

Temporary Work (Long Stay) Visa Subclass 457 Visa

Business sponsors must test the local labour market within 12 months prior to lodging a nomination and must provide information with their nomination about their attempts to recruit Australian workers and why there is no suitably qualified and experienced Australian citizen, Australian permanent resident or eligible temporary visa holder available to fill the position.

Eligible temporary visa holders in relation to a nomination are if, at the time the nomination is made:

- the person is the holder of a Subclass 417 (Working Holiday Maker) visa or a Subclass 462 (Work and Holiday) visa; and
- the person is employed in the agricultural sector by the nominating employer (or an associated entity of that business); and
- the temporary visa does not prohibit the person from performing that employment.

Evidence of labour market testing

If you are not exempt from the labour market testing requirement, you must provide evidence of having tested the Australian labour market within the **twelve months prior** to lodging the nomination. This evidence must be provided at the time you lodge the nomination.

Mandatory evidence

You must provide information with the nomination about all advertising and other recruitment efforts undertaken in relation to the nominated occupation in the preceding twelve month period. This can include use of an external recruitment agency, advertising on Jobs boards, the company website or even on social media (LinkedIn, Facebook, Twitter etc).

You must show where those advertisements/recruitment activities took place, the dates they occurred and the geographic target audience of the recruitment efforts.

You must provide information about the outcome of those activities including the number of applications received, the number of applicants hired and the general reasons why the other candidates were unsuccessful.

Optional evidence

You can provide other information and evidence about your attempts to recruit Australians, such as labour market research, expressions of support from government employment agencies or information about your participation in job and career expositions.

Redundancies or retrenchments

If an Australian citizen or permanent resident has been involuntarily retrenched or made redundant in your business, or an associated entity of your business, within the four months prior to lodging your nomination, and it is in the same or a similar occupation as the nominated position

- then you must provide information about those redundancies or retrenchments **AND** undertake labour market testing **AFTER** those redundancies or retrenchments.

Labour market testing Occupations:

| Occupation | ANZSCO Code |
|---------------------------------------|-------------|
| Engineering Manager | 133211 |
| Nursing Clinical Director | 134212 |
| Ship's Engineer | 231212 |
| Chemical Engineer | 233111 |
| Materials Engineer | 233112 |
| Civil Engineer | 233211 |
| Geotechnical Engineer | 233212 |
| Structural Engineer | 233214 |
| Transport Engineer | 233215 |
| Electrical Engineer | 233311 |
| Electronics Engineer | 233411 |
| Industrial Engineer | 233511 |
| Mechanical Engineer | 233512 |
| Production or Plant Engineer | 233513 |
| Mining Engineer (Excluding Petroleum) | 233611 |
| Petroleum Engineer | 233612 |
| Aeronautical Engineer | 233911 |
| Agricultural Engineer | 233912 |
| Biomedical Engineer | 233913 |
| Engineering Technologist | 233914 |
| Environmental Engineer | 233915 |
| Naval Architect | 233916 |
| Engineering Professionals nec | 233999 |
| Midwife | 254111 |
| Nurse Manager | 254311 |
| Nurse Practitioner | 254411 |

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| Registered Nurse (Aged Care) | 254412 |
| Registered Nurse (Child and Family Health) | 254413 |
| Registered Nurse (Community Health) | 254414 |
| Registered Nurse (Critical Care and Emergency) | 254415 |
| Registered Nurse (Developmental Disability) | 254416 |
| Registered Nurse (Disability and Rehabilitation) | 254417 |
| Registered Nurse (Medical) | 254418 |
| Registered Nurse (Medical Practice) | 254421 |
| Registered Nurse (Mental Health) | 254422 |
| Registered Nurse (Perioperative) | 254423 |
| Registered Nurse (Surgical) | 254424 |
| Registered Nurse (Paediatrics) | 254425 |
| Registered Nurses nec | 254499 |
| Telecommunications Engineer | 263311 |
| Telecommunications Network Engineer | 263312 |
| Electronic Engineering Draftsperson | 312411 |
| Mechanical Engineering Draftsperson | 312511 |
| Building and Engineering Technicians nec | 312999 |
| Automotive Electrician | 321111 |
| Motor Mechanic (General) | 321211 |
| Diesel Motor Mechanic | 321212 |
| Motorcycle Mechanic | 321213 |
| Small Engine Mechanic | 321214 |
| Blacksmith | 322111 |
| Electroplater | 322112 |
| Farrier | 322113 |
| Metal Casting Trades Worker | 322114 |
| Metal Polisher | 322115 |
| Sheetmetal Trades Worker | 322211 |
| Metal Fabricator | 322311 |
| Pressure Welder | 322312 |
| Welder (First Class) | 322313 |
| Aircraft Maintenance Engineer (Avionics) | 323111 |
| Aircraft Maintenance Engineer (Mechanical) | 323112 |
| Aircraft Maintenance Engineer (Structures) | 323113 |
| Fitter (General) | 323211 |
| Fitter and Turner | 323212 |
| Fitter-Welder | 323213 |
| Metal Machinist (First Class) | 323214 |
| Textile, Clothing and Footwear Mechanic | 323215 |
| Metal Fitters and Machinists nec | 323299 |

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| Engraver | 323311 |
| Gunsmith | 323312 |
| Locksmith | 323313 |
| Precision Instrument Maker and Repairer | 323314 |
| Saw Maker and Repairer | 323315 |
| Watch and Clock Maker and Repairer | 323316 |
| Engineering Patternmaker | 323411 |
| Toolmaker | 323412 |
| Panelbeater | 324111 |
| Vehicle Body Builder | 324211 |
| Vehicle Trimmer | 324212 |
| Vehicle Painter | 324311 |
| Bricklayer | 331111 |
| Stonemason | 331112 |
| Carpenter and Joiner | 331211 |
| Carpenter | 331212 |
| Joiner | 331213 |
| Floor Finisher | 332111 |
| Painting trades workers | 332211 |
| Glazier | 333111 |
| Fibrous Plasterer | 333211 |
| Solid Plasterer | 333212 |
| Roof Tiler | 333311 |
| Wall and Floor Tiler | 333411 |
| Plumber (General) | 334111 |
| Airconditioning and Mechanical Services Plumber | 334112 |
| Drainer | 334113 |
| Gasfitter | 334114 |
| Roof plumber | 334115 |
| Electrician (General) | 341111 |
| Electrician (Special Class) | 341112 |
| Lift Mechanic | 341113 |
| Airconditioning and Refrigeration Mechanic | 342111 |
| Electrical Linesworker | 342211 |
| Technical Cable Jointer | 342212 |
| Business Machine Mechanic | 342311 |
| Communications Operator | 342312 |
| Electronic Equipment Trades Worker | 342313 |
| Electronic Instrument Trades Worker (General) | 342314 |
| Electronic Instrument Trades Worker (Special Class) | 342315 |
| Cabler (Data and Telecommunications) | 342411 |

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| Telecommunications Cable Joiner | 342412 |
| Telecommunications Linesworker | 342413 |
| Telecommunications Technician | 342414 |
| Baker | 351111 |
| Pastrycook | 351112 |
| Butcher or Smallgoods Maker (Excluding slaughtering animals, or primarily boning, slicing or packaging meat in a non-retail setting.) | 351211 |
| Cook | 351411 |
| Dog Handler or Trainer | 361111 |
| Horse Trainer | 361112 |
| Zookeeper | 361114 |
| Kennel Hand | 361115 |
| Animal Attendants and Trainers nec | 361199 |
| Shearer | 361211 |
| Veterinary Nurse | 361311 |
| Florist | 362111 |
| Gardener (General) | 362211 |
| Arborist | 362212 |
| Landscape Gardener | 362213 |
| Greenkeeper | 362311 |
| Nurseryperson | 362411 |
| Hairdresser | 391111 |
| Print Finisher | 392111 |
| Screen Printer | 392112 |
| Graphic Pre-press Trades Worker | 392211 |
| Printing Machinist | 392311 |
| Small Offset Printer | 392312 |
| Canvas Goods Fabricator | 393111 |
| Leather Goods Maker | 393112 |
| Sail Maker | 393113 |
| Shoemaker | 393114 |
| Apparel Cutter | 393211 |
| Clothing Patternmaker | 393212 |
| Dressmaker or Tailor | 393213 |
| Clothing Trades Workers nec | 393299 |
| Upholsterer | 393311 |
| Cabinetmaker | 394111 |
| Furniture Finisher | 394211 |
| Picture Framer | 394212 |
| Wood Machinist | 394213 |
| Wood Turner | 394214 |
| Wood Machinists and Other Wood Trades Workers nec | 394299 |

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| Boat Builder and Repairer | 399111 |
| Shipwright | 399112 |
| Chemical Plant Operator | 399211 |
| Gas or Petroleum Operator | 399212 |
| Power Generation Plant Operator | 399213 |
| Jeweller | 399411 |
| Broadcast Transmitter Operator | 399511 |
| Camera Operator (Film, Television or Video) | 399512 |
| Light Technician | 399513 |
| Make Up Artist | 399514 |
| Musical Instrument Maker or Repairer | 399515 |
| Sound Technician | 399516 |
| Television Equipment Operator | 399517 |
| Performing Arts Technicians nec | 399599 |
| Signwriter | 399611 |
| Diver | 399911 |
| Interior Decorator | 399912 |
| Optical Dispenser | 399913 |
| Optical Mechanic | 399914 |
| Plastics Technician | 399916 |
| Wool Classer | 399917 |
| Fire Protection Equipment Technician | 399918 |
| Technicians and Trades Workers nec | 399999 |
| Ambulance Officer | 411111 |
| Intensive Care Ambulance Paramedic | 411112 |
| Diversional Therapist | 411311 |
| Enrolled Nurse | 411411 |
| Mothercraft Nurse | 411412 |
| Aboriginal and Torres Strait Islander Health Worker | 411511 |
| Massage Therapist | 411611 |
| Community Worker | 411711 |
| Disabilities Services Officer | 411712 |
| Family Support Worker | 411713 |
| Parole or Probation Officer | 411714 |
| Residential Care Officer | 411715 |
| Youth Worker | 411716 |
| Defence Force Member – Other Ranks | 441111 |
| Emergency Service Worker | 441211 |
| Fire Fighter | 441212 |
| Prison Officer | 442111 |
| Driving Instructor | 451211 |

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| Funeral Director | 451311 |
| Funeral Workers nec | 451399 |
| Flight Attendant | 451711 |
| Travel Attendants nec | 451799 |
| First Aid Trainer | 451815 |
| Diving Instructor (Open Water) | 452311 |
| Gymnastics Coach or Instructor | 452312 |
| Horse Riding Coach or Instructor | 452313 |
| Snowsport Instructor | 452314 |
| Swimming Coach or Instructor | 452315 |
| Tennis Coach | 452316 |
| Other Sports Coach or Instructor | 452317 |
| Dog or Horse Racing Official | 452318 |
| Sports Development Officer | 452321 |
| Sports Umpire | 452322 |
| Other Sports Official | 452323 |
| Footballer | 452411 |
| Golfer | 452412 |
| Jockey | 452413 |
| Sportspersons nec | 452499 |
| Insurance Investigator | 599611 |
| Insurance Loss Adjuster | 599612 |
| Insurance Risk Surveyor | 599613 |
| Clinical Coder | 599915 |
| Auctioneer | 611111 |
| Stock and Station Agent | 611112 |
| Insurance Agent | 611211 |
| Business Broker | 612111 |
| Property Manager | 612112 |
| Real Estate Agency Principal | 612113 |
| Real Estate Agent | 612114 |
| Real Estate Representative | 612115 |
| Retail Buyer | 639211 |
| Wool Buyer | 639212 |
| Driller | 712211 |