

Skills, Qualifications and Experience Requirements

Occupations NOT on the Combined List of Eligible Skilled Occupations

Skill Level 1 - 5 Occupations

Updated September 2026

For occupations available under the Orana DAMA but which are not on the combined eligible list of skilled occupations in standard (non-DAMA) programs, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations, or any application for a Subclass 482 Skills in Demand (SID), SESR or ENS visa made under the Migration Legislation.

Qualifications

Qualifications are to be assessed by the relevant Skills Assessing Authority (as specified in the Labour Agreement) as being at least equivalent to the relevant Australian Qualifications Framework (AQF) qualification detailed for the relevant tables below, in order to assist the Minister's decision as to whether the visa applicant has the necessary qualifications for the position.

Work Experience

Work experience to fulfil visa requirements must be:

- Relevant to the nominated occupation and at the required skill level
- Full-time or part-time pro rata equivalent unless otherwise specified. Full-time work should be in accordance with the National Employment Standards; and
- Undertaken in the last five (5) years.

Where specified below, work experience to fulfil visa requirements can be undertaken concurrently with work experience used to substitute qualifications, provided the work experience was at the same skill level.

General ANZSCO Skill Level 1-3 Occupations

For occupations included in the table below, the following skill and experience requirements apply. This visa applicant must:

- Have undergone a skills assessment;

AND

- Meet the skill level as defined in ANZSCO, excluding where work experience can substitute formal qualifications;

AND meet at least ONE of the following work experience requirements:

- Have at least one (1) year of relevant full-time work experience for the SID visa program, where the relevant AQF qualification was undertaken in Australia;
- Have at least two (2) years of relevant full-time work experience for the SESR visa program;
- Meet the additional work experience required under the standard SID, SESR or ENS programs.

ANZSCO Code	Occupation	Skill Level
551211	Bookkeeper	3
121711	Broadacre Crop and Livestock Farmer	1
363114	Horticultural Supervisor or Specialist	3
363115	Senior Broadacre Crop and Livestock Farm Worker	3
363116	Senior Broadacre Crop Farm Worker	3
121617	Wine Grape Grower	1

Specified ANZSCO Skill Level 3 Occupations (not on the combined list of eligible skilled occupations)

For occupations included in the table below, the following skill and experience requirements apply. This visa applicant must:

- Have undergone a skills assessment conducted by the relevant Skills Assessing Authority;

AND

- Meet the skill level as defined in ANZSCO;

AND meet at least ONE of the following work experience requirements:

- Have at least one (1) year (20 hours plus per week) relevant post-qualification experience for the SID visa program;
- Have at least one (1) year of relevant full-time work experience for the SID visa program;
- Have at least two (2) years of work experience for the SESR or ENS visa programs.

ANZSCO Code	Occupation	Skill Level
421111	Child Care Worker	3

General ANZSCO Skill Level 4 Occupations

For occupations included in the table below, the following skill and experience requirements apply. This visa applicant must:

- Have undergone a skills assessment;

AND

- Meet the skill level requirements as defined in ANZSCO;

AND meet at least one of the following work experience requirements:

- Have at least one and a half (1.5) years (20 hours plus per week) relevant post-qualification experience where the applicant is the holder of at least an AQF Certificate II or equivalent; or
- Have at least one (1) year (20 hours plus per week) of relevant post-qualification experience where the applicant is the holder of at least AQF Certificate III or equivalent; or
- Have at least two (2) years of relevant full-time work experience; or
- Have at least one (1) year of relevant full-time Australian work experience for the SID visa program; or
- Have at least two (2) years of relevant full-time work experience for the SESR visa program; or
- Meet the additional work experience required under the standard SID, SESR or ENS programs.

ANZSCO Code	Occupation	Skill Level
551111	Accounts Clerk	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721212	Backhoe Operator	4
712911	Boiler or Engine Operator	4
712912	Bulk Materials Handling Plant Operator	4
721213	Bulldozer Operator	4
732111	Delivery Driver	4
712211	Driller	4
721211	Earthmoving Plant Operator (General)	4
712311	Engineering Production Worker	4
721214	Excavator Operator	4
721311	Forklift Driver	4
531111	General Clerk	4
721215	Grader Operator	4
721216	Loader Operator	4
712212	Miner	4
721999	Mobile Plant Operators nec	4
712916	Paper and Pulp Mill Operator	4
711311	Paper Products Machine Operator	4
551311	Payroll Clerk	4
442217	Security Officer	4

ANZSCO Code	Occupation	Skill Level
831212	Slaughterer	4
741111	Storeperson	4
423314	Therapy Aide	4
733111	Truck Driver (General)	4
431511	Waiter (Food and Beverage Attendant)	4
712921	Waste Water or Water Plant Operator	4

Specified ANZSCO Skill Level 3 and 4 Occupations - Aged and Disabled Care sector and Health and Personal Care sector

For occupations in the Aged and Disabled Care sector and Health and Personal Care sector included in the table below, the following skill and experience requirements apply. The visa applicant must:

- Have undergone a skills assessment;

AND

- Meet the skill level requirements as defined in ANZSCO, including where work experience may substitute the formal qualification;

AND meet at least **ONE** of the following work experience requirements:

- Have at least one (1) year (20 hours plus per week) of relevant post-qualification experience where the applicant is the holder of at least an AQF Certificate III or equivalent;
- Have at least one (1) year of relevant full-time Australian work experience for the SID visa program;
- Have at least two (2) years of relevant full-time work experience for the SESR visa program;
- Meet the additional work experience required under the standard SID, SESR or ENS programs.

ANZSCO Code	Occupation	Skill Level
423111	Aged or Disabled Carer †	4
423312	Nursing Support Worker	4
423313	Personal Care Assistant	4

† Effective 1 April 2026, employers in the Aged Care Sector cannot access Aged or Disabled Carer under the Orana DAMA; this occupation is accessible in the Aged Care Industry Labour Agreement instead. Employers in the Disability Care Sector and other relevant sectors may continue to access this occupation under the Orana DAMA.

General ANZSCO Skill Level 5 Occupations

For occupations included in the table below, the following skill and experience requirements apply. The visa applicant must:

- Have undergone a skills assessment;

AND

- Meet the skill level requirements as defined in ANZSCO, including where work experience may substitute the formal qualification;

AND meet at least ONE of the following work experience requirements:

- Have at least one (1) year of relevant full-time Australian work experience for the SID visa program;
- Meet the additional work experience required under the standard SID, SESR or ENS programs.

ANZSCO Code	Occupation	Skill Level
842111	Aquaculture Worker	5
831111	Baking Factory Worker	5
831114	Dairy Products Maker	5
832113	Fruit and Vegetable Packer	5
842213	Fruit Picker	5
831116	Grain Mill Worker	5
842499	Mixed Production Farm Workers nec	5
831313	Seafood Process Worker	5
842221	Vegetable Picker	5
831118	Winery Cellar Hand	5

Occupations Aligned with Meat Industry Labour Agreement Requirements

For the occupations below, the skills, qualifications and experience requirements of the associated Meat Industry Labour Agreement (MILA) apply instead of the general tables above. This includes the relevant skills assessment requirements. Meat Boner and Slicer, Meat Process Worker and Slaughterer align to the skills, qualifications and experience requirements of the occupation Skilled Meat Worker (070499).

ANZSCO / 6-digit Code	Occupation	Industry Labour Agreement
70499	Skilled Meat Worker (including Meat Boner and Slicer / Meat Process Worker / Slaughterer)	Meat Industry Labour Agreement