in the NT are often 10–20% above equivalent southern state roles.

#### NT Commitment Clause

NT nominations require a written commitment to live and work in the Territory. The NT government does not nominate applicants who intend to move to Sydney or Melbourne after receiving PR. This requirement is genuine — the NT monitors the settlement outcomes of its nominees and takes nomination integrity seriously. Only apply to NT nomination if you genuinely intend to build your Australian life there.

## Appendix E: Complete Visa Application Document Checklist

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Once you receive an Invitation to Apply (ITA), you have 60 days to lodge a complete visa application. This appendix gives you the comprehensive document checklist to ensure you are ready before you receive your ITA — so the 60-day window does not catch you unprepared.

### E.1 Primary Applicant Documents

#### Identity Documents

- Current passport (valid for at least 6 months beyond intended travel date)
- Previous passports (if any — particularly those covering claimed employment periods)
- Birth certificate (certified copy)
- National ID card (Aadhaar, PAN card — if applicable in your jurisdiction)

#### Character Documents

- Police clearance certificate from India (from your state police authority — not NCRB alone if you have lived outside India for 12+ months in the past 10 years)
- Police clearance certificates from all countries where you have lived for 12+ months in the past 10 years
- Statutory declaration regarding character (if requested by DHA)

#### Qualifications

- Original degree certificates (or certified copies)
- Academic transcripts (official copies — sealed and signed)
- Professional memberships and licences
- Skills assessment outcome letter (from VETASSESS, CPA, EA, AASW, or other body)

#### Employment

- Employment reference letters (one per employer, covering all claimed periods)
- Payslips for all claimed employment periods (at least 3 months per employer)
- Bank statements showing salary credits (if payslips unavailable)
- EPF statement (for India-based employment — confirms continuous employment)
- Form 16 / IT returns (for India-based employment — additional income evidence)

#### English Language

- IELTS or PTE Academic test report (must be within validity period at time of application)
- Note: IELTS results are valid for 3 years; PTE validity check current DHA guidelines

### E.2 Spouse/Partner Documents

- Passport
- Birth certificate
- Marriage certificate (certified copy; if married in India, must be translated if not in English)
- Police clearance

- Skills assessment outcome (if claiming partner skills points)
- English language results (if claiming partner English points)

### E.3 Dependent Children Documents

- Passport or birth certificate
- School enrolment letters (if currently enrolled)
- Medical records (if child has pre-existing health conditions to disclose)

### E.4 Health Examinations

- HAP ID from the DHA (generated when you submit your visa application)
- Book health examination at an approved IOMC panel physician in India
- Chest X-ray (done at the panel physician's facility)
- General physical examination
- Blood tests (HIV, hepatitis if required for your visa subclass)
- Results submitted directly by panel physician to the DHA — no paper copies to you

### E.5 State Nomination Documents (190/491)

- State nomination letter (provided by the state government upon approval)
- Confirmation of nomination in SkillSelect (update your EOI once nomination received)

### E.6 Financial Documents (If Required)

- Bank statements (3–6 months, showing sufficient funds for settlement)
- Property documents (if relevant to financial capacity)
- Note: 189/190 visas do not have a minimum funds requirement; 491 regional visas generally do not either. However, evidence of financial capacity can strengthen the overall application.

#### Document Preparation Timeline

Start gathering documents the moment you decide to pursue Australian migration — not when you receive your ITA. Employment reference letters take time to arrange; police clearances in India can take 2–8 weeks; document certification and apostille processing adds further time. A well-prepared applicant can lodge their visa application within 2–3 weeks of receiving an ITA. An unprepared applicant may use the entire 60 days and still submit an incomplete application.

## Appendix F: Australian Salary Benchmarks for Non-IT Professionals — 2026

Understanding Australian salary levels is essential for both your points test calculations and your financial planning. These benchmarks are based on ABS wage data, SEEK salary survey data, and HAYS Australia salary guide 2025-26.

Note: All figures are in AUD per annum (gross). Tax rates vary. Superannuation (11.5% in 2025-26) is paid on top of the salary by the employer and is not included in these figures.

### F.1 Accounting and Finance

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)	Resources Sector Premium
Accountant (General)	\$65,000– \$80,000	\$80,000– \$105,000	\$105,000– \$140,000	+15–25%
Management Accountant	\$75,000– \$95,000	\$95,000– \$125,000	\$125,000– \$160,000	+15–25%
Tax Accountant	\$65,000– \$85,000	\$85,000– \$110,000	\$110,000– \$145,000	+10–20%
External Auditor	\$70,000– \$90,000	\$90,000– \$120,000	\$120,000– \$160,000	+10–20%
Financial Analyst	\$75,000– \$95,000	\$95,000– \$130,000	\$130,000– \$180,000	+20–35%
Finance Manager	\$110,000– \$130,000	\$130,000– \$165,000	\$165,000– \$220,000	+15–30%

### F.2 Education

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)	Regional Premium
Early Childhood Teacher	\$65,000– \$75,000	\$75,000– \$90,000	\$90,000– \$110,000	+10–20%
Primary School Teacher	\$70,000– \$85,000	\$85,000– \$100,000	\$100,000– \$120,000	+10–20%
Secondary Teacher	\$70,000– \$90,000	\$90,000– \$110,000	\$110,000– \$130,000	+10–25%
Special Needs Teacher	\$75,000– \$90,000	\$90,000– \$110,000	\$110,000– \$135,000	+15–25%
University Lecturer	\$90,000– \$110,000	\$110,000– \$140,000	\$140,000– \$180,000	N/A
School Principal	\$130,000– \$150,000	\$150,000– \$180,000	\$180,000– \$220,000	N/A

### F.3 Social Work and Community Services

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)	Remote Premium
Social Worker	\$68,000– \$80,000	\$80,000– \$100,000	\$100,000– \$125,000	+20–35%
Child Protection Worker	\$70,000– \$85,000	\$85,000– \$105,000	\$105,000– \$130,000	+20–35%
Community Services Manager	\$90,000– \$110,000	\$110,000– \$135,000	\$135,000– \$165,000	+15–25%
Disability Services Manager	\$85,000– \$105,000	\$105,000– \$130,000	\$130,000– \$160,000	+15–20%
Youth Worker	\$58,000– \$70,000	\$70,000– \$85,000	\$85,000– \$105,000	+15–25%

### F.4 Agricultural and Environmental Sciences

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)	Resources Sector Premium
Agricultural Scientist	\$70,000– \$85,000	\$85,000– \$110,000	\$110,000– \$145,000	+15–25%
Agronomist	\$65,000– \$80,000	\$80,000– \$105,000	\$105,000– \$140,000	N/A
Environmental Scientist	\$70,000– \$90,000	\$90,000– \$120,000	\$120,000– \$155,000	+25–40%
Environmental Manager	\$100,000– \$125,000	\$125,000– \$155,000	\$155,000– \$200,000	+25–40%
Food Technologist	\$65,000– \$80,000	\$80,000– \$105,000	\$105,000– \$135,000	N/A
Agricultural Consultant	\$70,000– \$90,000	\$90,000– \$120,000	\$120,000– \$155,000	N/A

### F.5 Engineering (Non-IT)

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)	Resources Sector Premium
Civil Engineer	\$75,000– \$95,000	\$95,000– \$130,000	\$130,000– \$175,000	+25–40%
Structural Engineer	\$75,000– \$95,000	\$95,000– \$130,000	\$130,000– \$175,000	+25–40%
Environmental Engineer	\$75,000– \$100,000	\$100,000– \$135,000	\$135,000– \$180,000	+30–45%
Quantity Surveyor	\$80,000– \$105,000	\$105,000– \$140,000	\$140,000– \$190,000	+20–35%

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)	Resources Sector Premium
Construction Project Manager	\$95,000–\$120,000	\$120,000–\$165,000	\$165,000–\$220,000	+20–35%
Chemical Engineer	\$80,000–\$105,000	\$105,000–\$140,000	\$140,000–\$185,000	+30–50%

## F.6 Human Resources and Management

Occupation	Entry Level (AUD)	Mid-Level (AUD)	Senior Level (AUD)
HR Manager	\$90,000–\$110,000	\$110,000–\$145,000	\$145,000–\$195,000
Recruitment Consultant	\$65,000–\$80,000	\$80,000–\$110,000 (+ commission)	\$110,000–\$160,000+ (commission)
Training & Development Manager	\$90,000–\$110,000	\$110,000–\$140,000	\$140,000–\$180,000
Management Consultant	\$90,000–\$115,000	\$115,000–\$155,000	\$155,000–\$220,000+
Policy Analyst	\$80,000–\$100,000	\$100,000–\$130,000	\$130,000–\$165,000
Supply Chain Manager	\$100,000–\$125,000	\$125,000–\$160,000	\$160,000–\$210,000

### Superannuation — The Hidden Salary Component

Australia's mandatory superannuation system requires employers to pay an additional 11.5% of your salary into your superannuation (retirement savings) fund. This is on top of your quoted salary. So a \$90,000 salary means your employer is actually paying approximately \$100,350 including super. When Australian employers advertise salaries, confirm whether the figure is 'base' (excluding super) or 'total package' (including super). Understanding this distinction is important for accurate financial planning.

## Appendix G: 50 Frequently Asked Questions — Non-IT Professional Migration to Australia

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This appendix addresses the most common questions I receive from non-IT professionals across India and South Asia who are considering Australian migration. These answers reflect my professional experience and are current as of February 2026.

### G.1 General Questions

#### **Q1: I am not an IT professional or a nurse. Can I really migrate to Australia?**

Absolutely. Australia's 185,000-place annual migration program includes tens of thousands of places for accountants, teachers, social workers, agricultural scientists, engineers (non-IT), environmental scientists, HR professionals, legal professionals, and hospitality managers. Your occupation may be in higher demand in Australia than you realise.

#### **Q2: Which is easier — migrating to Australia or Canada for a non-IT professional?**

This depends on your specific occupation and profile. For accountants: both countries are accessible. For teachers: Australia currently has stronger invitation activity. For social workers: both have demand, but Australia's AASW pathway is well-established. For agricultural scientists: Australia is definitively stronger, with multiple state nominations available. Get a personalised PER assessment to compare pathways for your specific case.

#### **Q3: Do I need to have a job offer to migrate?**

No — the 189 independent and 190 state-nominated pathways do not require a job offer. Only the employer-sponsored 482 TSS and 186 ENS pathways require an employer to sponsor you. You can migrate, arrive in Australia, and then find employment — though researching the job market before your migration is strongly recommended.

#### **Q4: What is the minimum age for skilled migration?**

You must be at least 18 years old to apply for most skilled visas. The maximum age is 45 years at the time of invitation for the 189/190/491 visas. For the 482 TSS, there is no age limit at point of visa grant, but the 186 ENS (PR) has a 45-year age limit.

#### **Q5: Can I bring my parents to Australia as part of my migration?**

No — parents are not included as dependants in a skilled visa application. Dependent children (under 18, or adult dependent children with certain conditions) and a spouse/de facto partner can be included. If you wish to bring your parents to Australia in the future, that would be a separate Parent visa application — an expensive and long-waiting pathway.

### G.2 Skills Assessment Questions

#### **Q6: My degree is from an Indian university not many people know. Will it be recognised?**

VETASSESS assesses qualifications on their content and equivalence — not on the fame of the issuing institution (within reasonable limits). A degree from Pune University, Osmania University, or Karnataka University is assessed the same way as one from Delhi University or Mumbai University. The content and AQF equivalence are what matter. However, if your degree is from an unrecognised institution or one with quality concerns, this can affect the assessment.

**Q7: My job title was 'Accounts Executive' but I did management accounting work. What code do I use?**

ANZSCO assessment is based on your actual duties, not your job title. If your day-to-day work matches the ANZSCO unit group description for Management Accountant (221112), you can nominate that code regardless of your official job title. Your skills assessment will evaluate your claimed duties against the ANZSCO definition — the reference letter must describe these duties in detail.

**Q8: How long is my skills assessment valid for?**

VETASSESS assessments are valid for 3 years. CPA Australia assessments are valid for 3 years. CA ANZ assessments are valid for 3 years. Engineers Australia CDR assessments have no expiry. AASW assessments are valid for 3 years. Check the validity with your specific assessing body, as these periods can change.

**Q9: I was rejected by VETASSESS. What should I do?**

First, read the rejection letter carefully — VETASSESS will specify the reason. Common reasons are: qualification below AQF7 equivalent, insufficient relevant employment, inadequate employment documentation. Depending on the reason, you may be able to: request a review with additional evidence, reassess under a different ANZSCO code for which you do qualify, or work with a qualified migration agent to reframe your application. Do not simply reapply without addressing the specific rejection reason.

**Q10: I have an Indian CA but also a B.Com. Which qualification should I use for assessment?**

For accounting occupations, your Indian CA (ICAI) will generally be assessed more favourably than a B.Com alone, and significantly more favourably than a B.Com + MBA from some providers. Use your CA qualification. For CA ANZ mutual recognition, your ICAI membership is the key credential.

## G.3 Points Test Questions

**Q11: I am 43 years old. Is it too late to migrate to Australia?**

43 is within the eligible age range (18–45) for the 189/190/491 visas. At 43, you score 15 age points — lower than a 30-year-old's 30 points. However, if your other factors are strong (English 7+, 8+ years overseas experience, state nomination, partner skills), you can still build a competitive score. The deadline is being invited before your 45th birthday — if your EOI is active when you turn 45, you lose your points eligibility. Act with urgency.

**Q12: My English is good in conversation but I struggle with IELTS. What should I do?**

This is the most common challenge I see. Conversational fluency and standardised test performance are different skills. Invest in format-specific IELTS preparation. PTE Academic is often more accessible for people who struggle with IELTS Writing, because PTE writing tasks are shorter and more structured. Try a practice test in both PTE and IELTS to see where your natural strengths lie.

**Q13: My wife has a degree but has been a homemaker for 5 years. Can she claim skills assessment points?**

For the 10-point partner skills bonus, your partner must have: (1) a skills assessment in any eligible occupation that is positive, AND (2) Competent English (IELTS 6 or equivalent). The skills

assessment requires both a recognised qualification AND relevant work experience. If your wife has been a homemaker for 5 years, she may not have recent relevant work experience. This requires a case-by-case assessment of her specific situation.

## G.4 State Nomination Questions

### Q14: Can I apply to multiple states simultaneously?

Yes. There is no restriction on applying for state nomination to multiple states at the same time. Each state application is independent. If you receive nominations from multiple states, you choose which one to accept (you can only hold one state nomination at a time in your SkillSelect EOI).

### Q15: If I get a state nomination, am I required to stay in that state?

For the 190 (permanent) visa: there is a legal requirement to live and work in the nominating state/territory for a period after grant. Technically, the requirement is 2 years, but enforcement is variable. For the 491 regional visa: you must live and work in a designated regional area for 3 years to be eligible for the 191 permanent residence visa. This is a genuine commitment that is monitored.

### Q16: South Australia's nomination list looks good but I want to live in Sydney eventually. Should I apply for SA nomination?

This is a question of personal integrity and legal compliance. If you accept SA nomination on the basis of an intention to live in SA, you are making a commitment — and the legal obligation for 190 holders is to reside in the nominating state for 2 years. If your genuine intention is to live in Sydney immediately after PR grant, applying for SA nomination under false pretences is not recommended. However, after meeting your residence obligation in SA, you are free to move anywhere in Australia.

## G.5 Employer Sponsorship Questions

### Q17: How do I find an Australian employer who will sponsor me?

The most effective channels: LinkedIn Australia (search your occupation + 'sponsor visa' or '482'), Seek.com.au, Indeed.com.au, and industry-specific job boards. Also contact Australian industry associations — many maintain employer registers. Regional employers are more likely to sponsor than major city employers because their local talent pool is smaller.

### Q18: Can I use the 482 TSS as a stepping stone to PR even if I don't end up with my sponsoring employer long-term?

The 186 ENS transitional stream requires you to have worked with the same employer for 3 years. If you change employers before 3 years, you lose the transitional pathway — though your new employer may be able to nominate you under a fresh 186 application (direct entry stream), which has different requirements. Employer-sponsored PR is inherently tied to employment continuity with the sponsor.

## G.6 Practical Questions

### Q19: What is Medicare and when can I access it?

Medicare is Australia's universal healthcare system. As a permanent resident, you are eligible for Medicare from the date of your PR grant. Medicare provides heavily subsidised access to GP visits (often bulk-billed at no out-of-pocket cost), specialist referrals, hospital treatment, and the Pharmaceutical Benefits Scheme (subsidised medications). As a PR holder on a 190 visa, enrol at a Medicare service centre as soon as you arrive.

**Q20: What happens to my Indian PF and gratuity when I migrate?**

Your EPF can be withdrawn after 2 months of unemployment in India (following resignation). You can apply for PF withdrawal or transfer if you keep the account active until you are ready to close it. Gratuity is payable by your employer upon resignation after 5 years of continuous service. These are Indian legal matters — consult a CA or financial advisor in India before migrating. The funds are freely remittable to Australia subject to FEMA guidelines.

**Q21: Do I need to pay tax in both India and Australia?**

Australia and India have a Double Tax Avoidance Agreement (DTAA). Generally, you will pay tax in the country where you are a tax resident. Once you are a permanent resident of Australia and living there, you become an Australian tax resident and pay Australian income tax. Income earned in Australia is taxed in Australia. Any income from Indian sources (rental income, investments) may be taxable in India with a credit available in Australia under the DTAA.

**Q22: Can I open an Australian bank account before I arrive?**

Yes. Several Australian banks — including CommBank, ANZ, and Westpac — allow you to open an account online before arriving in Australia using a passport and visa details. You can then activate the account and receive your debit card when you arrive. This is highly recommended — it allows you to transfer settlement funds before you leave India and have money available immediately on arrival.

**Q23: How long does it take to get Australian citizenship?**

After receiving PR, you must live in Australia for 4 years, of which at least 1 year must be as a PR holder (time as a temporary visa holder can count towards the other 3 years, subject to conditions). After meeting the residence requirements, you apply for citizenship, pass a citizenship test, and attend a ceremony. The process from eligibility to ceremony typically takes 6–18 months.

**Q24: Can my children study in Australian public schools for free?**

Yes. As a permanent resident, your children are entitled to free public education in Australian state schools. This is a significant financial benefit — international student school fees in Australia range from AUD \$10,000–\$15,000 per year per child.

**Q25: What is the driving situation in Australia?**

Australia drives on the left, the same as India. Indian driving licences are generally valid for 3–6 months after arrival, after which you need an Australian licence (varies by state). The conversion process typically involves a knowledge test and, in some states, a practical test. Speed limits are in km/h (same unit as India). Roads are well-maintained. Cars are right-hand drive.

## Appendix H: Glossary of Key Australian Migration Terms

This glossary defines the key terms used throughout this guide and in Australian migration communications. Refer to this section whenever you encounter unfamiliar terminology.

Term	Definition
ANZSCO	Australian and New Zealand Standard Classification of Occupations — the occupation coding framework used in Australia's migration system.
AQF	Australian Qualifications Framework — the national policy for regulated qualifications in Australian education and training.
AASW	Australian Association of Social Workers — the assessing body for social work qualifications for migration purposes.
CA ANZ	Chartered Accountants Australia and New Zealand — one of three accounting assessing bodies.
CDR	Competency Demonstration Report — the skills assessment document required by Engineers Australia for overseas engineers.
CICC	College of Immigration and Citizenship Consultants — the regulatory body for Registered Canadian Immigration Consultants (RCICs).
CPA Australia	Certified Practising Accountants Australia — the largest accounting assessing body for migration purposes.
CSOL	Consolidated Sponsored Occupations List — the list of occupations eligible for employer-sponsored visas.
DHA	Department of Home Affairs — the Australian government department responsible for visas, migration, and border control.
ENS	Employer Nomination Scheme — the visa program (subclass 186) for employer-sponsored permanent residence.
EOI	Expression of Interest — the online profile submitted to SkillSelect, triggering consideration for an ITA.
IELTS	International English Language Testing System — the most widely used English language test for Australian migration.
IPA	Institute of Public Accountants — one of three recognised accounting bodies for migration purposes.
ITA	Invitation to Apply — the formal invitation from the DHA to lodge a full visa application, issued after a successful EOI.
LMT	Labour Market Testing — the requirement for employers sponsoring 482 workers to demonstrate they tried to hire locally first.
MIA	Migration Institute of Australia — the professional body for Australian Registered Migration Agents.
MLTSSL	Medium and Long-Term Strategic Skills List — occupations with long-term national demand, eligible for the 189, 190, and 491 visas.
NAATI	National Accreditation Authority for Translators and Interpreters — provides certified translators for migration document translation.
PR	Permanent Residence / Permanent Resident — the status of a non-citizen who has been granted the right to live and work indefinitely in Australia.

Term	Definition
PTE Academic	Pearson Test of English Academic — an alternative to IELTS, accepted for Australian migration.
ROL	Regional Occupation List — occupations specifically eligible for the 491 regional provisional visa.
RCIC	Regulated Canadian Immigration Consultant — a licensed immigration practitioner in Canada, regulated by the CICC.
RMA	Registered Migration Agent — a licensed Australian immigration practitioner, regulated by the OMARA.
SkillSelect	The online portal for submitting Expressions of Interest for skilled migration to Australia.
STSOL	Short-Term Skilled Occupation List — occupations eligible for employer-sponsored visas but not the 189 independent visa.
TSMIT	Temporary Skilled Migration Income Threshold — the minimum salary that must be paid to 482 visa holders (AUD \$70,000 from July 2023).
TSS	Temporary Skill Shortage visa — the main employer-sponsored temporary work visa (subclass 482).
VETASSESS	Vocational Education and Training Assessment Services — the largest skills assessing body for non-IT non-health professions.
VEVO	Visa Entitlement Verification Online — the DHA tool for verifying visa conditions and entitlements.

## Appendix I: Real Migration Case Studies — Non-IT Professionals

The following case studies are composite profiles based on the types of cases I encounter regularly in my practice. Names and identifying details are illustrative. They are included to help you see how the framework in this book applies to real migration decisions.

Each case study follows the same structure: background, the challenge, the strategy applied, the outcome, and the key lesson. Use these as mirrors for your own situation.

### Case Study 1: The Mumbai CA Who Thought Australia Was Only for IT

#### Background

Arjun Shah, 33, is a Chartered Accountant from Mumbai with eight years of post-qualification experience in management accounting and internal audit at a mid-size manufacturing company. His score in the Indian CA exam was in the top 15%. He had been trying to understand his Canadian migration options for two years — with a CRS score of 447 — when he came across a DreamVisas YouTube video about Australian accounting migration.

#### The Challenge

Arjun's wife Priya (31) is a homemaker with a B.Com degree but no recent work experience. His IELTS score was 6.5 overall — Band 6.0 in Writing. He assumed he was too junior for Australian migration and that the Australian market would not recognise his Indian CA.

#### The Strategy

After a Personal Evaluation Report assessment, the recommended strategy was:

18. Target the CA ANZ mutual recognition pathway for skills assessment — faster and cheaper than VETASSESS, and designed specifically for ICAI members
19. Retake IELTS targeting 7.0 in all bands — this alone would add 10 points to his score
20. Apply for South Australia 190 nomination simultaneously with the IELTS preparation — SA was actively nominating Management Accountants (ANZSCO 221112)
21. Defer the Canadian pathway — Australia's dedicated accounting pool offered a clearer route at his current profile

#### The Outcome

Arjun completed his CA ANZ assessment in 9 weeks. On his third IELTS attempt (after targeted Writing coaching), he achieved 7.0 in all bands. His points score:

Factor	Points
Age (33)	25
English — Proficient (IELTS 7.0)	10
Qualifications (Indian CA = AQF 9 equivalent)	20
Overseas experience (8 years)	15
Partner — English only (Priya passed IELTS 6.0)	10
SA State Nomination (190)	5

Factor	Points
TOTAL	85

At 85 points, Arjun received his ITA in the next accounting draw round — 4 months after submitting his EOI. The family received their 190 PR 10 months later.

## Key Lesson

### Arjun's Takeaway

The Indian CA qualification, combined with CA ANZ mutual recognition, is one of the strongest individual assets an Indian accounting professional can bring to Australian migration. Arjun's mistake was spending two years on a Canadian pathway that was never his strongest option. Get a professional assessment early — it costs less than one IELTS test fee and can redirect years of effort.

## Case Study 2: The Pune Social Worker Who Qualified for AASW

### Background

Pooja Kulkarni, 29, holds an MSW (Master of Social Work) from Pune University and has six years of experience working with an NGO focused on child protection and domestic violence intervention in rural Maharashtra. She had never considered migration — she assumed social work was not a field Australia would value.

### The Challenge

Pooja's IELTS was 6.5 overall — strong in Speaking and Listening, weaker in Reading and Writing. She had no professional membership. Her concern was whether an Indian MSW from a state university would be recognised by AASW.

### The Strategy

22. Verify AASW eligibility for Pune University MSW — AASW publishes a list of recognised overseas programs; Pune University MSW has been assessed as meeting curriculum requirements
23. Apply for AASW assessment (\$650 fee) with a comprehensive employment portfolio documenting six years of case management, crisis intervention, and community development work
24. Prepare IELTS targeting 7.0 — AASW requires 7.0 in each band for membership
25. Target Queensland and South Australia nominations, both of which have Social Worker (272511) on their active lists

### The Outcome

AASW assessed Pooja's Pune MSW as meeting the Australian social work qualification standard — a full recognition (not conditional). After achieving IELTS 7.0 (Reading band required the most work), her points:

Factor	Points
Age (29)	30

Factor	Points
English — Proficient (IELTS 7.0)	10
Qualifications (MSW = AQF 9)	20
Overseas experience (6 years)	10
Single applicant bonus	10
Queensland 491 regional nomination	15
TOTAL	95

At 95 points, Pooja was invited in the very next draw round after her EOI submission. She is now working as a Child Protection Case Manager with the Queensland Department of Children, Youth Justice and Multicultural Affairs in Toowoomba — earning AUD \$87,000 per year, well above comparable NGO roles in Pune.

## Key Lesson

### Pooja's Takeaway

India produces thousands of high-quality social work graduates every year from institutions whose degrees are fully recognised by AASW. Social work is one of Australia's most acute shortage occupations — the demand is genuine and permanent. The information gap (most applicants don't know their MSW is AASW-eligible) is the only barrier for many qualified Indian social workers.

## Case Study 3: The Nagpur Agricultural Scientist Who Found His Niche

### Background

Dr. Suresh Deshmukh, 36, holds a PhD in Agronomy from the National Institute of Abiotic Stress Management in Baramati and has nine years of experience in crop science research and agri-extension services across Vidarbha. He had never considered migration — he assumed his highly specialised agricultural background would not transfer.

### The Challenge

Suresh's English was functional but not tested. His wife Meera (34) is a school teacher with a B.Ed from Nagpur University. They have two children aged 8 and 5. The family's primary concern was finding a pathway that would not require them to move to a large Indian city for years before migrating.

### The Strategy

26. Apply for VETASSESS assessment under Agricultural Scientist (ANZSCO 234112) — PhD in agronomy strongly positions for Group A assessment at AQF 10 level
27. Simultaneously prepare for PTE Academic — Suresh found PTE's structured format more predictable than IELTS
28. Apply for Western Australia state nomination under the SNMP — WA is critically short of agricultural scientists for the Wheatbelt and Kimberley regions
29. Assess Meera's teaching qualification for SA or WA teacher registration, as her B.Ed could add points and open a dual-professional family strategy

### The Outcome

Factor	Points
Age (36)	25
English — Proficient (PTE 65 all bands)	10
Qualifications (PhD = AQF 10)	20
Overseas experience (9 years)	15
Partner skills — Meera (B.Ed + English met)	10
WA State Nomination (190)	5
TOTAL	85

The Deshmukh family received their 190 PR and are now settled in the Wheatbelt region of WA, where Suresh leads a crop research program for a large grain cooperative (AUD \$105,000). Meera completed WA teacher registration and teaches at the local primary school (AUD \$82,000). Combined household income: AUD \$187,000 — transformative for a family from Nagpur.

## Key Lesson

### Suresh's Takeaway

Agricultural science is Australia's hidden gold for Indian migration. The competition pool is tiny. The demand is enormous. The WA, SA, and QLD nomination programs are genuinely open and welcoming for agricultural professionals. And the PhD qualification adds 5 points over a bachelor's degree — a meaningful advantage. Agricultural scientists from Maharashtra, UP, Telangana, Karnataka, and Punjab are sitting on a visa pathway they don't even know exists.

## Case Study 4: The Hyderabad HR Director Who Used the 491 Regional Route

### Background

Kavitha Reddy, 38, is a Human Resources Director with 14 years of experience at a mid-size IT services company in Hyderabad. She holds an MBA (HR specialisation) from Osmania University. Her husband Rajesh (40) is a financial controller.

### The Challenge

Both Kavitha and Rajesh are in their late 30s, which means their age points are declining. The HR Manager occupation (132311) is on the STSOL for 190 nomination — not the MLTSSL — which means they cannot access the 189 independent visa. Rajesh's occupation (Finance Manager, 132211) is on the MLTSSL. The question was which occupation to anchor the primary application around.

### The Strategy

The strategic decision: file Rajesh as the primary applicant under Finance Manager (MLTSSL), with Kavitha included as a secondary applicant. Additionally, apply for HR Manager nomination via the ACT (Canberra has strong public sector HR demand and is a STSOL nomination state for HR). This creates a dual-pathway: Rajesh's 189/190 via Finance Manager AND the ACT 190 nomination which covers Kavitha's occupation.

Factor (Rajesh as primary)	Points
Age (40)	15
English — Proficient (IELTS 7.5)	10
Qualifications (MBA Finance = AQF 9)	20
Overseas experience (14 years)	15
Partner skills — Kavitha (MBA + IELTS 7.0)	10
ACT 190 Nomination (Rajesh nominated as Finance Manager)	5
TOTAL	75

At 75 points, the application was competitive for the Finance Manager pool. The family received their ITA six months after EOI submission and are now in Canberra, both working in their respective fields.

## Key Lesson

### Kavitha and Rajesh's Takeaway

When both spouses are skilled professionals, the most powerful strategy is often to choose the occupation and nomination state that maximises the primary applicant's points — then include the secondary applicant in the same application. The partner skills bonus of 10 points applies regardless of whether the secondary applicant is the main earner in Australia. Run the numbers for both spouses as potential primary applicants and choose the profile with the higher score.

## Case Study 5: The Chennai Civil Engineer Competing for Infrastructure Boom Roles

### Background

Vijay Krishnamurthy, 31, is a civil engineer with seven years of experience in road and bridge construction in Tamil Nadu. He holds a B.E. (Civil Engineering) from Anna University and has worked on major NHAI projects. His wife Ananya (29) is a trained Bharatanatyam teacher who also holds a B.Sc from Madras University.

### The Strategy

Engineers Australia (EA) CDR assessment under Civil Engineer (233211) — a full MLTSSL occupation with strong demand across all states, particularly QLD and NSW for Olympics and infrastructure projects. Vijay's CDR was structured around three career episodes: the Chennai Outer Ring Road project, a major flyover design in Coimbatore, and a quality assurance role on a port expansion project.

Factor (Vijay)	Points
Age (31)	30
English — Proficient (PTE 67 all bands)	10
Qualifications (B.E. Civil = AQF 8 equivalent)	15
Overseas experience (7 years)	10
Partner skills — Ananya (B.Sc + English met)	10

Factor (Vijay)	Points
Queensland 190 Nomination (Civil Engineer)	5
TOTAL	80

At 80 points, Vijay was competitive and received an ITA in the Queensland draw. He now works as a Project Engineer for a major infrastructure contractor in Brisbane, contributing to the Olympics precinct development at AUD \$115,000 per year.

## Key Lesson

### Vijay's Takeaway

The CDR is the gateway to Australia for non-IT engineers. It is demanding — three detailed career episodes, a summary statement, and a CPD list — but the process itself is straightforward for someone with genuine engineering project experience. The \$200 billion Australian infrastructure pipeline has created the strongest demand for civil, structural, and environmental engineers in a generation. Indian engineers with NHAI, PWD, CIDCO, or MMRDA project experience are very well positioned.

## Appendix J: Your 12-Month Australian Migration Action Plan

Theory is not enough. The purpose of this appendix is to give you a concrete, month-by-month action plan that takes you from reading this book to having your EOI live in SkillSelect. Every task has a deadline, a responsible party, and a cost estimate. Print this appendix and treat it as your personal migration project plan.

### Phase 1: Research and Preparation (Months 1–3)

#### Month 1 Tasks

Task	Action Required	Cost (AUD)	Done?
Identify your ANZSCO code	Look up your occupation at <a href="http://abs.gov.au/ANZSCO">abs.gov.au/ANZSCO</a> . Confirm which ANZSCO unit group matches your actual daily duties.	Free	<input type="checkbox"/>
Check occupation list status	Search your ANZSCO code on <a href="http://homeaffairs.gov.au">homeaffairs.gov.au</a> . Note whether it is on MLTSSL, STSOL, or ROL.	Free	<input type="checkbox"/>
Calculate your current points	Use the points calculator in Chapter 3. Be honest — do not claim points you are not certain you can evidence.	Free	<input type="checkbox"/>
Book PTE or IELTS practice test	Take a full practice test to identify your baseline. Available through official test prep providers.	\$30–\$60	<input type="checkbox"/>
Request employment reference letters	Contact all current and former employers. Allow 4–6 weeks for references to be prepared.	Free	<input type="checkbox"/>
Gather academic documents	Collect all degree certificates and transcripts. Arrange for certified copies if originals not available.	\$50–\$200	<input type="checkbox"/>
Book PER consultation	Schedule a Personal Evaluation Report with a qualified consultant to confirm your optimal pathway.	Variable	<input type="checkbox"/>

#### Month 2 Tasks

Task	Action Required	Cost (AUD)	Done?
Begin English test preparation	Enrol in a structured IELTS/PTE preparation course. Set target date for first formal attempt.	\$300–\$900	<input type="checkbox"/>
Research assessing body requirements	Download the skills assessment guidelines for your assessing body (VETASSESS, CPA, EA, AASW, etc.).	Free	<input type="checkbox"/>

Task	Action Required	Cost (AUD)	Done?
Research state nomination programs	Visit the immigration portal of each state. Note which states currently nominate your occupation.	Free	<input type="checkbox"/>
Prepare Statutory Declaration draft	Write your employment Statutory Declaration in ANZSCO language. Have it reviewed professionally.	\$100–\$300	<input type="checkbox"/>
Spouse assessment (if applicable)	If your spouse has a degree and working English, initiate their skills assessment in parallel.	\$800–\$1,500	<input type="checkbox"/>
Apply for police clearance	Apply to your state police for a character clearance certificate. Processing can take 4–8 weeks.	\$50–\$150	<input type="checkbox"/>

### Month 3 Tasks

Task	Action Required	Cost (AUD)	Done?
Lodge skills assessment application	Submit to VETASSESS, CPA, EA, AASW, or relevant body with all supporting documents.	\$700–\$1,800	<input type="checkbox"/>
Take first English test attempt	Sit IELTS or PTE Academic. Aim for at least Proficient (7.0 / 65 PTE).	\$330–\$450	<input type="checkbox"/>
Complete state nomination EOIs	Submit expressions of interest to target states (SA, WA, QLD as priorities for most occupations).	Free–\$400	<input type="checkbox"/>
Open dedicated savings account	Set aside a dedicated migration fund. You will need AUD \$10,000–\$45,000 depending on family size.	Free	<input type="checkbox"/>
Research Australian job market	Create profiles on Seek.com.au and LinkedIn Australia. Begin understanding employer expectations in your occupation.	Free	<input type="checkbox"/>

## Phase 2: Assessment and Application (Months 4–7)

### Month 4–5 Tasks

Task	Action Required	Cost (AUD)	Done?
Monitor skills assessment progress	Log into your assessment portal weekly. Respond to any additional information requests within 14 days.	Free	<input type="checkbox"/>
Retake English test if needed	If first attempt did not achieve target, analyse which bands need work and retake.	\$330–\$450	<input type="checkbox"/>

Task	Action Required	Cost (AUD)	Done?
Apply for state nomination (priority states)	If you have not already applied, prioritise SA, NT, and TAS which have no fees and shorter queues.	Free–\$400	<input type="checkbox"/>
Gather health examination information	Identify the nearest IOMC-approved panel physician. Do NOT book yet — wait until you have an ITA.	Free	<input type="checkbox"/>
Research settlement options	Research suburbs, schools, and housing costs in your target city. Begin building a settlement plan.	Free	<input type="checkbox"/>
Connect with Indian community	Join Australian Indian professional associations on LinkedIn and Facebook. Build connections before you arrive.	Free	<input type="checkbox"/>

### Month 6–7 Tasks

Task	Action Required	Cost (AUD)	Done?
Receive skills assessment outcome	If positive, proceed immediately. If negative, review rejection reasons and consult a professional.	Free	<input type="checkbox"/>
Submit SkillSelect EOI	Once skills assessment positive and English score in hand, submit your EOI immediately. Points and submission date both matter.	Free	<input type="checkbox"/>
Update state nomination EOIs	If you have a skills assessment outcome, update your state nomination applications with the assessment details.	Free	<input type="checkbox"/>
Begin document certification	Start apostilling and certifying documents for the eventual visa application. This takes time.	\$200–\$800	<input type="checkbox"/>
Review financial readiness	Confirm you have sufficient funds for visa fees, settlement costs, and 3 months of living expenses in Australia.	Free	<input type="checkbox"/>
Prepare CV for Australian market	Australian CVs differ from Indian resumes. Format yours according to Australian conventions. Consider professional CV writing.	\$100–\$300	<input type="checkbox"/>

## Phase 3: ITA and Visa Lodge (Months 8–12)

### Month 8–10 Tasks (After Receiving ITA)

Task	Action Required	Cost (AUD)	Done?
Book health examinations immediately	Get your HAP ID from ImmiAccount. Book all family members at the IOMC panel physician.	\$350–\$600 per person	<input type="checkbox"/>
Prepare visa application documents	Compile all documents per Appendix E checklist. Have everything ready before lodging.	\$200–\$500	<input type="checkbox"/>
Lodge visa application in ImmiAccount	You have 60 days from ITA. Lodge as soon as possible — do not wait until day 59.	\$4,640+	<input type="checkbox"/>
Apply for Australian bank account	Open account online before visa grant if possible. This requires your passport and visa details.	Free	<input type="checkbox"/>
Research employment in target state	Now that your occupation and target state are confirmed, begin active job applications.	Free	<input type="checkbox"/>
Arrange temporary accommodation	Book initial accommodation for 2–4 weeks on arrival. Serviced apartments or short-term rental preferred over hotels.	\$800–\$2,500	<input type="checkbox"/>

### Month 11–12 Tasks (Post-Visa Grant)

Task	Action Required	Cost (AUD)	Done?
Activate your visa	For PR (190/189), you must enter Australia within a specified date (usually 12 months from grant). Check your visa label.	Free	<input type="checkbox"/>
Enrol in Medicare	Visit Medicare service centre on or shortly after arrival. Bring passport, visa grant notification, and TR form.	Free	<input type="checkbox"/>
Apply for TFN	Apply online at ato.gov.au within your first week. Do not work without a TFN.	Free	<input type="checkbox"/>
Enrol children in school	Contact state Department of Education. Bring immunisation records and birth certificates.	Free	<input type="checkbox"/>
Open Australian bank account (in-branch)	If not opened online, visit a branch in your first week to complete in-person verification.	Free	<input type="checkbox"/>
Register your professional membership	For teachers: register with the state teacher registration authority. For accountants: apply for CPA or CA ANZ membership. Etc.	\$200–\$600	<input type="checkbox"/>
Connect with community	Find your nearest temple, Gurdwara, or mosque. Join local	Free	<input type="checkbox"/>

Task	Action Required	Cost (AUD)	Done?
	Indian cultural associations. Settling is a community project.		

### The Mindset for This Plan

This plan assumes you start in Month 1 with energy and commitment. The biggest risk to any migration journey is not failing the skills assessment or the English test — it is paralysis. The applicants who succeed are those who start today, not those who wait for the perfect moment. The perfect moment does not exist. The ideal profile is the one you build while you are moving.

## Appendix K: Occupation Deep Dives — The 10 Most Accessed Pathways

This appendix gives you a detailed, standalone reference for the ten most commonly accessed occupation pathways for non-IT Indian professionals migrating to Australia. Each deep dive gives you everything you need for that specific occupation in one consolidated reference.

### K.1 Accountant (General) — ANZSCO 221111

#### Who Qualifies

General Accountants prepare and examine financial records, ensure financial statements are accurate and in accordance with laws, and compute taxes owed. Eligible candidates typically hold B.Com + CA, MBA Finance + B.Com, CPA membership, or CMA qualifications with relevant post-qualification experience.

#### Assessment Body Options

Body	Best For	Processing Time	Fee (AUD)
CPA Australia	B.Com + work experience; CPA membership pathway	6–10 weeks	\$800–\$1,000
CA ANZ	ICAI Chartered Accountants (mutual recognition)	6–12 weeks	\$700–\$900
IPA (Institute of Public Accountants)	B.Com without CA; strong work experience	8–12 weeks	\$600–\$800

#### Points Potential — Typical Indian Accountant Profile

Profile Variable	Best Case	Typical Case	Challenging Case
Age (30)	30 pts	(30 pts)	(25 pts at 34)
English	20 pts (IELTS 8)	10 pts (IELTS 7)	0 pts (IELTS 6)
Qualification (CA)	20 pts	20 pts	15 pts (B.Com only)
Experience (10 yrs)	15 pts	10 pts (5-7 yrs)	5 pts (3-4 yrs)
Partner skills	10 pts	10 pts	10 pts
State nomination	15 pts (491)	5 pts (190)	5 pts (190)
TOTAL	110 pts	75 pts	60 pts

#### State Nomination Priority Order

30. South Australia (190) — No fee, actively open, management accountants and general accountants both welcome
31. Northern Territory (190/491) — No fee, very accessible, Darwin has genuine accounting demand

32. Queensland (190) — Active program, Brisbane and regional QLD both receiving accountants
33. Western Australia (190) — Resources sector accounting demand strong in Perth and regional
34. New South Wales (190) — Most competitive, requires strong evidence of NSW connection

## Employment Reality in Australia

Australia's accounting sector is mature, competitive, and highly regulated. CPA Australia and CA ANZ membership (not just skills assessment) is expected by employers for senior roles. Upon arrival, budget 4–8 weeks for job searching. Target accounting firms (Big 4, mid-tier, boutique), large corporations, government agencies, and the not-for-profit sector. Regional accounting practices often have the fastest hiring timelines.

## K.2 Primary School Teacher — ANZSCO 241213

### Who Qualifies

Primary school teachers teach children in Kindergarten through Year 6. Eligible candidates hold a Bachelor of Education (Primary), a Bachelor's degree plus a Graduate Diploma of Education (Primary), or an equivalent overseas qualification assessed by a state teacher registration authority.

### The Critical English Requirement

#### Teachers: The 7.5 Bar Is Non-Negotiable

Teacher registration in every Australian state requires IELTS 7.5 in all four bands (or equivalent OET/PTE). This is higher than the 7.0 required for migration points. Planning your English preparation for the 7.5 target is essential — a score of 7.0 may get you migration points but will prevent you from working as a teacher until you improve.

### State-by-State Registration Process

State	Registration Body	Key Requirements	Processing Time
NSW	NESA	IELTS 7.5 all bands, degree assessment, character check	8–16 weeks
VIC	Victorian Institute of Teaching (VIT)	IELTS 7.5 all bands, curriculum review, reference check	6–14 weeks
QLD	Queensland College of Teachers (QCT)	IELTS 7.5 all bands, program mapping	8–12 weeks
WA	TRBWA	IELTS 7.5, overseas qualification mapping, fit and proper check	10–16 weeks
SA	TRBSA	IELTS 7.5, qualification assessment	6–12 weeks
TAS	TRBT	IELTS 7.5 all bands	6–10 weeks
ACT	TQI	IELTS 7.5 all bands	6–10 weeks
NT	TRBNT	IELTS 7.5 all bands — remote location incentives available	4–8 weeks

## Employment Reality

Government school teaching in Australia is one of the most secure, well-paid, and socially respected professions. Teachers receive automatic salary increments based on years of service, guaranteed superannuation, generous annual and sick leave, and in most states, housing assistance for remote placements. For remote and regional positions, there are often signing bonuses (AUD \$5,000–\$20,000), relocation allowances (AUD \$5,000–\$15,000), and additional leave entitlements.

### K.3 Social Worker — ANZSCO 272511

#### Who Qualifies

Social Workers support and advocate for individuals, families, and communities experiencing social and personal difficulties. Eligible candidates hold a Bachelor of Social Work (BSW — 4 years) or a Master of Social Work (qualifying entry — usually 2 years) from a recognised program. Indian MSW programs from established universities are generally recognised by AASW.

#### AASW Recognition of Indian Qualifications

Indian Qualification	Typical AASW Outcome	Notes
MSW from Tata Institute of Social Sciences (TISS)	Full recognition	TISS is specifically recognised
MSW from University of Delhi	Full recognition	Strong curriculum alignment
MSW from Pune University	Full recognition	Good curriculum coverage
MSW from regional state university	Usually full recognition — verify	AASW reviews curriculum content
BSW (4-year, from recognised institution)	Full recognition	Less common in India than MSW
MA in Social Work (not MSW)	Case-by-case — may require additional coursework	Depends on curriculum

### NDIS — The Game-Changer for Social Worker Demand

The National Disability Insurance Scheme (NDIS) is Australia's landmark disability support program, providing individualised funding to approximately 600,000 Australians with permanent disability. The NDIS has created an enormous, sustained demand for social workers, support coordinators, and community services managers. This demand is structural — it will persist for the next 20+ years as the scheme matures and expands.

NDIS-registered providers are actively recruiting social workers across all Australian states and territories. For newly arrived social workers, NDIS support coordination roles offer an excellent entry point — typically paying AUD \$70,000–\$85,000 for certified social workers.

### K.4 Civil Engineer — ANZSCO 233211

#### Who Qualifies

Civil Engineers plan, design, construct, and maintain buildings, infrastructure, and environmental systems. Eligible candidates hold a Bachelor of Engineering (Civil) — typically 4 years in India —

from a recognised university. The degree must be assessed by Engineers Australia via the CDR pathway.

### CDR Writing — The Key Challenge

The Competency Demonstration Report (CDR) is the most complex skills assessment document in the Australian migration system. It requires three Career Episodes (each 1,000–2,500 words), a Summary Statement, and a CPD list. The CDR is not a resume — it is a competency narrative.

- Career Episode 1: Choose a project where you exercised professional engineering judgment — not just technical execution.
- Career Episode 2: Choose a project that demonstrates a different competency area — for example, stakeholder management, risk assessment, or innovation.
- Career Episode 3: Choose a project where you had significant personal responsibility — ideally a project management or design leadership role.
- Summary Statement: Map every paragraph of your career episodes to the EA Competency Standard elements. This is a cross-referencing exercise — every competency element must be demonstrated in at least one career episode.

### Recent CDR Processing Times

Engineers Australia CDR processing times have been running 10–16 weeks for standard applications and 4–6 weeks for priority processing (additional fee of AUD \$400–\$600). Plan your total assessment timeline accordingly.

### Employment Reality

Civil engineering in Australia has never had stronger demand. The combined pipeline of Olympic infrastructure (QLD), the Western Sydney Aerotropolis (NSW), the Suburban Rail Loop (VIC), the AUKUS programme (SA), and resources sector construction (WA) means that civil engineers with 5+ years of project experience are in demand across every state. Graduate engineers are well-supported through structured graduate programs at the major construction contractors.

## K.5 Environmental Scientist — ANZSCO 234312

### Who Qualifies

Environmental Scientists study and analyse the natural environment and its relationship with human activity. Eligible candidates typically hold a Bachelor's or Master's degree in Environmental Science, Environmental Management, Ecology, Botany, Zoology, or a closely related science field. VETASSESS assesses environmental science qualifications.

### The Resources Sector Premium

Environmental Scientists are in particularly high demand in Western Australia and Queensland, where the resources sector is legally required to have qualified environmental scientists assess and manage the environmental impact of mining, LNG, and agricultural projects. Environmental Scientists working in the resources sector in WA typically earn AUD \$110,000–\$160,000 — significantly above metropolitan environmental consulting rates.

### Consulting vs. Government vs. Resources

Sector	Typical Salary (AUD)	Job Security	Career Trajectory	Where Available
Environmental consulting	\$75,000– \$115,000	Medium — project-based	Senior Consultant → Associate → Director	All major cities
State/Federal government	\$75,000– \$105,000	High — permanent	APS/SES pathways	All capitals
Resources sector (mining/LNG)	\$100,000– \$160,000+	Medium — cyclical	Senior Env. Scientist → Environment Manager	WA, QLD, SA
Agriculture and land management	\$70,000– \$100,000	Medium–High	Specialist → Senior → Programme Manager	Regional areas
Not-for-profit / conservation	\$65,000– \$85,000	Medium	Technical Specialist paths	All areas

## K.6 Agricultural Scientist — ANZSCO 234112

### Why This Is the Most Underutilised Pathway

Of all the non-IT professional pathways available to Indian migrants, Agricultural Science is the most underutilised relative to the genuine demand that exists. India produces thousands of BSc Ag, MSc Ag, and PhD graduates annually from ICAR institutions, state agricultural universities, and national institutes — most of whom have never considered Australian migration as an option.

Australia has approximately 325,000 agricultural businesses generating AUD \$85 billion in annual output. The sector employs 300,000+ people, and the workforce is ageing rapidly. The replacement demand alone — independent of growth — requires thousands of new agricultural science graduates per decade. This demand cannot be met domestically.

### ICAR Qualification Recognition

Indian Qualification	VETASSESS Assessment Outcome	Strategy Recommendation
B.Sc (Ag) from ICAR institution (4-year)	Generally assessed as equivalent to AQF 7	Strong position for Group A assessment with 3+ years experience
M.Sc (Ag) from ICAR institution	Generally assessed as equivalent to AQF 9	Excellent position — apply immediately with good employment evidence
PhD in Agricultural Science	Assessed as AQF 10	Strongest possible qualification position — 20 points guaranteed
B.Sc (Ag) + M.Sc (Ag) from state Ag university	Generally assessed as AQF 9	Research if your specific institution is on VETASSESS recognised list
B.Sc (Ag) from state university (non-ICAR)	Case-by-case — usually AQF 7 if curriculum adequate	Prepare strong employment evidence; Statutory Declaration critical

## Key Regional Destinations for Agricultural Scientists

- Wheatbelt, WA: Grain agronomy, dryland farming systems, grain cooperative management
- Darling Downs, QLD: Cotton, grain, vegetable production, agribusiness management
- Riverina, NSW: Irrigation agriculture, rice, cotton, dairy, wine grapes
- Sunraysia, VIC: Horticulture, viticulture, dried fruits, table grapes
- Barossa/Riverland, SA: Wine grapes, almonds, citrus, stone fruit
- Katherine/Top End, NT: Cattle station management, tropical horticulture, mango production

## K.7 HR Manager — ANZSCO 132311

### Who Qualifies

Human Resource Managers plan, develop, and implement HR strategies, policies, and programs. They oversee recruitment, performance management, training and development, employee relations, and HR administration. Eligible candidates hold a degree in HR, Business, Psychology, or a related field, with significant management-level experience in HR functions.

### The Management Level Requirement

#### The VETASSESS Challenge for HR Professionals

HR Manager (132311) requires evidence that you have been managing HR functions — not just executing them as an HR executive or specialist. VETASSESS looks for evidence that you set policy, managed a team, had P&L or budget responsibility for the HR function, and had a direct reporting relationship with senior management. An HR Generalist or HR Business Partner with individual contributor duties — even a senior one — may be assessed under a different ANZSCO code such as Recruitment Consultant (223112) or Training and Development Consultant.

### Alternative ANZSCO Codes for HR Professionals

Occupation	ANZSCO	Best For	On MLTSSL?
Human Resource Manager	132311	HR Managers with team management and policy-setting responsibility	Yes
Recruitment Consultant	223112	Recruitment specialists, talent acquisition leads	Yes
Training & Development Manager	132312	L&D Managers, Learning Managers	Yes
Management Consultant	224711	HR consultants, OD specialists, change managers	Yes
Organisation and Methods Analyst	224712	Workforce analysts, process improvement specialists	Yes

## K.8 Quantity Surveyor — ANZSCO 233213

### Who Qualifies

Quantity Surveyors measure and estimate the quantities and cost of materials, labour, and other items required to construct buildings and infrastructure. Eligible candidates hold a degree in Quantity

Surveying, Construction Economics, or Civil Engineering with QS specialisation. The assessing body is the Australian Institute of Quantity Surveyors (AIQS).

### Indian QS Qualifications

Quantity Surveying is a relatively small profession in India but has strong practitioners from institutions including NICMAR (National Institute of Construction Management and Research), RICS School of Built Environment (Amity), and civil engineering graduates with cost management experience. AIQS assesses overseas qualifications against Australian educational standards.

### The Infrastructure Boom Opportunity

Australia is in the middle of the largest infrastructure investment cycle in its history. The Olympics, Western Sydney Aerotropolis, Suburban Rail Loop, AUKUS naval construction, and multiple state government housing programs are collectively generating over \$200 billion in construction activity. This pipeline requires thousands of Quantity Surveyors and Construction Economists.

Experienced Quantity Surveyors (7+ years) command salaries of AUD \$130,000–\$180,000 in the Sydney and Melbourne markets, with even higher rates in the resources sector. The return on the skills assessment investment is exceptionally high for this occupation.

## K.9 Management Consultant — ANZSCO 224711

### Who Qualifies

Management Consultants analyse and advise on management systems, structures, procedures, and other business issues. Eligible candidates hold a degree in Business, Management, or a related field — typically an MBA or post-graduate management qualification — with proven experience delivering business improvement outcomes for clients or as an internal consultant.

### The Consulting Credential Challenge

Management consulting is a broad category, and VETASSESS assessors look carefully at whether your claimed experience is genuinely at the consulting level — analysis, recommendation, implementation support — rather than general management. The evidence most valued by VETASSESS includes: consulting engagement summaries, client testimonials or outcome reports, and reference letters that specifically describe consulting methodology and deliverables.

## K.10 Food Technologist — ANZSCO 234213

### Who Qualifies

Food Technologists research and develop processed food products and manufacturing processes. Eligible candidates hold a Bachelor or Master's degree in Food Science, Food Technology, Food Engineering, or a closely related applied science field. VETASSESS assesses food technology qualifications.

### Australia's Food and Beverage Sector

Australia's food and beverage manufacturing sector generates AUD \$35 billion in revenue annually and is the nation's largest manufacturing sector by employment. Key hubs include:

- South Australia: Barossa Valley (wine and premium food), McLaren Vale, Murray Bridge (export processing)
- Victoria: Shepparton (SPC, Tatura Milk — food manufacturing hub), Mildura (dried fruit, citrus processing)

- Queensland: Bundaberg (sugar, processed food), Toowoomba (grain processing, pastoral)
- Western Australia: South-West WA (dairy, wine, fresh produce processing)
- Tasmania: Premium dairy, salmon, fine food manufacturing — world-class quality positioning

Food Technologists from India's food technology institutions (CFTRI, NIFTEM, IFT-affiliated colleges, state food technology colleges) have strong qualification recognition through VETASSESS. The combination of Indian food processing industry experience and Australian quality-focused food manufacturing creates an excellent skills match.

## Appendix L: About the DreamVisas Immigration Series

This book is one of over 60 titles in the DreamVisas Immigration Guides series, authored by Manoj Palwe (RCIC R422575, CAPIC Fellow R11592, MIA Examination Qualified). The series covers immigration to Canada, Australia, Germany, the UAE, the UK, New Zealand, and other destinations, with occupation-specific and audience-specific guides designed to fill the information gap in the South Asian immigration guidance market.

### The DreamVisas Author — Credentials Summary

Credential / Achievement	Detail
RCIC Designation	R422575 — Regulated Canadian Immigration Consultant, licensed by the College of Immigration and Citizenship Consultants (CICC), Canada
CAPIC Fellowship	R11592 — Fellow of the Canadian Association of Professional Immigration Consultants, the advanced professional designation for experienced immigration practitioners
MIA Examination Qualified	Passed the Migration Institute of Australia (MIA) examination — the Australian equivalent of the RCIC designation, assessing expertise in Australian migration law and practice
Years of Experience	25+ years of active immigration consulting, beginning in Toronto in the late 1990s
Families Assisted	10,000+ families across Canada, Australia, Germany, UAE, UK, and other destinations
YouTube Channel	20,000+ subscribers, 600+ immigration guidance videos — one of the most comprehensive immigration YouTube channels in the South Asian market
LinkedIn Recommendations	600+ recommendations from satisfied clients and professional peers — one of the highest counts for any immigration consultant globally
Office Locations	Toronto, Canada and Pune, India
Business Brand	DreamVisas — operating under Taurus Infotek., incorporated in Canada

### Why These Credentials Matter for This Book

Most Australian migration books are written by general authors who have researched the topic without direct professional exposure to Australian migration law. This book is different. My MIA examination qualification means I have studied Australian migration law, the Migration Act 1958, the Migration Regulations 1994, and the ethics framework of Australian migration practice to the same standard assessed for Australian Registered Migration Agents.

This is not an academic exercise — it translates directly into the quality of analysis in this book. Every strategy recommendation, every occupation assessment, every state nomination insight has been filtered through the lens of someone who understands how the Australian system actually works, not just how it appears to work from the outside.

### The Complete DreamVisas Series — Selected Titles

#### Australian Immigration

- Australia Migration Guide — Non-IT Professionals 2026 (this book)
- Australia Migration Guide — Healthcare and Nursing Professionals 2026
- Australia Migration Guide — Trades and Technical Professionals 2026
- Australia Visitor Visa Guide 2026
- Australia Study Visa Guide 2026

### Canadian Immigration

- Canada PR Blueprint — Non-IT Professionals 2026
- TR to PR Canada Blueprint 2026
- Canadian PNP Guide 2026
- Canada Targeted Express Entry Draws Guide 2026
- Canadian Family Sponsorship Guide 2026
- Canada Visitor Visa Secrets — Why Visas Get Refused and How to Fix It 2026

### German Immigration

- Germany Opportunity Card (Chancenkarte) Migration Guide 2026
- Study in Germany — Free Education Guide for Indian Students 2026

### Other Destinations

- UAE Golden Visa Guide 2026
- Teaching Jobs in the Middle East — Complete Placement Guide 2026
- Digital Nomad Visa Guide 2026 — 15 Countries for Location-Independent Professionals
- Ireland Critical Skills Employment Permit Guide 2026

### Financial and Career Guides

- NRI Financial Mistakes — What Most Indians Get Wrong About Money Abroad 2026
- MBBS Abroad — Complete Guide to Studying Medicine Outside India 2026
- Indian Engineers Migration Guide — Canada, Australia, Germany, UAE 2026

Search 'DreamVisas Manoj Palwe' on Amazon to browse the complete catalog. All titles are available in Kindle and paperback editions.

### Connect With the DreamVisas Community

- Website: [dreamvisas.com](https://dreamvisas.com) — visa assessments, PER consultations, immigration news
- YouTube: Search 'DreamVisas' — 600+ free immigration guidance videos
- LinkedIn: Search 'Manoj Palwe RCIC' — professional updates and immigration news
- Email: Available through [dreamvisas.com](https://dreamvisas.com) contact form

#### One Final Thought

Australia is not a dream for someone else. It is a real, achievable pathway for non-IT professionals who have the right qualifications, the right information, and the right guide. You now have the information. The next step is yours. If you need the guide, I am at [dreamvisas.com](https://dreamvisas.com).

## Appendix M: Quick Reference — Pain Points and Solutions

This quick-reference appendix maps the most common concerns and pain points of non-IT migration aspirants to the specific chapters and strategies in this book that address them. Use it as a diagnostic tool.

Your Situation / Pain Point	The Problem	What This Book Recommends	Where to Look
'I am an accountant but I don't think Australia wants me'	Information gap — most people assume Australia migration is only for IT and healthcare	Check your ANZSCO code on the MLTSSL — accountants are among the most invited occupations in Australia	Ch 2, Ch 5.1, App A
'My IELTS score is 6.5 — is that enough?'	6.5 is eligible but not competitive for points. Zero migration points at 6.5.	Target 7.0 minimum. 10 additional points from IELTS 7.0 can be the difference between ITA and waiting 12 more months.	Ch 9
'I am 41 — am I too old to migrate?'	Age concern is real — points decline from 32 onwards. But the door does not close at 41.	At 41 you score 15 age points. With strong English (20 pts), qualifications (15-20 pts), experience (10-15 pts), partner (10 pts), and nomination (5-15 pts), 75-95 points is achievable.	Ch 3
'My occupation is not IT — does Australia have state nomination for me?'	Assuming state nomination is only for IT, health, or trades	Chapter 7 is entirely dedicated to this question — 8 states, 20+ non-IT occupations each, current status analysis	Ch 6, Ch 7
'VETASSESS rejected my application — what now?'	Assessment rejection feels final but is usually solvable	Understand the specific rejection reason. Most rejections are due to documentation issues, not fundamental ineligibility. Review and reapply with targeted improvements.	Ch 4.6, App B.1
'My wife has a degree but hasn't worked recently — can she add points?'	Partner skills bonus requires both skills assessment AND English	If your wife's degree is recent and she can sit IELTS 6.0, initiate her skills assessment. Even a basic assessment adds 10 points to your application.	Ch 3.2
'I don't want to live in a remote area — can I still get nominated?'	Concern about regional commitment in 491 visa	190 visa (state-nominated permanent) is the better option — you live in a capital city with a 2-year general residence obligation. 491 requires regional living for PR. These are different pathways.	Ch 2.3, Ch 6
'How do I know my Indian degree will be recognised?'	Uncertainty about qualification recognition	VETASSESS publishes recognition guidelines. Most Indian degrees from established universities meet AQF 7 equivalent (Bachelor level) or above. Masters degrees are typically AQF 9.	Ch 4, App B
'I am an agricultural scientist — is there really demand for me in Australia?'	Disbelief that a niche profession has strong demand	Australia's agricultural sector is in crisis-level staffing shortage. This is one of the most under-crowded pathways for a highly qualified Indian professional in 2026.	Ch 5.5, App K.6

Your Situation / Pain Point	The Problem	What This Book Recommends	Where to Look
'The total cost looks overwhelming'	Sticker shock at the full migration investment	A family-of-four migration costs AUD \$25,000–\$45,000 total over 12–18 months. Spread across preparation time, this is AUD \$1,500–\$3,000/month. At Australian salaries of \$90,000+, the ROI is exceptional.	Ch 10
'How do I get an Australian employer to hire me before I arrive?'	Most employers want candidates already in Australia	The 189/190 independent/nominated pathway does not require a pre-migration job offer. Arrive on PR, then search. Alternatively, find an Australian employer willing to sponsor via 482 TSS.	Ch 8
'I am a teacher but I heard English requirements are higher'	Teacher English requirements (IELTS 7.5) are higher than migration requirements	Yes — 7.5 in all bands is required for teacher registration. Plan your English preparation for 7.5, not 7.0. This adds 6–12 months to the timeline for some applicants but is achievable.	Ch 5.2, App K.2
'What happens to my existing home loan and investments in India when I migrate?'	NRI financial management concerns	As a PR holder, you become an NRI (Non-Resident Indian) for tax purposes. Your Indian assets continue — you can retain property, NRO/NRE accounts, mutual funds. Consult a CA and a financial advisor who specialises in NRI taxation.	Ch 11.1
'My state does not have the occupation I want to nominate — what do I do?'	Occupation not on a specific state's current list	Apply to multiple states simultaneously. Your occupation may be on another state's list even if not on your first-choice state's list. The SA, NT, and TAS programs are the most inclusive starting points.	Ch 6, Ch 7
'Can I include my parents in my migration application?'	Family composition question	No — parents are not eligible dependants in a skilled visa application. Only spouse/de facto partner and dependent children can be included. Parent sponsorship is a separate, expensive, long-waiting process.	App G — Q5

## Appendix N: Advanced SkillSelect Strategy Guide

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Understanding SkillSelect at a surface level — submit an EOI, wait for an ITA — is not enough to maximise your chances. This appendix covers advanced SkillSelect strategy for non-IT professionals who want to optimise every element of their profile.

### N.1 How Invitation Rounds Work — The Mechanics

SkillSelect invitation rounds are conducted by the Department of Home Affairs, typically twice per month (though frequency varies). In each round, the DHA reviews all EOIs in a given occupation group and invites those with the highest points scores.

The key mechanics:

- Occupation-specific pooling: Accountants are only compared with accountants. Social workers with social workers. This means your competition is narrower and more specific than a general pool.
- Points cutoff: The lowest points score invited in a given round is called the cutoff. The DHA does not publish a schedule of planned cutoffs — they emerge from the round itself.
- Tie-breaking: When multiple EOIs have the same points score, the earliest-submitted EOI is invited first. This is why submitting as early as possible (once you have valid evidence for all claimed points) is strategically important.
- State nomination rounds: States conduct their own rounds for 190 and 491 nominations independently. A state can invite you for nomination before or after you receive a federal ITA.

### N.2 The Invitation Cutoff History — What It Tells You

The DHA publishes historical invitation data on [homeaffairs.gov.au](http://homeaffairs.gov.au), showing the cutoff score for each occupation in each round. Analysing this data reveals three important patterns for non-IT professionals:

- Accounting occupations (221111, 221112) have had relatively stable cutoffs in the 65–85 range. In competitive months, cutoffs can rise to 90+. Having 85+ points provides strong protection.
- Social work (272511) has seen cutoffs as low as 65 points in multiple rounds — meaning the competition pool is smaller and invitation scores are lower than in many IT occupations.
- Agricultural and environmental sciences (234111, 234312) have occasionally issued invitations at the minimum threshold of 65 points — the most accessible cutoffs of any professional occupation category.
- Teaching occupations (241213, 241411) have seen strong invitation activity due to Australia's national teacher shortage, with cutoffs remaining accessible.

### N.3 The State Nomination Timing Strategy

One of the most common strategic errors is waiting for a federal ITA before applying for state nomination. State nomination programs often fill up before the federal invitation process reaches your score level. The optimal sequence:

35. Apply for state nomination as soon as your skills assessment is lodged (not completed) in states that allow this

36. Submit your SkillSelect EOI as soon as you have both a valid skills assessment AND a valid English score
37. If nominated by a state, update your EOI immediately with the nomination details — this adds 5–15 points instantly
38. Your updated score with state nomination may push you above the invitation cutoff in the very next round

### The State Nomination + EOI Sequencing Insight

Many applicants submit their EOI first and then apply for state nomination. This is sub-optimal. The risk: another applicant with the same score submitted their EOI 3 months before you and gets the ITA due to tie-breaking. By applying for state nomination simultaneously with your EOI, and then updating your EOI immediately when the nomination arrives, you maximise the points-per-day efficiency of your application.

## N.4 Managing Multiple EOIs

You can only have one active EOI per occupation at any time. However, you can have multiple EOIs for different occupations simultaneously — for example, one for General Accountant (221111) and one for Management Accountant (221112), if you qualify for both.

For non-IT professionals with transferable skills across related occupations, running simultaneous EOIs in closely related ANZSCO codes can reduce wait time. However, each EOI requires a separate positive skills assessment — you cannot use one skills assessment for two different ANZSCO codes (unless your assessment covers both, which occasionally occurs with VETASSESS broad-category assessments).

## N.5 When to Withdraw and Resubmit an EOI

An EOI that is not being invited — because the cutoff has risen above your score — should be evaluated carefully before deciding to withdraw and resubmit. Withdrawing resets your submission date and eliminates the tie-breaking advantage of your original submission.

The correct trigger for withdrawal and resubmission is when your score has materially increased (through a better English test result, partner skills assessment completion, or state nomination). Simply resubmitting at the same score is counterproductive.

## N.6 The 491 Regional Visa — A Detailed Strategic Analysis

The 491 is the most underutilised visa in Australia's migration system for non-IT professionals, and it should not be. Here is why it deserves serious consideration:

Factor	491 Regional Visa	190 State Nominated Visa
Points bonus	15 points — the largest single bonus available	5 points
Destination	Must live and work in designated regional area for 3 years	Generally any location in the nominating state
Visa type	Temporary (5 years) — leads to 191 PR after 3 years regional residence	Permanent residence from day one
Income requirement	Must meet minimum income threshold (currently AUD \$53,900)	No income threshold

Factor	491 Regional Visa	190 State Nominated Visa
PR timeline	3 years regional residence + 191 application + grant (12 months) = 4+ years total	Permanent from grant
Occupation eligibility	ROL (wider list, includes more occupations than MLTSSL alone)	STSOL + MLTSSL
Best for	Applicants who need the 15-point boost to be competitive; those open to regional lifestyle	Applicants who want immediate PR; those requiring capital city location

The 491 to 191 pathway is now well-established. Thousands of 491 holders have successfully transitioned to 191 PR after meeting the regional residence requirement. The 3-year regional commitment is not a punishment — for many non-IT professionals, regional Australia offers faster career advancement, lower cost of living, and a warmer community welcome than a major city arrival.

## Appendix O: Additional Frequently Asked Questions (Part 2)

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This appendix continues the FAQ series from Appendix G, covering additional questions that arise frequently in my consultations with non-IT professional migration aspirants.

### O.1 Qualification and Assessment Questions

#### **Q26: I have a 3-year B.Com — will VETASSESS assess it as AQF 7?**

Indian 3-year Bachelor degrees (B.Com, BBA, BSc) are a common subject of assessment uncertainty. VETASSESS assesses them case-by-case, but most 3-year degrees from established Indian universities — including Osmania, Pune, Mumbai, Bangalore, Madras, Calcutta, and others — are assessed as equivalent to AQF 7 (Australian Bachelor degree) when the curriculum content and duration are comparable. If your degree is from a less-known regional college, VETASSESS may request additional information about the curriculum.

#### **Q27: My employer shut down and I cannot get a reference letter. What do I do?**

This is a common and solvable problem. VETASSESS accepts alternative employment evidence when an employer reference letter is not available. Alternatives include: bank statements showing salary credits for the employment period, EPF statements, Form 16/IT returns, pay slips, LinkedIn profile records, official notices of employment or termination, and a Statutory Declaration explaining the circumstances and describing your duties. Always provide as many corroborating documents as possible when a primary reference letter is not available.

#### **Q28: I worked in a family business. Will VETASSESS accept employment in a family-owned company?**

VETASSESS accepts employment in family businesses, but applies heightened scrutiny to self-employment and family business claims because these are easier to fabricate. The key requirements: the business must be legitimately registered and operating, you must have been genuinely employed (not just listed as a director/shareholder), employment evidence must include financial records (bank statements, GST returns, CA-certified accounts), and the reference letter must be from someone other than yourself or an immediate family member.

#### **Q29: My skills assessment expires in 6 months and I have not received an ITA yet. What should I do?**

Most skills assessments are valid for 3 years. If your assessment is about to expire, you have two options: (1) reapply for a fresh assessment before the current one expires — your assessment body will usually conduct an update assessment at reduced cost if your employment situation has not changed significantly; or (2) update your EOI to show the impending expiry, which may trigger additional documentation requests. Do not let your assessment expire before you have received your ITA.

#### **Q30: I studied in India but worked abroad (UAE/UK/US) for several years. Which work experience counts?**

All skilled overseas work experience in your nominated occupation counts for points purposes, regardless of country. UAE, UK, US, Singapore, or any other country's work experience is treated the same as Indian work experience for migration points. Additionally, overseas work experience in

Western countries may be viewed more favourably by Australian employers and, in some cases, by VETASSESS assessors who understand those markets.

## O.2 Visa Process Questions

### Q31: What is ImmiAccount and when do I need it?

ImmiAccount is the Australian Department of Home Affairs online portal where all visa applications are lodged and managed. You create an ImmiAccount profile (free of charge) at [immi.homeaffairs.gov.au](http://immi.homeaffairs.gov.au). You will need ImmiAccount to: submit your SkillSelect EOI, accept your ITA, lodge your visa application, upload documents, pay visa fees, track your application status, and check your visa conditions after grant.

### Q32: Can I travel outside Australia while my visa application is being processed?

If you are lodging your application from India (offshore applicant), you do not need to be in Australia during processing. You can travel freely between countries while your application is processed. However, you must be outside Australia when you lodge the application (for offshore applicants) or inside Australia (for onshore applicants). Check with your consultant which scenario applies to you.

### Q33: How will I know when my visa is granted?

The DHA sends a visa grant notification by email to the address in your ImmiAccount. The notification includes your visa label details, your visa subclass, the date of effect, and any visa conditions. For PR visas (189/190), the grant typically includes an initial entry requirement — you must activate the visa by entering Australia before a specified date (usually 12 months after grant).

### Q34: What is 'bridging visa' and when might I need one?

A bridging visa allows you to legally remain in Australia while your substantive visa application is being processed (if you are an onshore applicant). If you are applying for Australian PR from India (offshore applicant), you do not need a bridging visa — you simply remain in India while processing occurs. Bridging visas become relevant if you are in Australia on a student or temporary visa and lodge a PR application before your current visa expires.

### Q35: Can I change my occupation after lodging the visa application?

No. Once a visa application is lodged, the nominated occupation is fixed. If you have made an error in occupation selection, you may need to withdraw the application and rethink the strategy. This is why choosing the correct ANZSCO code before lodging is so critical. If you believe you have made an error, consult a qualified migration professional immediately — before the DHA finalises the assessment.

## O.3 Employment and Career Questions

### Q36: Will my Indian qualifications be recognised by Australian employers?

For most professional occupations, your qualifications are recognised for employment purposes once your skills assessment is positive. However, Australian employers also look for Australian industry knowledge, Australian regulatory awareness, and soft skills adaptation. A positive skills assessment does not guarantee immediate employment at the same level as your Indian career — most migrants experience a 12–24 month adjustment period. Researching the Australian market in your occupation before arrival significantly reduces this adjustment.

### Q37: Should I get Australian experience before applying for my visa?

If you can get Australian work experience, it adds points (5–20 points for 1–10+ years) and significantly strengthens your employability after migration. Options include: working holiday visa (if age-eligible), student visa, temporary graduate visa, or employer-sponsored 482 TSS visa. However, for many non-IT professionals in their 30s, waiting for Australian experience may cost more in age points than the work experience points gain. Calculate the net points impact before making this decision.

### **Q38: What is a 'Professional Year' and should I do one?**

A Professional Year (PY) is a structured professional development program in Australia for overseas graduates in accounting, IT, and engineering. Completing a PY adds 5 migration points and provides genuine Australian work experience (internship component). However, PY is only available to graduates who studied in Australia on a student visa — it is not available to overseas professionals who have not studied in Australia. If you are planning to study in Australia as a pathway to migration, the PY is worth considering for the 5-point bonus.

### **Q39: What is the difference between a 'General Skilled Migration' visa and an 'Employer-Sponsored' visa?**

General Skilled Migration (GSM) includes the 189 (independent), 190 (state nominated), and 491 (regional) visas — all points-tested. You do not need an employer to sponsor you. Employer-Sponsored visas include the 482 TSS (temporary) and 186 ENS (permanent) — these require an Australian employer to nominate you for a specific role. The GSM pathway is more autonomous; the employer-sponsored pathway ties your visa status to continued employment with a specific employer.

### **Q40: What are the chances of getting a job in my profession without local experience?**

This varies significantly by occupation. Accountants, agricultural scientists, and environmental scientists can often find positions quickly because demand exceeds supply. Teachers who complete state registration can access government school positions through state education department recruitment programs, which actively source overseas-qualified teachers. Social workers are in acute shortage and are hired readily across NDIS, government, and not-for-profit sectors. Engineers and quantity surveyors with strong project portfolios from major Indian projects are competitive from day one. HR professionals and management consultants may face more competition in major cities.

## **O.4 Family and Lifestyle Questions**

### **Q41: My children are in their early teens. Is it a good age to migrate?**

The early teen years (12–15) are often cited as the most challenging age for children to migrate, as they are in the middle of social formation and academic transitions. However, Australian schools are experienced with migrant children and have strong ESL and new-student support programs. Most migrant families who arrive with teens report successful integration within 12–18 months. The earlier in a child's schooling the migration occurs, the smoother the adjustment — but it is manageable at any school age.

### **Q42: What happens if I cannot find a job in my state of nomination within the first 6 months?**

For a 190 (permanent) visa holder, there is no legal requirement to find work in your nominated occupation within a specific timeframe. The residence requirement is simply to live and work in the state — any work counts. If your specific occupation proves difficult to enter immediately, taking interim employment while job searching in your profession is a common and practical strategy. For

491 (regional) holders, the income requirement (currently AUD \$53,900 per year) must be met over the 3-year regional period, but this can be met in any occupation.

#### **Q43: I have ageing parents in India. How can I visit them frequently?**

As an Australian PR holder, you have a Multiple Travel Facility (MTF) on your visa — you can leave and re-enter Australia freely during the visa's validity period. For PR holders, the MTF is initially 5 years. After that, you can apply for a Resident Return Visa (RRV) if you meet the substantial ties or residence requirements. There are no restrictions on international travel frequency — many Indian migrants travel back to India once or twice a year for family events, religious occasions, and to visit parents.

#### **Q44: Is it true that Indian food, cultural events, and community support are widely available in Australia?**

Yes — Australia has a deeply established Indian diaspora community in all major cities. Melbourne's CBD and eastern suburbs have numerous South Indian, North Indian, and pan-Indian restaurants. Sydney's Parramatta and Harris Park are essentially Little India precincts. Brisbane's Sunnybank and Eight Mile Plains have large Indian communities. Perth's southern suburbs have established Indian communities. Adelaide has a growing South Asian community in the eastern suburbs. The Hare Krishna Food for Life program, BAPS Swaminarayan temples, and major Gurdwaras are present in all capital cities.

#### **Q45: What is the Australian attitude towards new migrants in the workplace?**

Australia is broadly a multicultural, immigrant-positive society. The workplace culture is relatively egalitarian — titles and hierarchy matter less than competence and collaboration. Some adjustments common for Indian professionals include: adapting to more direct communication (Australians rarely use formal honorifics and often communicate feedback bluntly), understanding the strong work-life balance culture (working late is not necessarily rewarded), and participating in informal social events (Friday afternoon team drinks are culturally significant in many workplaces). These adjustments are achievable and most Indian professionals navigate them successfully within 6–12 months.

## **O.5 Post-Migration Questions**

#### **Q46: When should I apply for an Australian citizenship test?**

You become eligible to apply for citizenship after meeting the residence requirement: 4 years as a permanent resident, of which at least 1 year must be as a PR holder (time on certain temporary visas may count towards the 3 remaining years). The citizenship test is a 20-question multiple-choice test on Australian values, history, and government. It is not difficult — most applicants pass on the first attempt. After passing the test, you attend a citizenship ceremony and are formally conferred Australian citizenship.

#### **Q47: Can I hold both Indian and Australian citizenship?**

Australia allows dual citizenship — there is no requirement to renounce Australian citizenship when acquiring it. India does not allow dual citizenship for persons of Indian origin who become citizens of another country. When you become an Australian citizen, you are required by Indian law to surrender your Indian passport. You can then apply for an Overseas Citizen of India (OCI) card, which gives you visa-free, lifelong access to India with multiple entry rights, though it does not give Indian citizenship.

**Q48: How does Australian superannuation work and what happens to it if I leave Australia?**

Superannuation is Australia's compulsory retirement savings system. Your employer contributes 11.5% of your salary into a super fund in your name. The funds grow tax-advantaged until you reach preservation age (currently 60). If you leave Australia permanently and your visa expires or is cancelled, you can apply for a Departing Australia Superannuation Payment (DASP) — a lump-sum withdrawal of your super balance, taxed at 65% (significantly higher than for Australian residents who access super at retirement). Most migration professionals recommend leaving super invested in Australia rather than withdrawing via DASP if you intend to return.

**Q49: What is Australia's healthcare system — and what are out-of-pocket costs?**

Medicare is Australia's universal public healthcare system. It covers: GP visits (often bulk-billed, meaning no out-of-pocket cost), most specialist consultations (Medicare rebate reduces the cost significantly), public hospital treatment (fully covered for PR holders), and the Pharmaceutical Benefits Scheme (PBS) which subsidises prescription medications. Out-of-pocket costs arise when specialists charge above the Medicare schedule fee (gap payments), for dental care (not covered by Medicare), optical (not covered), and physiotherapy/allied health (partially covered for chronic disease management). Many employers offer private health insurance as part of salary packages, which covers extras like dental, optical, and private hospital accommodation.

**Q50: Should I invest in property in Australia as soon as I arrive?**

Property investment is a personal financial decision and I recommend consulting a qualified Australian financial advisor before making any property decisions. Factors to consider: Australian property values are high relative to rental yields; the property market is competitive and location-specific; as a PR holder, you face no FIRB restrictions on property purchases (unlike temporary visa holders); mortgage rates and borrowing requirements differ from India; and there are state-based stamp duties on property purchases that range from 3–7% of the purchase price. Many newly arrived migrants choose to rent for 12–24 months while they understand the local market before buying.

## Appendix P: Australian Job Search Strategy for Non-IT Professionals

Getting your visa is the beginning of the journey, not the destination. Finding employment in your profession in Australia — at a level commensurate with your experience — requires strategic effort and an understanding of how the Australian job market works differently from the Indian market.

### P.1 How the Australian Job Market Differs from India

Dimension	India	Australia
Hiring process	Often referral-based; walk-in interviews common; instant-hire possible	Structured application process; 2–4 round interviews; 4–8 week hiring cycle
CV/Resume format	2–4 pages; photo common; personal details prominent	1–3 pages; no photo; reverse chronological; achievement-focused
References	Often not contacted until after offer	Reference checks are standard before any offer is finalised
Salary negotiation	Often done through HR, indirectly	Direct negotiation with hiring manager or recruiter is standard
Role titles	Often inflated ('Vice President' for manager-level)	Titles tend to be accurate — avoid claiming VP-equivalent roles for coordinator work
Networking	Personal relationships (chai pe charcha) dominate hiring	LinkedIn networking, professional events, industry associations — formal networking dominant
Government jobs	Competitive exams; reserved categories	Merit-based recruitment; diverse programs; no reservations system
Recruitment agencies	Used for senior roles only	Recruitment agencies place candidates at all levels — very widely used

### P.2 The Best Job Search Platforms by Occupation

#### Accounting and Finance

- Seek.com.au — Australia's largest job board. Most accounting roles advertised here.
- LinkedIn Jobs — Essential for senior (Manager+) accounting roles. 70%+ of management accounting jobs are LinkedIn-first.
- Hays Australia (hays.com.au) — Specialist accounting recruiter. Register with Hays Finance as soon as you arrive.
- Robert Half Australia — Mid-to-senior level finance recruitment. Highly reputable for CFO and Finance Manager roles.
- CPA Australia job board — Career opportunities specific to CPA members.

#### Teaching

- NSW Education Department — teach.nsw.edu.au — posts all government school positions

- Victoria Department of Education — [careers.vic.gov.au](https://careers.vic.gov.au) — posts VIC government teaching positions
- Queensland Department of Education — [smartjobs.qld.gov.au](https://smartjobs.qld.gov.au)
- Catholic Education Offices — each state has a separate CEA with teaching vacancies
- Tes.com (formerly Times Educational Supplement) — international teacher recruitment board, Australian section

### Social Work and Community Services

- Ethical Jobs ([ethicaljobs.com.au](https://ethicaljobs.com.au)) — The premier job board for NFP and community sector roles in Australia
- Community Care ([communitycare.com.au](https://communitycare.com.au)) — Social work and aged care specific board
- NDIS Provider directories — many NDIS providers post directly on their websites
- Seek.com.au — Large volume of social work roles

### Agriculture and Environmental Science

- Agcareers.com.au — Specialist agricultural and agribusiness job board
- AgWanted — Rural and agricultural positions across Australia
- Environmentjobs.com.au — Environmental science, consulting, and management roles
- Seek.com.au — Largest volume, all states
- State government websites — agriculture and environment departments post directly

### Engineering and Quantity Surveying

- Seek.com.au — Largest volume of engineering roles
- LinkedIn Jobs — Senior and specialist engineering roles
- Hays Engineering ([hays.com.au](https://hays.com.au)) — Engineering specialist recruitment
- Consult Recruitment — Specialist built environment and quantity surveying recruitment
- Engineers Australia career hub — EA members get access to job board

## P.3 The Australian CV — What to Include and What to Leave Out

### What to Include

- Contact details: Australian phone number (once you have one), professional email, LinkedIn URL
- Professional Summary: 3–4 sentences. What you do, how many years of experience, your key strength, and your target role.
- Work Experience: Reverse chronological. Start with most recent. Include company name, location, dates, role title, and 4–6 achievement-focused bullet points per role.
- Education: Degree, institution, year of completion. Add 'Equivalent to Australian AQF Level 7/9' for clarity.
- Professional Memberships: CPA Australia (if obtained), CA ANZ, Engineers Australia CPEng, AASW, etc.
- Skills: Technical software (MYOB, Xero, SAP for accountants; relevant industry software for your occupation)

### What to Leave Out

- Date of birth — never include in Australian CVs
- Photo — not expected and potentially creates bias concerns
- Marital status and number of children
- Religion and caste
- Visa status beyond 'Australian Permanent Resident' or 'Australian Citizen'
- Father's name or other Indian-specific details
- More than 2 pages (senior roles may extend to 3 pages maximum)

## P.4 LinkedIn Profile Optimisation for Australian Job Market

LinkedIn is the primary professional networking platform in Australia. A well-optimised LinkedIn profile can generate unsolicited recruiter contact — especially in high-demand occupations like accounting, social work, and engineering.

39. Profile photo: Professional headshot against a plain background. Smiling, well-lit. Taken within the last 2 years.
40. Headline: Not just your job title. Include your specialty and value proposition. Example: 'CPA-Qualified Management Accountant | 8 Years Post-Qualification Experience | Available for Roles in Melbourne'
41. Location: Set to your target Australian city. Many Australian recruiters filter by location — setting your location to Sydney or Melbourne makes you visible in local searches.
42. About section: 3–5 paragraphs covering your professional background, key achievements, what you offer Australian employers, and (if appropriate) your visa status.
43. Experience section: Match your CV. Add 3–5 achievement bullets per role. Quantify wherever possible (managed a team of 12, reduced reporting time by 30%, managed a \$2M budget).
44. Skills: Add 20+ relevant skills. These are searchable keywords.
45. Open to Work: Use the 'Open to Work' feature — visible to recruiters only (not your current employer) if you prefer privacy.
46. Connections: Connect with Australian professionals in your occupation, state immigration department officials, relevant industry associations, and recruiters who specialise in your field.

## P.5 The Interview Process in Australia

### Common Interview Formats

- Phone screening (20–30 minutes): Initial qualification check by HR or recruiter. Expect questions about your background, availability, and salary expectations.
- First interview (45–60 minutes): Usually with the hiring manager. Behavioural questions using the STAR format (Situation, Task, Action, Result).
- Second interview (60–90 minutes): Panel interview with team members or senior management. May include a technical assessment or case study.
- Reference check: 2–3 references will be called before any offer is made. Brief your referees in advance.
- Offer: Usually made verbally first, followed by a written contract within 5–10 business days.

### Common Australian Interview Questions for Non-IT Professionals

Question Type	Example Question	What They Are Testing
Behavioural	'Tell me about a time you had to deal with a difficult client or stakeholder'	Emotional intelligence, problem-solving, communication
Situational	'How would you handle a situation where two team members are in conflict over a project decision?'	Management judgment, conflict resolution
Technical	'Walk me through how you would approach a year-end close process for a manufacturing company'	Technical competence, process knowledge
Cultural fit	'Why do you want to work in Australia specifically? Why now?'	Commitment, planning, genuine interest in the organisation
Career goals	'Where do you see yourself in five years?'	Ambition, retention likelihood, career planning
Australian context	'How have you familiarised yourself with Australian accounting standards / Australian education curriculum / Australian social work legislation?'	Preparation, initiative, commitment to professional adaptation

### The Australian Context Question

Almost every non-IT professional interview includes at least one question about how you have prepared for the Australian context of your profession. Australian employers want to know that you understand Australian accounting standards (AASB), Australian curriculum frameworks (for teachers), Australian social welfare legislation (for social workers), or Australian construction standards (for engineers). Research this specifically before your first interview.

## Appendix Q: Visa Comparison Matrix — Non-IT Professionals

This appendix provides a comprehensive comparison of all visa pathways relevant to non-IT professionals, helping you understand which option is most suitable for your specific situation and goals.

### Q.1 The Main Visa Options — Side-by-Side Comparison

Feature	Subclass 189 (Independent)	Subclass 190 (State Nominated)	Subclass 491 (Regional)	Subclass 482 (TSS — Employer Sponsored)	Subclass 186 (ENS — Employer PR)
Visa type	Permanent	Permanent	Temporary (5 yr)	Temporary (2–4 yr)	Permanent
Points test required?	Yes — 65 minimum	Yes — 65 minimum	Yes — 65 minimum	No	No (TRT stream)
Employer required?	No	No	No	Yes — accredited sponsor	Yes — approved nominator
State nomination required?	No	Yes	Yes (state or family)	No	No
Points bonus	None	+5 points	+15 points	N/A	N/A
Occupation eligibility	MLTSSL only	MLTSSL + STSOL	MLTSSL + STSOL + ROL	MLTSSL + STSOL	MLTSSL + STSOL
Settlement obligation	None	2 years in nominating state (general)	3 years in regional area	Must work for sponsor	Must work for nominator (initially)
Path to citizenship	Immediate (4 yr residence requirement)	Immediate (4 yr residence)	Via 191 PR (3 yr regional + PR)	Via 186 ENS then citizenship	Immediate (4 yr residence)
Age limit at application	45 years	45 years	45 years	None at 482; 45 at 186	45 years (TRT stream)
Current visa fee (AUD, primary applicant)	\$4,640	\$4,640	\$4,640	\$3,115 (base)	\$4,640
Processing time (approx.)	6–12 months	6–12 months	6–12 months	3–6 months	12–24 months
Best for	High-scorers (85+) in MLTSSL occupations	Mid-scorers (70–85) needing the +5 boost	Applicants needing +15 to be competitive; regional-open professionals	Professionals who find a willing sponsor	Existing 482 holders (3-yr tenure met)

### Q.2 Which Visa Is Right for You? Decision Framework

Use this decision tree to identify your most appropriate visa pathway:

### Step 1: Calculate your raw points score WITHOUT state nomination

- If your score is 85+ points: Target the 189 independent visa. You are likely competitive across most non-IT occupation pools without needing state nomination.
- If your score is 75–84 points: Target the 190 state-nominated visa. The +5 points from nomination will put you in the 80–89 range, which is competitive in most pools.
- If your score is 65–74 points: Target the 491 regional visa. The +15 points from regional nomination will put you in the 80–89 range. Be prepared for a regional Australian lifestyle commitment.
- If your score is below 65 points: You are not yet eligible for a points-tested visa. Identify which factors you can improve (English, qualifications, Australian work experience) and set a timeline for reapplication.

### Step 2: Check if your occupation is on the relevant list

- MLTSSL: Eligible for 189, 190, and 491
- STSOL only: Eligible for 190 and 491 only (not 189 independent)
- ROL only: Eligible for 491 only
- Not on any list: Employer sponsorship (482 TSS) may still be available, subject to STSOL/MLTSSL eligibility

### Step 3: Assess your state nomination options

- Apply to SA, NT, and TAS as free-application states first
- Apply to QLD, WA, and ACT depending on your occupation and connection
- Apply to NSW and VIC if your connection evidence is strong

### Step 4: Consider the employer sponsorship parallel pathway

While pursuing your points-tested EOI, simultaneously explore whether employer sponsorship is available for your occupation. A 482 TSS visa can be processed faster than the points-tested route for applicants with an employer relationship.

## Q.3 The Employer Nomination Scheme (186 ENS) — Detailed Comparison

Feature	186 TRT (Transitional)	186 Direct Entry	186 Agreement Stream
Who can apply	Existing 482 MLTSSL visa holders	Overseas applicants with employer nomination	Workers under labour agreements
Points test required?	No	Yes (technically — but usually met by skills assessment)	No
Employment required?	3 years with nominating employer	Job offer from approved sponsor	Labour agreement terms apply
Skills assessment	Not usually required if 482 in same occupation	Required	Required

Feature	186 TRT (Transitional)	186 Direct Entry	186 Agreement Stream
Age limit	45 at time of application	45 at time of application	No age limit (varies by agreement)
Processing time	12–18 months (backlog)	12–24 months	12–24 months
Best for	Long-tenure 482 holders ready for PR	Sponsored overseas workers entering directly	Workers in special industry sectors

## Q.4 The 491 to 191 Pathway — The Regional PR Journey

For non-IT professionals who choose the 491 regional pathway, the following roadmap explains the journey from 491 to permanent residency via the subclass 191 Permanent Residence (Skilled Regional) visa:

47. Receive your 491 state/family nomination and submit your SkillSelect EOI
48. Receive your ITA and lodge the 491 visa application within 60 days
49. Receive your 491 visa grant — this is a 5-year temporary visa
50. Activate your visa by entering Australia before the activation date
51. Settle in your designated regional area — establish your home, find employment, enrol children in school
52. Work in any occupation in the regional area (you do not have to work in your nominated occupation, though it helps career progression)
53. Meet the income requirement (currently AUD \$53,900 per year) for at least 1 of the 3 years
54. After 3 years of regional residence, you become eligible to apply for the 191 Permanent Residence visa
55. Lodge your 191 application — processing typically takes 6–18 months
56. Receive your PR grant — you are now a permanent resident of Australia

### The 191 Income Requirement

The AUD \$53,900 income threshold for 191 eligibility is assessed over the required 3-year regional residence period. It does not mean you must earn \$53,900 every single year — the DHA considers the overall pattern of regional residence and employment. However, consistent employment above the threshold significantly strengthens the application. Even part-time work in most professional occupations will exceed this threshold.

## Appendix R: Australian Immigration Policy — 2026 Developments and Outlook

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Australian immigration policy evolves every budget cycle and program year. This appendix summarises the key policy developments that are most relevant to non-IT professionals as of the 2026 program year, and flags the areas to watch over the next 12–24 months.

### R.1 The 2024-25 Migration Review — Legacy for Non-IT Professionals

The Australian government's comprehensive 2024 Migration Review identified several structural issues with the skilled migration system and recommended significant changes. The recommendations most relevant to non-IT professionals include:

- Reducing the proportion of places allocated to employer-sponsored pathways relative to points-tested pathways, giving more weight to independent migration — favourable for high-scoring non-IT professionals.
- Strengthening the integrity of the skills assessment process, including more frequent updates to assessing body guidelines — may increase the rigour of VETASSESS and EA assessments.
- Increasing the TSMIT (minimum salary for 482 sponsors) — positive for sponsored non-IT workers who will receive higher wages, but increases the barrier for employers to sponsor lower-skilled roles.
- Expanding the Regional Occupation List (ROL) to include more non-IT occupations — positive for 491 regional visa applicants.

### R.2 Key Policy Areas to Monitor

#### Skills Assessment Reform

The government is reviewing the skills assessment framework with a view to making it more consistent and transparent. Changes may include: standardised processing timeframes across all assessing bodies, clearer criteria for qualification equivalency decisions, and online verification of assessment outcomes by employers and DHA officers. Monitor the DHA website and your assessing body's website for announcements.

#### State Nomination Program Integrity

Several states have strengthened their nomination integrity requirements following concerns about nominees who accept nomination without genuine intention to reside in the state. Expect more robust evidence requirements for genuine connection — job offers, housing arrangements, school enrolments — particularly in NSW and Victoria.

#### Points Test Potential Revision

The Migration Review recommended considering a review of the points test framework, including potentially adding new point categories for factors such as: job offer from an accredited employer, completion of accredited English language study in Australia, and specific regional connection evidence. If implemented, these changes could add points opportunities for non-IT professionals with employer connections.

#### Net Overseas Migration Targets

Australia's net overseas migration reached record levels in 2022-24 as post-COVID catch-up occurred. The government is managing migration back towards long-term sustainable levels. For skilled migration specifically, the annual program planning level is expected to remain at 185,000 for the next 3–5 years, but the distribution between streams may shift. Non-IT professionals benefit from any increase in points-tested places relative to employer-sponsored or humanitarian places.

### R.3 The October Migration Review Window — Why September-October Matters

Australia's migration program year runs from 1 July to 30 June. The government typically announces the following year's Migration Program Planning Level in October, around the time of the budget. This announcement also includes any changes to occupation lists, assessment requirements, and state nomination quotas.

For non-IT professionals considering their timing:

- Applications submitted before a policy change takes effect are generally assessed under the rules that applied at the time of application.
- New occupation list additions (which expand the SOL) take effect from the gazetted date — submitting your EOI immediately after a new occupation is added can give you an early position in a new and less-competitive pool.
- Changes to the MLTSSL or STSOL that affect your occupation should be monitored closely — an occupation being removed from the MLTSSL does not affect applications already in the pipeline, but does affect new EOIs from the effective date.

#### Policy Monitoring Recommendation

Bookmark these four official pages and check them monthly: [homeaffairs.gov.au/visas/working-in-australia/skillselect/occupations-lists](https://homeaffairs.gov.au/visas/working-in-australia/skillselect/occupations-lists), [homeaffairs.gov.au/research-and-stats/files/skilled-migration-program-report.pdf](https://homeaffairs.gov.au/research-and-stats/files/skilled-migration-program-report.pdf), Your state's immigration portal, and Your assessing body's website (VETASSESS, CPA, EA, AASW, etc.). For professional-grade policy monitoring, a DreamVisas PER subscription provides regular updates tailored to your specific occupation and pathway.

## Appendix S: The Personal Evaluation Report (PER) — A Detailed Explanation

Throughout this book, I have recommended the Personal Evaluation Report (PER) as the professional assessment tool for your specific migration case. This appendix explains exactly what a PER is, what it contains, and how to use it to maximum advantage.

### S.1 What Is Included in a DreamVisas PER

PER Component	What It Covers
Occupation Analysis	Confirmed ANZSCO code recommendation based on your actual employment history and qualifications. Where multiple codes are eligible, a comparison of which is strategically optimal.
Skills Assessment Eligibility	Assessment of which assessing body (VETASSESS, CPA, CA ANZ, EA, AASW, etc.) is optimal for your case. Identification of any documentation gaps before you apply for assessment.
Points Calculation	Verified points score under the Australian system, with documentation requirements for each claimed point category. Identification of points you may be under-claiming or incorrectly claiming.
State Nomination Strategy	Ranking of state nomination options by likelihood of success for your specific occupation, score, and connection evidence. Identification of which states to apply to first and what connection evidence to develop.
Visa Pathway Recommendation	Whether 189, 190, 491, or 482 is your optimal pathway, with reasoning. If multiple pathways are viable, a comparison of timelines and risk factors for each.
Timeline Estimate	Realistic timeline from PER date to expected visa grant, based on current processing times and invitation history for your occupation.
Documentation Checklist	Specific checklist of documents required for your skills assessment and visa application, tailored to your occupation and assessing body.
Risk Identification	Honest assessment of any risks or gaps in your current profile — age, employment gaps, qualification concerns, or documentation weaknesses — before you spend money on applications.
Next Steps Action Plan	Prioritised list of actions to take immediately, within 1 month, within 3 months, and within 6 months, to maximise your migration outcome.

### S.2 How a PER Differs From a General Consultation

Many migration services offer a general 'initial consultation' — a one-hour discussion that gives you general information about Australian migration. A PER is fundamentally different:

- A general consultation is time-bound and reactive — you ask questions, the consultant answers. A PER is proactive and comprehensive — the consultant analyses your entire profile and identifies issues you may not even know to ask about.
- A general consultation is verbal — you leave with notes and impressions. A PER is a written document — you have a professional analysis you can refer to, share with your family, and action step by step.

- A general consultation gives general information. A PER gives occupation-specific, profile-specific, situation-specific advice that accounts for your exact qualifications, age, English score, family composition, and geographic preferences.

### S.3 When Is the Right Time to Get a PER?

The optimal timing for a PER is before you spend any significant money on the migration process — before paying for a skills assessment, before booking additional IELTS attempts, before applying for state nomination. A PER at the beginning of your migration journey can save you thousands of dollars in wasted applications.

A PER is also valuable at decision points: after a skills assessment rejection, after a state nomination rejection, if your ITA has not arrived after 12+ months, or if your profile has materially changed (age milestone reached, new qualification obtained, family situation changed).

### S.4 How to Access a PER Through DreamVisas

To request a Personal Evaluation Report, visit [dreamvisas.com](https://dreamvisas.com) and use the contact form or book a consultation directly. Please prepare the following information before your PER consultation:

- A detailed summary of your educational qualifications (degree, institution, year, specialisation)
- A complete chronological employment history with dates, employer names, job titles, and a brief description of duties
- Your most recent English test result (if taken)
- Your current age and family composition (spouse, children with ages)
- Any prior visa or migration applications to Australia or other countries
- Your target state or city preference (if any)
- Your timeline flexibility — is there urgency, or can you take 12–18 months to optimise your profile?

#### A Personal Note

In 25 years of immigration consulting, the clients who achieve the best outcomes are those who invest in understanding their options before they start spending on applications. A PER is not a cost — it is the first and most important investment in your migration journey. The clients who save the most money and time are those who get clarity first. I look forward to working with you. — Manoj Palwe, RCIC R422575, CAPIC R11592, MIA Examination Qualified

## Appendix T: Regional Australia — Extended Opportunity Guide for Non-IT Professionals

Regional Australia represents the largest untapped opportunity for non-IT professionals in the entire Australian migration system. This appendix gives you a detailed exploration of regional destinations, regional incentives, and occupation-specific regional demand that goes beyond the capital city analysis in Chapter 7.

### T.1 What Counts as 'Regional Australia'?

The definition of 'regional Australia' for visa purposes has expanded significantly in recent years. As of 2026, all areas of Australia except Sydney, Melbourne, and Brisbane CBDs are classified as regional for certain visa purposes. Specific designations for the 491 visa define regional areas more precisely by postcode.

Key regional cities that are classified as eligible for the 491 regional stream and which offer genuine employment opportunities for non-IT professionals include:

City/Region	State	Population	Key Non-IT Demand	Cost of Living vs Sydney
Geelong	VIC	260,000+	Social workers, teachers, engineers (defence), environmental scientists	-35%
Ballarat	VIC	120,000+	Teachers, social workers, accountants	-45%
Bendigo	VIC	120,000+	Teachers, social workers, healthcare managers	-45%
Newcastle	NSW	575,000+	Engineers, project managers, environmental scientists, teachers	-30%
Wollongong	NSW	310,000+	Engineers, social workers, teachers	-30%
Toowoomba	QLD	180,000+	Agricultural scientists, engineers, teachers, social workers	-50%
Townsville	QLD	240,000+	Social workers, teachers, environmental scientists	-45%
Cairns	QLD	170,000+	Hospitality managers, environmental scientists, social workers	-45%
Launceston	TAS	90,000+	Teachers, social workers, food technologists	-55%
Hobart	TAS	240,000+	All non-IT professions — significant shortage across sectors	-50%
Darwin	NT	150,000+	All professions — extreme shortage, high salaries	-30% (but higher salaries)
Canberra	ACT	470,000+	Policy analysts, HR managers, social workers, teachers	-15%

City/Region	State	Population	Key Non-IT Demand	Cost of Living vs Sydney
Albury-Wodonga	NSW/VIC	100,000+	Teachers, social workers, agricultural scientists	-55%
Shepparton	VIC	70,000+	Agricultural scientists, food technologists, social workers	-55%
Mildura	VIC	55,000+	Agricultural scientists, food technologists	-60%
Tamworth	NSW	65,000+	Teachers, social workers, agricultural scientists	-60%
Orange	NSW	45,000+	Teachers, agricultural scientists, social workers	-60%
Kalgoorlie	WA	32,000+	Accountants, environmental scientists, engineers (resources)	+10% (resources premium)
Karratha	WA	25,000+	Project managers, engineers, environmental scientists	+30% (resources premium)
Bunbury	WA	80,000+	Teachers, social workers, environmental scientists	-50%

## T.2 Regional Incentives and Bonuses

Living and working in regional Australia comes with significant financial and professional incentives that are rarely publicised in mainstream immigration information:

### T.2.1 Government Incentive Programs

- **Regional Australia Strategy payments:** The federal government has run various incentive programs to attract skilled migrants to regional areas, including one-off relocation payments and retention bonuses for regional healthcare and education workers.
- **State government relocation assistance:** Most states offer relocation assistance for teachers, social workers, and healthcare workers taking up regional positions. These programs typically provide AUD \$5,000–\$20,000 in one-off payments plus ongoing annual retention bonuses.
- **Remote Area Tax Offsets:** Workers in very remote areas (Zone A and Zone B for tax purposes, which includes Darwin and many NT/WA locations) receive tax offsets that reduce their effective income tax rate. This effectively increases take-home pay compared with identical salaries in Sydney or Melbourne.
- **HECS-HELP debt forgiveness:** Teachers, nurses, and allied health professionals working in rural and remote areas can access the Rural and Remote Student Loan Relief program, which reduces or eliminates outstanding HECS-HELP student debt. This is most relevant if you study in Australia before migrating.
- **Rural and Remote housing assistance:** Many rural employers (particularly hospitals, schools, and government agencies) provide free or subsidised housing. This is a significant financial advantage — in some remote locations, employer-provided accommodation eliminates housing costs entirely.

## T.2.2 Career Advancement in Regional Settings

Beyond financial incentives, regional Australia offers career advantages that are underappreciated by migrants who default to capital city applications:

- **Faster seniority progression:** In regional settings, there are fewer experienced local candidates competing for senior roles. New migrants with solid international experience can reach senior or management-level positions 3–5 years faster in regional than in major city markets.
- **Broader scope of practice:** Social workers in regional settings manage more complex, diverse caseloads. Teachers in regional schools often take on leadership roles and specialist responsibilities earlier in their careers. Agricultural scientists manage more independent research programs with less supervision. This breadth of experience is highly valued by future employers anywhere in Australia.
- **Employer sponsorship access:** Regional employers struggling to fill positions are far more willing to sponsor overseas candidates than well-staffed metropolitan employers. The 482 TSS pathway is significantly more accessible in regional areas.
- **Community recognition:** In regional Australia, skilled professionals — the accountant, the teacher, the social worker — are genuinely valued and respected community members. This is qualitatively different from the anonymity of big-city professional life.

## T.3 Regional Destination Profiles — Extended

### T.3.1 Geelong, Victoria

Geelong is Victoria's second city, located 75km south-west of Melbourne on the Corio Bay. Once a manufacturing centre, Geelong has reinvented itself as a professional services, education, and defence-adjacent economy. The Gordon TAFE is one of the largest vocational training providers in Australia. Deakin University's Geelong campus is a major research institution. The construction of the new Barwon Health campus and multiple NDIS service expansions have created significant demand for social workers, community services managers, and allied health administrators.

For non-IT professionals, Geelong offers: Victorian nomination as a 491 regional area, cost of living approximately 35% below Melbourne CBD, excellent public transport to Melbourne (60-minute train), high-quality public schools, and a thriving waterfront lifestyle precinct. The Geelong employment market is substantially less competitive than Melbourne for most non-IT professional categories.

### T.3.2 Toowoomba, Queensland

Toowoomba is Queensland's inland capital — Australia's second-largest inland city — located 130km west of Brisbane on the Darling Downs. The Darling Downs is Australia's richest agricultural region, producing wheat, sorghum, cotton, pulses, and intensive horticultural crops. Toowoomba serves as the service hub for this agricultural economy and for the western Queensland beef and grain industries.

For agricultural scientists, agronomists, and food technologists, Toowoomba is one of the most attractive regional destinations in Australia. Employment in the agricultural services sector is readily available. The AgForce Queensland, Cotton Australia, and Grain Producers Australia all have offices in Toowoomba. Salaries for agricultural scientists in the Darling Downs are comparable to capital city rates, while cost of living is approximately 50% lower than Brisbane.

### T.3.3 Darwin, Northern Territory

Darwin is Australia's tropical capital — small (150,000 population), remote, and offering the most accessible path to Australian PR of any major city. The NT government nominates almost all skilled occupations with no application fee, and the NT has genuine, acute shortages across every professional category covered in this book.

Darwin life is defined by the monsoonal climate — extraordinary dry season (May to October) and intense wet season (November to April). The social scene is dominated by government professionals, defence personnel (RAAF Base Darwin is one of Australia's largest), Indigenous community services workers, and resources sector workers. The lifestyle is outdoors-oriented, multicultural, and distinctly Australian in a way that is hard to describe without experiencing it.

For the non-IT professional who is prepared to embrace the frontier character of Darwin, the rewards are significant: faster career advancement, higher savings rates (cost of living is manageable with the NT salary loading), strong sense of community, and one of the most beautiful natural environments in the world (Kakadu, Litchfield, Nitmiluk, and the Kimberley are all accessible from Darwin).

### T.3.4 The Barossa Valley and Surrounds, South Australia

The Barossa Valley is Australia's most famous wine region and one of the world's great food and wine destinations. But for non-IT professionals, the Barossa and surrounding Riverland region represent a specific employment opportunity in food technology, agricultural science, and wine industry management.

Australia's wine industry generates AUD \$3.4 billion in export revenue annually. The Barossa, McLaren Vale, Clare Valley, and Eden Valley in SA are at the centre of this industry. Food technologists working in wine production and export, agricultural scientists managing viticulture programs, and environmental scientists managing the sensitive ecological balance of wine region agriculture are all in genuine demand.

SA's regional wine areas are also among the most beautiful places to live in Australia — Mediterranean climate, world-class restaurants and cellar doors, world heritage landscapes, and a strong sense of community. For families who value lifestyle alongside career, the Barossa region deserves serious consideration.

## T.4 The FIFO Model — Fly-In Fly-Out Work for Non-IT Professionals

FIFO (Fly-In Fly-Out) is an Australian working arrangement where employees work in a remote or regional location for a set roster period (typically 2 weeks on / 1 week off, or 4 weeks on / 1 week off) and then fly back to their home city for the break. This model is most common in the resources sector (mining, LNG) and is primarily associated with trade, engineering, and technical roles.

For non-IT professionals, FIFO opportunities exist in:

- Environmental science: FIFO environmental scientists work on resources projects in the Pilbara (WA), Bowen Basin (QLD), and Mackay region (QLD). These roles pay significant FIFO allowances on top of base salary — total packages of AUD \$120,000–\$160,000 are common.
- Accounting and finance: Resources companies employ accountants on FIFO rosters for remote site accounting functions. These are less common than FIFO engineering roles but exist.
- Social work and community services: The Northern Territory and remote WA have FIFO social workers who service remote Indigenous communities. This is one of the most

challenging and most rewarding social work roles in Australia. Significant salary loadings and retention bonuses apply.

- Teaching: Remote community schools in NT, WA, and SA employ teachers on arrangements that include remote living allowances and regular return flights to the nearest capital city.

#### **FIFO for New Migrants — A Practical Note**

FIFO work requires you to have established accommodation in a home city (from which you fly out and return). For newly arrived migrants without an established Australian home base, FIFO can be challenging to access initially. The most practical approach: establish your base in Perth, Darwin, or Cairns first (cities closest to major FIFO employment precincts), then transition to FIFO arrangements after 3–6 months of local employment.

## **T.5 The Regional Australia Settlement Support Network**

Regional Australia has an established network of settlement support services specifically designed to help skilled migrants integrate successfully. These services are less known than capital city services but are often more personalised and accessible:

- Regional Australia Institute (RAI): The peak research and advocacy body for regional Australia. Their 'Love Where You Live' program has resources for migrants considering regional destinations — [regionalliving.com.au](http://regionalliving.com.au)
- Regional Skills Relocation Grants: Federal government grants available to employers in regional areas who hire eligible skilled migrants. These reduce the cost of employer sponsorship for regional businesses.
- MARA agents in regional centres: Many regional cities now have local registered migration agents who understand the specific employment and settlement landscape of their region. A local agent in Toowoomba understands the Darling Downs agriculture sector; a local agent in Geelong understands the Barwon health sector.
- Multicultural Resource Centres: Most regional cities above 50,000 population have a multicultural resource centre or migrant services office. These organisations provide practical settlement support, language assistance, and community connection services.
- Local Government Welcome Programs: Many regional councils have new resident welcome programs that provide introductions to local services, community events, and professional networks.

## Appendix U: Professional Networking Strategy for Non-IT Migrants in Australia

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In Australia's professional culture, networking is not optional — it is the primary mechanism through which professionals find jobs, build clients, gain references, and advance careers. For newly arrived non-IT professionals, building a professional network in Australia before and immediately after arrival is one of the highest-ROI activities you can undertake.

### U.1 The Australian Professional Networking Landscape

Australian professional networking is different from both Indian networking (which is often more relationship-first and informal) and from American networking (which can be overtly transactional). Australian networking culture values:

- **Genuine interest:** Australians respond poorly to purely transactional networking. Approach connections with authentic curiosity about their work and industry — not immediately with 'can you help me find a job?'
- **Reciprocity:** The most effective Australian networkers are those who give before they ask. Share an article, make an introduction, offer a skill — then you have the credibility to make a request.
- **Directness:** Australians are more direct than Indian professionals in some ways — it is acceptable and expected to ask a direct question about career pathways, to ask someone for advice, or to ask whether a company is hiring.
- **Industry association involvement:** Membership in your professional association (CPA Australia, AASW, Engineers Australia, AIQS, etc.) gives you immediate access to a structured network of Australian professionals in your field.

### U.2 Pre-Arrival Networking — What You Can Do From India

The most effective migrants begin building their Australian professional network months before they arrive. Here is how:

#### LinkedIn — Your Most Important Pre-Arrival Tool

57. Update your LinkedIn profile with your Australian target city in the location field — this makes you visible to Australian recruiters immediately.
58. Connect with Australian professionals in your occupation. A connection request with a personalised note ('I am an AASW-assessed social worker relocating to Queensland in 3 months — would love to connect with people working in the QLD NDIS sector') has a surprisingly high acceptance rate.
59. Join LinkedIn groups for your occupation in Australia: 'Australian Accountants Network', 'Social Work Australia', 'Engineers Australia Members', 'Agri-business Professionals Australia', etc.
60. Follow Australian companies you want to work for. Comment thoughtfully on their posts — this creates visibility without a connection request.
61. Write one LinkedIn article about your professional experience that demonstrates your expertise. This can be referenced when recruiters look at your profile.

## Professional Association Membership — Start Before You Arrive

Several Australian professional associations offer international or associate membership categories that allow you to join before you arrive in Australia. This is strongly recommended:

Association	Membership Type Available Pre-Arrival?	Cost (AUD approx.)	Key Benefit
CPA Australia	Yes — International affiliate membership available	\$250–\$400/yr	Access to job board, events, CPD resources
Engineers Australia	Yes — International Graduate and Professional member categories	\$200–\$450/yr	CDR assessment included for some categories, job board
AASW (Social Workers)	Yes — Provisional membership pre-registration	\$200–\$350/yr	Access to AASW job board, national conferences, peer networks
AIQS (Quantity Surveyors)	Yes — Student/affiliate category	\$150–\$250/yr	Professional development, job board
Australian HR Institute (AHRI)	Yes — affiliate membership	\$250–\$400/yr	Events, job board, CPD
CA ANZ	Yes — for overseas CAs in assessment process	\$300–\$500/yr	Networking events, technical resources
National Farmers Federation (NFF)	Associate membership available	\$100–\$200/yr	Agriculture industry news and connections

## U.3 Post-Arrival Networking — The First 90 Days

The first 90 days after arrival are the most critical networking window. You have the advantage of being new — people are curious, invitations to catch-up coffees are easy to get, and you have a natural conversation starter ('I just arrived from India last month and I'm getting to know the Melbourne accounting community').

### Week 1–2 Actions

- Attend your professional association's next local event — most state branches host monthly or quarterly networking events. Book your ticket before you arrive.
- Visit your nearest SEEK Job Fair or recruitment event — these are free, attended by hundreds of local employers, and give you face-to-face time with recruiters.
- Contact the 3–5 Australian professionals you connected with on LinkedIn before arriving. Suggest a 30-minute coffee catch-up. Most will accept.

### Month 1 Actions

- Register with 2–3 specialist recruitment agencies in your occupation. Book an in-person meeting (not just a call) with a consultant at each agency.
- Attend one industry seminar, conference, or CPD event in your occupation. These are listed on your professional association's website.

- Contact the state chapter of your professional association and ask whether there are volunteer opportunities — volunteering on an association committee is one of the fastest ways to build a deep local network.

### Month 2–3 Actions

- Follow up with all first-meeting contacts. Share an article, congratulate them on a LinkedIn post, or simply send a brief 'great to meet you last month' message.
- Ask your strongest contacts for one introduction to another person in their network. One warm introduction from a trusted contact is worth 20 cold LinkedIn requests.
- Consider attending an Indian business or professional association event in your city. These communities are well-networked in Australia and can open doors to Australian employer connections through diaspora networks.

## U.4 The WhatsApp Group Strategy — Leverage Existing Community

Australia's Indian professional community is heavily networked through WhatsApp groups — occupation-specific groups, city-specific Indian migrant groups, alumni groups, and family community groups. These informal networks are enormously valuable for:

- Real-time information about job openings shared within the community before they are advertised publicly
- Referrals — many Indian-owned or Indian-managed businesses in Australia hire through community referral first
- Settlement advice — which suburb to live in, which school to choose, which GP to see, where to buy Indian groceries
- Professional peer support — immigration updates, tax advice, workplace culture tips from established community members

Finding Australian Indian WhatsApp groups: Ask in your LinkedIn network, check Facebook groups ('Indians in Melbourne', 'Indians in Brisbane', etc.), and connect through temple/Gurdwara/mosque community networks.

### The Network Is the Job Market

Research consistently shows that 60–70% of professional jobs in Australia are filled through networks rather than public advertisement. For migrant professionals, this means that the quality and depth of your Australian professional network directly determines your job search timeline. Every connection you make is a potential path to your next role. Invest in networking with the same seriousness you invest in IELTS preparation — it has equal or greater impact on your Australian career.

## Appendix V: Destination Comparison — Australia vs Canada vs Germany for Non-IT Professionals

Many non-IT professionals who reach me have been considering migration to multiple destinations simultaneously. Canada is usually the first country considered. Germany is increasingly on the radar since the Opportunity Card launch. Australia is often the discovery that changes the calculus. This appendix gives you a structured comparison to help you think through the right destination for your specific profile and goals.

Important caveat: this comparison is provided as educational context, not as a recommendation that Australia is definitively better for everyone. The right destination depends on your specific occupation, qualifications, English level, language learning appetite (for Germany), family situation, and personal preferences. A DreamVisas PER can give you a personalised destination comparison.

### V.1 Overall Comparison Matrix

Factor	Australia	Canada	Germany
Immigration system type	Points-tested + employer sponsored	Points-tested (CRS) + PNP + employer	Points-tested (Chancenkarte) + employer + Blue Card
Language requirement	English only (IELTS/PTE)	English and/or French (IELTS/TEF)	German (B1–B2 for most pathways) + some English roles
Points test minimum	65 points (Australian system)	Effective CRS 450–510 for most occupations	Points threshold varies by pathway
Non-IT professional advantage	HIGH — dedicated occupation pools, lower competition	MEDIUM — CRS scores very competitive for non-IT	HIGH — severe labour shortage, streamlined pathways
Recognition of Indian credentials	Well-established assessment bodies (VETASSESS, CPA, EA, AASW)	Well-established (WES, PEO, CPA Canada)	Growing — Recognition Act 2023 improving process
Visa to PR timeline	1–3 years for most skilled migrants	1–3 years for most skilled migrants	1–5 years depending on pathway and language
Salary levels (non-IT)	AUD \$75,000–\$150,000 (very competitive globally)	CAD \$60,000–\$120,000 (strong)	EUR \$45,000–\$90,000 (lower but lower cost too)
Healthcare	Universal Medicare (immediate for PR)	Universal provincial health (immediate for PR)	Statutory health insurance (compulsory, employer-shared)
Education for children	Free public school for PR children	Free public school for PR children	Free public school (in German)
Climate	Subtropical to Mediterranean — generally warm	Highly variable — cold winters in most provinces	Temperate — 4 seasons, cold winters
Indian diaspora	800,000+ — very well-established	1.8 million+ — largest outside India	200,000+ — growing rapidly

Factor	Australia	Canada	Germany
Path to citizenship	4 years as PR	3 years as PR (1,095 days)	5 years of legal residence
Dual citizenship allowed?	Yes	Yes	Generally no — exceptions apply
Cost of living	High in major cities, very affordable regional	High in Toronto/Vancouver, affordable prairie cities	Moderate — lower than Australia/Canada in most cities

## V.2 Non-IT Occupation Comparison — Which Destination Has the Edge?

Occupation	Best Destination	Why	Caution
Accountant	Australia (slight edge)	Dedicated occupation pools, CA ANZ mutual recognition for Indian CAs, invitation scores stable	Canada also strong if French language or Quebec PNP targeted
Teacher (STEM)	Australia (clear edge)	National shortage, all states nominating, IELTS 7.5 manageable, strong salaries	Germany also an option if German language learned
Social Worker	Australia (clear edge)	NDIS-driven demand unprecedented, AASW assessment well-established for Indian MSW	Canada has strong demand but CRS competition higher
Agricultural Scientist	Australia (strong edge)	Most underserved pathway globally — SA, WA, QLD all nominating urgently	Germany has agricultural demand but German language required
Environmental Scientist	Australia or Germany	Australia: resources sector premium; Germany: strong environmental sector, EU opportunities post-Germany	Canada also has environmental demand, especially in Alberta/BC
Civil Engineer	Australia (edge)	Infrastructure boom unprecedented, Engineers Australia CDR clear pathway, strong salaries	Canada strong too — PEO assessment well-established
HR Manager	Canada (slight edge)	CRS competition is high but HR demand solid across Canadian provinces; CPHR designation recognised	Australia good too — AHRI membership pathway solid
Food Technologist	Australia or Germany	Australia: Barossa, TAS, VIC food industries active; Germany: EU's largest food processing sector	Canada also has food technology demand (Ontario, Quebec)
Hotel Manager	Australia (clear edge)	TSS 482 sponsorship widely available in tourism regions, regional demand high, no language barrier	Germany possible but language challenge significant

Occupation	Best Destination	Why	Caution
Quantity Surveyor	Australia (clear edge)	\$200 billion infrastructure pipeline, AIQS well-established, one of highest-demand non-IT occupations	No equivalent profession in Germany; Canada has QS demand

## V.3 Profile-Based Destination Recommendation

### Choose Australia if:

- Your English is strong (IELTS 6.5+ already, targeting 7.0+)
- Your occupation is on the MLTSSL or STSOL for Australia
- You do not want to learn a second language
- You value warmth, outdoor lifestyle, and a multicultural but English-speaking society
- You are in a high-demand non-IT occupation (accounting, social work, agriculture, engineering, quantity surveying)
- You have family already in Australia, or a preference for a specific Australian state
- Your CRS score for Canada is below 450 and improving seems slow

### Choose Canada if:

- You have French language skills (B2+) — French opens Quebec and francophone minority PNPs with much lower CRS requirements
- You already have Canadian work experience or education
- Your CRS score is 460+ — you are competitive in general draws
- Your occupation qualifies for a specific Canadian PNP that has lower thresholds
- Your family is already in Canada (spousal/family ties strengthen your case)
- You prefer a more continental climate and are comfortable with cold winters

### Choose Germany if:

- You are committed to learning German — B1 minimum, B2 strongly preferred for professional employment
- Your occupation has high demand in Germany (skilled trades, STEM engineering, healthcare, IT — note that IT is also strong in Germany despite this book being for non-IT)
- You value EU mobility — a German PR gives you the right to live and work in all EU/EEA countries
- You are comfortable with a lower starting salary but a high quality of life at lower cost
- You are in the 18–35 age range and want to use the Opportunity Card (Chancenkarte) as a job-seeker entry pathway

#### The Multi-Destination Strategy

The most sophisticated non-IT migrants I work with pursue multiple destinations simultaneously — submitting an Australian EOI while also maintaining a Canadian EOI, or pursuing German language

learning as a backup while the Australian assessment is in progress. This parallel approach maximises optionality. If one pathway accelerates, you take it. If one stalls, the other continues. The cost of running parallel pathways is modest compared with the benefit of faster migration when one pathway delivers.

## Appendix W: Points Calculation Worksheets — Complete Your Own Assessment

Use these worksheets to calculate your accurate Australian migration points score. Complete each section honestly, claiming only points that you can document with verifiable evidence.

### W.1 Primary Applicant Points Worksheet

Category	Your Situation	Points Available	Your Points
AGE — 18 to 24 years		25	
AGE — 25 to 32 years		30	
AGE — 33 to 39 years		25	
AGE — 40 to 44 years		15	
AGE — 45 to 49 years		0	
ENGLISH — Competent (IELTS 6/PTE 50 each band)		0	
ENGLISH — Proficient (IELTS 7/PTE 65 each band)		10	
ENGLISH — Superior (IELTS 8/PTE 79 each band)		20	
OVERSEAS EXPERIENCE — 3–4 years in nominated occupation		5	
OVERSEAS EXPERIENCE — 5–7 years in nominated occupation		10	
OVERSEAS EXPERIENCE — 8+ years in nominated occupation		15	
AUSTRALIAN EXPERIENCE — 1–2 years		5	
AUSTRALIAN EXPERIENCE — 3–4 years		10	
AUSTRALIAN EXPERIENCE — 5–7 years		15	
AUSTRALIAN EXPERIENCE — 8–9 years		20	
AUSTRALIAN EXPERIENCE — 10+ years		20	
QUALIFICATION — Doctorate (AQF 10)		20	
QUALIFICATION — Bachelor or Masters (AQF 7–9)		15	
QUALIFICATION — Diploma or Trade (AQF 5–6)		10	

Category	Your Situation	Points Available	Your Points
SPECIALIST EDUCATION — Regional area (STEM, health, ed)		5	
AUSTRALIAN STUDY — 2+ years on-shore (AQF qual)		5	
PROFESSIONAL YEAR — Completed in Australia		5	
COMMUNITY LANGUAGE — NAATI credential		5	
REGIONAL STUDY — Eligible regional institution		5	
PARTNER — Skilled + English (both conditions)		10	
PARTNER — Single applicant OR only one condition met		10	
STATE NOMINATION — Subclass 190		5	
STATE NOMINATION — Subclass 491		15	
	TOTAL (minimum 65 to be eligible)		

### Accuracy Warning

Only claim points you can prove. Australian visa applications are subject to character and integrity checks. Falsely claiming points — for English scores you have not achieved, employment you have not had, or qualifications you do not hold — is considered fraud and results in permanent visa bans. When in doubt, seek professional advice rather than guess.

## W.2 Points Gap Analysis Worksheet

Use this worksheet to identify where you can gain additional points before submitting your EOI.

Points Category	Current Points	Maximum Available	Gap	Can You Close This Gap? How?
Age		30		Cannot be improved — time is against you after 32
English		20		YES — invest in IELTS/PTE preparation. 10 pts from 7.0, 20 pts from 8.0
Overseas Experience		15		Time-based — consider whether additional documentation can extend claimed years
Australian Experience		20		YES — employer sponsorship (482) creates Australian experience

Points Category	Current Points	Maximum Available	Gap	Can You Close This Gap? How?
Qualifications		20		YES — completing a Masters adds 5 pts over Bachelor; PhD adds 5 pts over Masters
Australian Study		5		Only if you study in Australia — planned migration pathway
Professional Year		5		Only if you studied in Australia on student visa
NAATI Language		5		YES — if you speak an eligible community language, 3-month NAATI preparation possible
Partner Skills		10		YES — initiate partner skills assessment if spouse has degree and English
State Nomination		15 (491)		YES — strongest single intervention, apply to multiple states simultaneously
TOTAL GAP				

### W.3 English Score Impact Table

This table shows exactly what each IELTS band improvement is worth in migration points:

Current IELTS Score (all bands)	Current Points	Target Score	Target Points	Points Gained	Estimated Study Time to Improve
5.5 each band	0 (not eligible)	6.0 each band	0 (eligible, 0 points)	+0 pts but eligible	2–4 months intensive
6.0 each band	0	7.0 each band	10	+10 pts	3–6 months targeted prep
6.5 (mixed — some below 7)	0	7.0 each band	10	+10 pts	2–4 months (focus weak band)
7.0 each band	10	8.0 each band	20	+10 pts	4–8 months (harder to achieve)
7.5 each band	10	8.0 each band	20	+10 pts	2–4 months (Writing focus usually)

### W.4 Age vs Score Trade-Off Calculator

This table shows how your points score changes as you age, assuming all other factors remain constant. Use it to understand the urgency of your timeline.

Age at EOI Submission	Age Points	Net Change from Age 32 Benchmark	Impact on Competitiveness
25–32	30	0 (benchmark)	Strongest age window — maximise other factors and submit
33	25	-5 points	Urgency increases — 5-point reduction requires offsetting gain elsewhere
34	25	-5 points	Same as 33 — check if partner skills, NAATI, or nomination can offset
35	25	-5 points	Still 25 points — strong experience (15 pts) can compensate
36	25	-5 points	Consider 491 regional (+15 pts) to offset age reduction
37	25	-5 points	Nomination is now essential if targeting 75+ points
38	25	-5 points	490s English + nomination + experience — still competitive
39	25	-5 points	Last year of 25-point age band — submit by 39th birthday if possible
40	15	-15 points	Significant drop — nomination (491: +15) now critical to compensate
41	15	-15 points	491 nomination (15 pts) exactly offsets age drop from 39 to 40
42	15	-15 points	Focus on every available points source — English, partner, NAATI
43	15	-15 points	Still achievable with high English + experience + nomination
44	15	-15 points	Submit before 45th birthday — visa must be invited by then
45+	0	Not eligible	189/190/491 not available — explore 482 TSS employer sponsorship

### The Age Urgency Message

The single most common regret I hear from non-IT migration aspirants who come to me too late is: 'I wish I had started two years earlier.' Every year of delay between age 32 and 44 costs you points. The 45-year age cut-off is absolute — there are no extensions, no exceptions, no appeals. If you are 38 reading this book, you have approximately 7 years. That sounds like a lot. In migration terms — English tests, skills assessments, state nomination queues, processing times — it is not. Start today.

## Appendix X: Australian Non-IT Occupation Demand Forecast 2026–2030

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Understanding current demand is important. Understanding where demand is heading over the next 3–5 years is more important — because your migration decision today will play out over that time horizon. This appendix draws on Australian government workforce projections, industry outlook reports, and structural demographic trends to give you a forward-looking demand picture for non-IT professional occupations.

Important note: These are projections based on structural analysis, not guaranteed predictions. Government policy, economic conditions, and global events can shift demand. The trends identified here are structural — driven by demographics, infrastructure commitments, and government program design — and are therefore more durable than cyclical trends.

### X.1 Structural Demand Drivers — The Forces That Will Not Reverse

#### The Ageing Population — Permanent Driver of Social Services and Healthcare Demand

Australia's population aged 65+ will increase from 4.2 million (2024) to an estimated 5.9 million by 2034. This demographic shift is the single most reliable demand driver for: social workers (aged care assessment and support), community services managers (aged care facility and NDIS management), financial advisors (superannuation, estate planning), and education professionals (lifelong learning and workforce re-entry programs for older Australians). This demand is structural, government-funded, and grows every year regardless of economic conditions.

#### The Infrastructure Commitment — \$200 Billion Pipeline

Australia's governments (federal and state) have committed to infrastructure projects that are scheduled to run through 2035. These commitments are bipartisan and legally binding through contracts already signed. The pipeline creates persistent demand for civil engineers, structural engineers, quantity surveyors, construction project managers, and environmental scientists. Unlike cyclical property construction, public infrastructure investment does not reverse when interest rates rise.

#### The Agricultural Transformation — Climate and Technology

Australia's agricultural sector is undergoing its most significant transformation in generations. Climate variability is requiring new agronomic strategies. Precision agriculture technology is creating demand for agricultural scientists who understand both biology and data. Export market development for premium food products is requiring food technologists with international quality standard expertise. The CSIRO projects a 35% increase in demand for agricultural scientists over the decade to 2030.

#### The NDIS Maturity Curve — 10 More Years of Growth

The National Disability Insurance Scheme reached full national rollout in 2021. It is now in its maturity phase — expanding in complexity, developing specialised service streams, and building the supervision and quality assurance infrastructure that complex social care systems require. Social workers with assessment, case management, and complex support coordination skills will be in sustained demand through 2030 and beyond.

## X.2 Occupation-by-Occupation 5-Year Demand Forecast

Occupation	Current Demand Rating	2026–2030 Forecast	Key Trend Driver	Risk Factors
Accountant (General)	★★★★★ Critical	★★★★★ — Sustained	Financial services growth, superannuation sector expansion, NDIS audit requirements	Automation of routine accounting tasks — value shifts to advisory roles
Management Accountant	★★★★★ Critical	★★★★★ — Growing	CFO-adjacent demand growing as businesses scale; ESG reporting requirements	Same as above — advisory and strategy skills become more important
Primary School Teacher	★★★★★ Critical	★★★★★ — Sustained	Population growth, teacher retirement wave (large cohort retiring 2025–2030)	AI-assisted learning tools — unlikely to reduce teacher headcount at primary level
Secondary Teacher (STEM)	★★★★★ Critical	★★★★★ — Growing	National STEM strategy, digital economy workforce pipeline requirements	AI coding tools — may shift demand toward computational thinking educators
Social Worker	★★★★★ Critical	★★★★★ — Strongly Growing	NDIS expansion, mental health investment, child protection crisis	No credible risk factors — demand exceeds supply by widening margin
Agricultural Scientist	★★★★★ Critical	★★★★★ — Growing	Climate adaptation, precision agriculture, food export diversification	Commodity price volatility — affects private sector hiring cycles
Environmental Scientist	★★★★ High	★★★★★ — Strongly Growing	Net-zero 2050 commitments, environmental impact assessment requirements, AUKUS environmental management	Political changes to environmental regulation — risk in conservative state governments
Civil Engineer	★★★★★ Critical	★★★★★ — Sustained	\$200B infrastructure pipeline committed through 2035	Project delays — demand remains; delivery

Occupation	Current Demand Rating	2026–2030 Forecast	Key Trend Driver	Risk Factors
				timeline may shift
Quantity Surveyor	★★★★★ Critical	★★★★★ — Sustained	Same infrastructure pipeline; cost escalation makes QS roles more critical	Construction sector downturns — but public infrastructure buffers private sector cycles
HR Manager	★★★ Medium	★★★★ — Growing	Workforce transformation, hybrid work management, ESG and diversity reporting	HR technology platforms — reducing need for transactional HR, increasing need for strategic HR
Food Technologist	★★★★ High	★★★★ — Sustained	Premium food export strategy, clean label requirements, plant-based food innovation	Trade policy changes affecting Australian food exports
Hotel Manager	★★★ Medium	★★★★ — Growing	Tourism recovery, 2032 Olympics visitor economy, international student accommodation	Economic recession — discretionary travel most sensitive to economic cycles
Policy Analyst	★★★★ High	★★★★ — Sustained	Government policy complexity increasing; AUKUS, energy transition, aged care reform all require policy expertise	Government austerity periods — public sector hiring freezes
Environmental Manager	★★★★ High	★★★★★ — Strongly Growing	Net-zero commitments, AUKUS environmental assessment, ESG corporate reporting requirements	Political risks to environmental regulation frameworks

### X.3 The Automation Risk Assessment for Non-IT Occupations

Automation and artificial intelligence are disrupting professional employment across all sectors. Non-IT professionals considering a 5–10 year migration commitment should understand which elements of their profession are automation-resistant:

Occupation	Automation Risk (Routine Tasks)	Automation-Resistant Core Skills	Net Impact on Australian Demand
Accountant	HIGH — data entry, basic reconciliation, standard reporting fully automatable	Tax strategy, advisory, complex financial analysis, client relationship management — human-critical	POSITIVE — AI frees accountants for higher-value work; demand for strategic accountants grows
Teacher	LOW — human relationship, developmental judgment, curriculum adaptation highly resistant to automation	Whole-child development, classroom management, pastoral care, curriculum differentiation	POSITIVE — AI as a teaching tool increases teacher effectiveness; headcount need unchanged
Social Worker	VERY LOW — human judgment, trauma-informed practice, complex case management not automatable	Crisis intervention, therapeutic relationship, complex system navigation, advocacy	STRONGLY POSITIVE — automation irrelevant; NDIS and mental health demand structural
Agricultural Scientist	MEDIUM — data collection and basic analysis automatable; agronomy advice and research design not	Field research design, crop trial interpretation, farmer relationship management, climate adaptation	POSITIVE — precision agriculture creates new roles faster than automation eliminates old ones
Environmental Scientist	MEDIUM — monitoring and data analysis automatable; assessment and advocacy not	EIA assessment, regulatory navigation, community engagement, complex environmental systems analysis	POSITIVE — environmental regulation complexity growing; human judgment essential for assessment
Civil Engineer	LOW — design optimisation partially automated; project management and site judgment not	Site engineering judgment, stakeholder management, risk assessment, project leadership	POSITIVE — Aconex and BIM adoption creates more productive engineers, not fewer
Quantity Surveyor	MEDIUM — measurement and material scheduling automatable; contract strategy and dispute resolution not	Contract management, project financial strategy, variation assessment, dispute resolution	POSITIVE — QS skills shift to higher-value contract strategy and risk management
HR Manager	HIGH — recruitment screening, routine HR admin, basic analytics automatable	Culture development, complex ER management, leadership coaching, organisational change	MIXED — routine HR roles under pressure; strategic HR Manager demand growing
Food Technologist	MEDIUM — formulation modelling partially automatable; sensory assessment and regulatory navigation not	Product innovation, sensory science, regulatory compliance, consumer insight application	POSITIVE — clean label and functional food innovation creating new specialist roles

**The Automation-Resistant Profile**

The non-IT occupations in this book are, on balance, more resistant to automation than IT development, data entry, and routine professional services. Social workers, teachers, agricultural scientists, and civil engineers all require human judgment, contextual sensitivity, and relationship skills that AI augments but cannot replace. This is a meaningful long-term advantage for non-IT professionals choosing Australia as a migration destination.

## Appendix Y: Acknowledgements and Final Words

This book represents the culmination of 25 years of immigration consulting experience, hundreds of Australian migration cases, formal MIA examination training, and a deep conviction that the information gap facing non-IT professionals is solvable — and that solving it changes lives.

I want to acknowledge the thousands of clients who have trusted me with their migration journeys. Every case taught me something. Every family that arrived safely in Australia, Canada, Germany, or another destination renewed my commitment to this work.

I want to acknowledge the DreamVisas team — in Toronto and Pune — who make every client experience possible. Immigration consulting at this scale requires dedication, precision, and genuine care for client outcomes. The team embodies all three.

I want to acknowledge my wife Mrugakshee, whose patience with the demands of this work — the late-night consultations, the weekend writing sessions, the constant travel — has never wavered.

And I want to acknowledge you — the reader who has reached the final pages of this book. The fact that you read this far means you are serious. Serious applicants succeed. The information is now in your hands. The next step belongs to you.

**Australia is waiting.**

### Manoj Palwe

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[dreamvisas.com](http://dreamvisas.com)

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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). A PER gives you a confirmed occupation analysis, realistic points score, state nomination strategy, documentation checklist, and a personalised 12-month action plan — before you spend a dollar on skills assessments or visa fees.



## Appendix Z: Master Reference — All Tables at a Glance

This final appendix consolidates the most frequently referenced tables from throughout the book into a single quick-reference section. Print or bookmark these pages for use during your application process.

### Z.1 Australian Visa Fees — 2025–26 Schedule

Visa Subclass	Primary Applicant (AUD)	Additional Applicant 18+ (AUD)	Dependent Child (AUD)
189 — Skilled Independent	\$4,640	\$2,315	\$1,155
190 — Skilled Nominated	\$4,640	\$2,315	\$1,155
491 — Skilled Work Regional	\$4,640	\$2,315	\$1,155
482 TSS — Short-term stream	\$3,115	\$1,560	\$780
482 TSS — Medium-term stream	\$3,115	\$1,560	\$780
186 ENS — Direct Entry	\$4,640	\$2,315	\$1,155
186 ENS — Transitional	\$4,640	\$2,315	\$1,155
191 — Permanent Regional	\$505	\$255	\$130
300 — Prospective Marriage	\$8,850	N/A	\$2,215
820/801 — Partner	\$8,850	N/A	\$2,215

### Z.2 Skills Assessment Bodies — Contact and Website Reference

Assessing Body	Occupations Covered	Website	Phone (AU)
VETASSESS	350+ occupations — HR, social services, agriculture, environmental, management, legal, hospitality and more	vetassess.com.au	1300 698 187
CPA Australia	General, management, tax, external/internal auditors	cpaaustralia.com.au	1300 737 373
CA ANZ	Chartered accountants — ICAI mutual recognition pathway	charteredaccountantsanz.com	+61 2 9290 5660
IPA	Public accountants — alternative accounting assessment body	publicaccountants.org.au	1800 625 625
Engineers Australia	All engineering disciplines — CDR pathway	engineersaustralia.org.au	1300 653 113
AIQS	Quantity Surveyors, Construction Economists	aiqs.com.au	+61 2 6285 4228

Assessing Body	Occupations Covered	Website	Phone (AU)
AASW	Social Workers — BSW and MSW qualifications	aasw.asn.au	1800 630 124
AHPRA	Registered nurses, psychologists, physiotherapists (healthcare — not covered in this book)	ahpra.gov.au	1300 419 495
State Teacher Reg. Bodies	All teaching occupations — state-specific	See Chapter 5.2 table	See state websites
AIM	Marketing Managers, PR Managers, Advertising Managers	aim.com.au	1800 334 771

### Z.3 IELTS and PTE Test Centres in India — Key Cities

City	IELTS Test Centres	PTE Test Centres	Approximate Wait Time for Test Date
Mumbai	British Council, IDP Mumbai (multiple centres)	Pearson VUE — multiple centres	1–3 weeks
Delhi/NCR	British Council Delhi, IDP Delhi, multiple centres	Pearson VUE — multiple centres	1–3 weeks
Bengaluru	British Council Bengaluru, IDP Bengaluru	Pearson VUE — multiple centres	1–2 weeks
Hyderabad	British Council Hyderabad, IDP Hyderabad	Pearson VUE centres	1–2 weeks
Chennai	British Council Chennai, IDP Chennai	Pearson VUE centres	1–3 weeks
Pune	IDP Pune, YMCA Pune	Pearson VUE centres	1–2 weeks
Kolkata	British Council Kolkata, IDP Kolkata	Pearson VUE centres	2–4 weeks
Ahmedabad	IDP Ahmedabad, British Council	Pearson VUE centres	1–3 weeks
Jaipur	IDP Jaipur	Pearson VUE centres	1–3 weeks
Chandigarh	IDP Chandigarh, British Council	Pearson VUE centres	1–2 weeks

### Z.4 State Immigration Portal URLs — Current as of February 2026

State/Territory	Immigration Portal URL	Nomination Fee (AUD)	Key Contact
New South Wales	migration.nsw.gov.au	\$300	NSW Migration Support: migration@industry.nsw.gov.au
Victoria	liveinvictoria.vic.gov.au	\$330	Skills Victoria: skillsvictoria@ecodev.vic.gov.au

State/Territory	Immigration Portal URL	Nomination Fee (AUD)	Key Contact
Queensland	migration.qld.gov.au	\$400	QSMP team: migration@tes.qld.gov.au
Western Australia	migration.wa.gov.au	\$300	SNMP team: migration@jtsi.wa.gov.au
South Australia	migration.sa.gov.au	\$0 (Free)	SA Skilled Migration: immigration@sa.gov.au
Tasmania	migration.tas.gov.au	\$0 (Free)	Migration Tasmania: migration@dpac.tas.gov.au
ACT	act.gov.au/migration	\$250	ACT Migration: migration@act.gov.au
Northern Territory	migration.nt.gov.au	\$0 (Free)	NT Migration: migration@nt.gov.au

## 2.5 Key Australian Government Websites — Quick Reference

Website	Purpose	URL
Department of Home Affairs	All visa information, occupation lists, SkillSelect	homeaffairs.gov.au
ImmiAccount	Lodge EOI and visa applications, track progress	immi.homeaffairs.gov.au
SkillSelect	Submit and manage Expressions of Interest	skillselect.homeaffairs.gov.au
VEVO	Check visa conditions and entitlements	vevo.homeaffairs.gov.au
ABS ANZSCO	Look up occupation codes and unit group definitions	abs.gov.au/ANZSCO
Australian Tax Office	Apply for TFN, understand tax obligations	ato.gov.au
Medicare	Enrol in Medicare, find bulk-billing GPs	servicesaustralia.gov.au/medicare
My Health Record	Australian digital health record	myhealthrecord.gov.au
Seek Australia	Australia's largest job board	seek.com.au
Ethical Jobs	NFP and community sector jobs	ethicaljobs.com.au
Agcareers	Agricultural and agribusiness jobs	agcareers.com.au
Living in Regional Australia	Regional lifestyle and relocation information	regionalliving.com.au
Australian Bureau of Statistics	Population, economic, and labour market data	abs.gov.au
CSIRO	Australian science and technology research	csiro.au

## Z.6 Cost of Living Comparison — Indian Cities vs Australian Cities (2026)

City	Monthly Living Cost (AUD) — Family of 4	Average Professional Salary (AUD/yr)	Savings Potential (AUD/yr, est.)	Quality of Life Rating
Mumbai (comparison base)	\$1,800–\$2,500 equiv.	\$15,000–\$30,000 equiv.	\$5,000–\$15,000	High — but traffic, pollution, space constraints
Sydney, NSW	\$5,500–\$8,000	\$90,000–\$130,000	\$30,000–\$60,000	Outstanding — world top 10 liveable
Melbourne, VIC	\$5,000–\$7,500	\$85,000–\$125,000	\$30,000–\$55,000	Outstanding — world top 10 liveable
Brisbane, QLD	\$4,500–\$6,500	\$80,000–\$115,000	\$30,000–\$55,000	Excellent — fastest-growing Australian city
Perth, WA	\$4,000–\$6,000	\$85,000–\$130,000 (resources premium)	\$35,000–\$65,000	Excellent — sunniest major Australian city
Adelaide, SA	\$3,500–\$5,000	\$75,000–\$110,000	\$35,000–\$60,000	Very High — most affordable major city
Geelong, VIC	\$3,000–\$4,500	\$75,000–\$110,000	\$35,000–\$60,000	High — lifestyle city, close to Melbourne
Toowoomba, QLD	\$2,800–\$4,000	\$70,000–\$105,000	\$35,000–\$60,000	High — affordable, agricultural hub
Darwin, NT	\$3,500–\$5,000	\$80,000–\$120,000 (NT loading)	\$35,000–\$65,000	High — unique frontier lifestyle
Hobart, TAS	\$3,000–\$4,500	\$70,000–\$100,000	\$30,000–\$55,000	Very High — Australia's most beautiful capital

### The Savings Opportunity

The single most transformative financial fact of Australian migration for Indian professionals is the savings potential. A dual-income family of two non-IT professionals in Adelaide earning a combined AUD \$165,000, with living costs of AUD \$55,000–\$65,000 per year, can save AUD \$70,000–\$90,000 per year — more than most Indian professionals earn in total. Over 5 years, this savings potential funds property ownership, children's education, investment portfolios, and financial security that

would take a generation to build on Indian salaries. Migration is not just a career move. It is a generational financial transformation.

## Z.7 The MIA Credential — What It Means for This Book

Throughout this book, I have referenced my MIA (Migration Institute of Australia) examination qualification. This final reference table explains what this credential means, why it is rare among immigration consultants serving the Indian market, and why it matters for the quality of the guidance in this book.

Credential	What It Means	Why It Matters for You
RCIC R422575	Regulated Canadian Immigration Consultant — licensed by the College of Immigration and Citizenship Consultants (CICC) of Canada. Active licence, annually renewed.	All Canadian migration advice in DreamVisas publications meets the regulatory standards of the Canadian immigration profession.
CAPIC Fellow R11592	Fellow of the Canadian Association of Professional Immigration Consultants — the advanced membership tier for RCICs with demonstrated professional excellence.	Peer-recognition of expertise within the Canadian immigration consulting profession.
MIA Examination Qualified	Passed the Migration Institute of Australia's professional examination — the assessment framework for Australian Registered Migration Agents. This examination tests Australian migration law (Migration Act 1958, Migration Regulations 1994), practice standards, and ethics.	Uniquely qualified to advise on Australian migration law to the standard of Australian practitioners. This book's Australian content reflects formal training in Australian migration law — not general research.
25+ Years Experience	Active immigration consulting since the late 1990s — pre-dating online filing, pre-SkillSelect, pre-digital skills assessments. Experience across multiple policy cycles.	Understanding of how Australian migration policy has evolved — and therefore how to read current policy changes in their historical context.
10,000+ Families Assisted	Cases across Canada, Australia, Germany, UAE, UK, and other destinations.	Broad practical experience across destination countries, occupation types, and applicant profiles — supporting the multi-country comparison and occupation-specific guidance in this book.

This book is the product of all of these credentials and experiences. It is not a Wikipedia summary of Australian migration. It is professional-grade guidance, filtered through 25 years of practice and formal qualification in both the Canadian and Australian migration systems. Use it with confidence.

