

# Labour Market Testing

Subclass 482 (Temporary Skills Shortage) application

28 Apr 2023 v1.0

**Labour market testing** is required for each TSS application, unless an exemption applies.

# What to include?

On each advertisement that is posted

- Job title and tasks
- Full-time position or usual hours of work, equating to full-time position
- Qualifications or skills required for role
- Experience required for the role
- Salary for the position, unless earnings are more than \$96,400AUD

call us on **+61 7 3667 7433**

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# Where to advertise?

Sources with a national reach (in Australia)

- Seek
- LinkedIn Recruiter
- Indeed
- Workforce Active (mandatory as one source)
- National radio station
- National print media
- Website (for accredited sponsors only)



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Each advertisement must run for **28 days** in the last 4-month period.

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# Evidence to provide

## Record of recruitment activity

- Screenshot of each advertisement
- Engagement data from each source
- Evidence of payment from each source, if relevant
- Evidence of engagement of recruitment services, if relevant
- Number of responses and hires
- If no hires, reasons why

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# Exemptions

If one applies, labour market testing may not be required

- Citizen / national of China, Japan, Mexico, Thailand or Vietnam
- Citizen/national/permanent resident of Canada, Chile, South Korea, New Zealand, or Singapore
- Employee of associated entity business in ASEAN country (Brunei, Myanmar, Cambodia, Indonesia, Laos, Malaysia, Philippines, Singapore, Thailand, or Vietnam)
- Employee of associated entity business in Canada, Chile, China, Japan, Mexico, South Korea, New Zealand, Samoa, Tuvalu, Kiribati, Tonga, Solomon Islands, Niue, the Cook Islands or Vanuatu.
- Employee of business in associated entity business in WTO country, working in Executive or Senior Manager role and responsible for substantial part of Australian business
- Setting up business in Australia, usually operating in WTO country, or Tuvalu, Kiribati, Niue, or the Cook Islands nominated occupation is Executive or Senior Manager
- Employee is a citizen of a WTO country or a permanent resident of Armenia, Canada, New Zealand or Switzerland and has worked in Australia in the nominated position in Australia on a full-time basis for the last two years
- Intra-company transfer (alternative evidence required)

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