



# Agricultural Appointments

Finding the right people since 1979

## 2024 SALARY & TREND REPORT



# FOREWORD

In this Trend Report 2024, we will look at one of the core issues of building the necessary talent base for Australian agriculture into the future, centered around the school education and university systems. Currently, these systems combined fall short of meeting the demand for skilled individuals, and there is some evidence suggesting that it is in further progressive decline.

We will also explore the available means to secure the required skilled workforce for Australia's agricultural sector, particularly focusing on recruitment of new Australians, and reviewing some of the new visa systems that should assist this process.

**Brett Price and Dr. Ray Johnson**



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# KEY TRENDS SHAPING THE AGRIFOOD TALENT POOL IN AUSTRALIA





### Job Demand and Talent Availability

Over the second half of 2023, we found a real weakening of the job demand sector for agriculture and agribusiness, and slightly improved levels of candidate availability and job interest. For us this situation transferred over to the first quarter of 2024.

These trends were certainly apparent in online job boards such as SEEK (Figure 1). In the SEEK category of Farming, Animals and Conservation, job ads at the beginning of 2023 were over 5 times the level of 2013, an incredible increase. However, from January 2023 to January 2024, there has been a notable decline, dropping to approximately 425–430, a decrease of 14–15%. Also, Candidate Availability, which was at low levels from 2020 to the start of 2023, has now increased significantly to 220, the highest this index observed since 2013.

While the number of advertised positions has decreased compared to the previous year, applications are on the rise compared to the five-year average. This suggests that despite a potential decrease in job openings, competition for available roles remains high. This can be attributed to both factors: on the one hand, farmers are reportedly facing difficulties finding workers with specific skillsets, particularly in areas like agritech and sustainable practices. On the other hand, there is a growing pool of candidates interested in agricultural careers, with a significant portion actively seeking or monitoring the job market. This creates a dynamic situation where employers need to compete for talent while simultaneously navigating potential skill gaps.

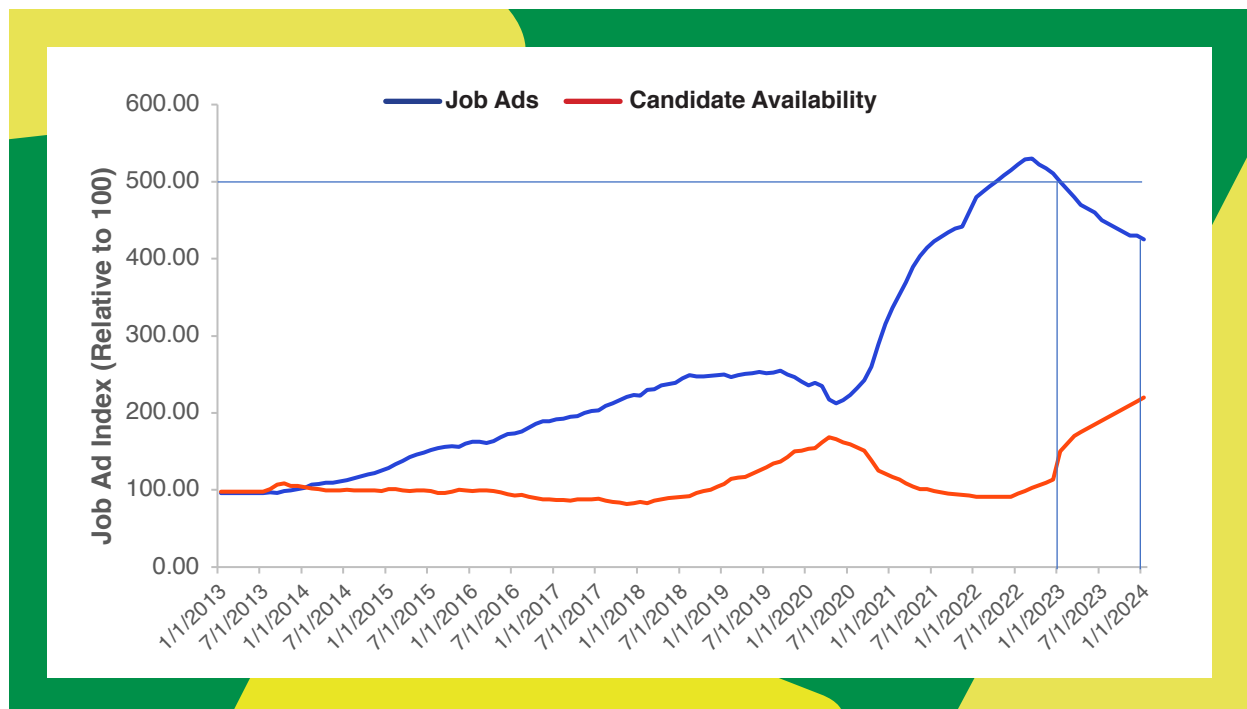
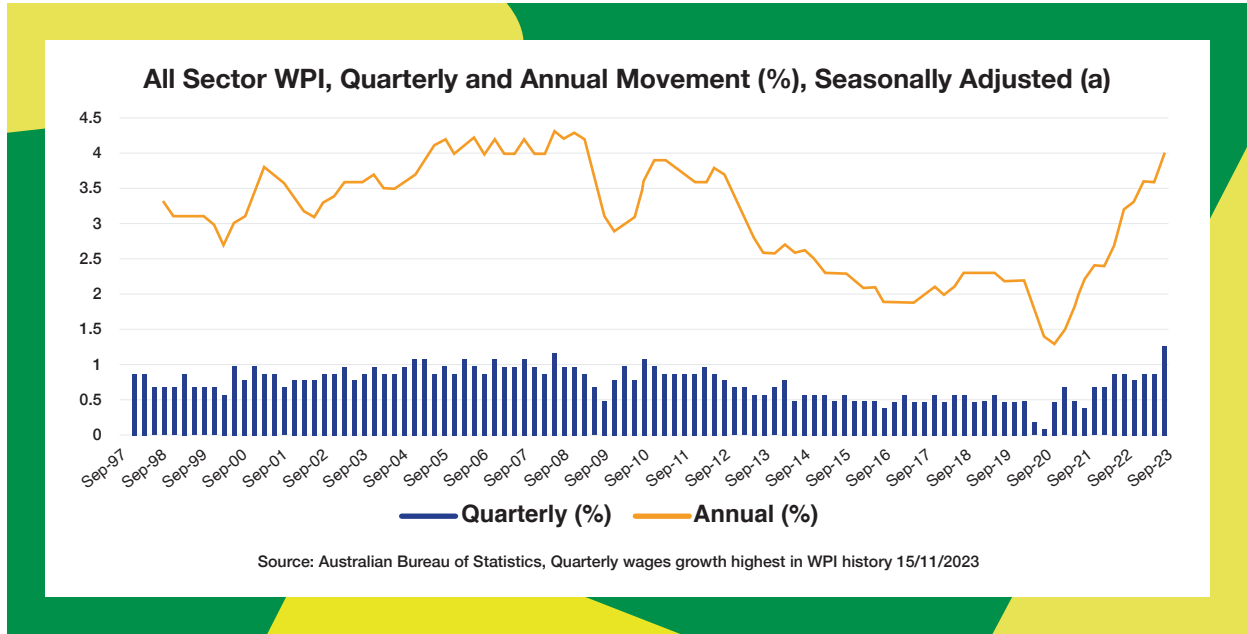


Figure 1. SEEK advertisements and candidate availability for the Farming, Animals & Conservation Sector for July 2013 to January 2024, relative to the 2013 (Index 100=2013).

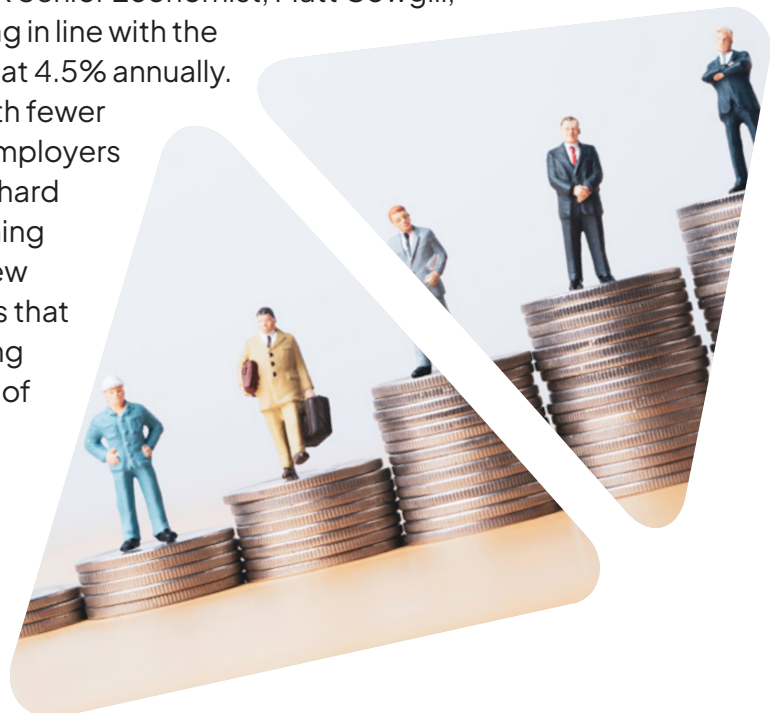
### Salary Trends in Australian Agriculture and Agribusiness

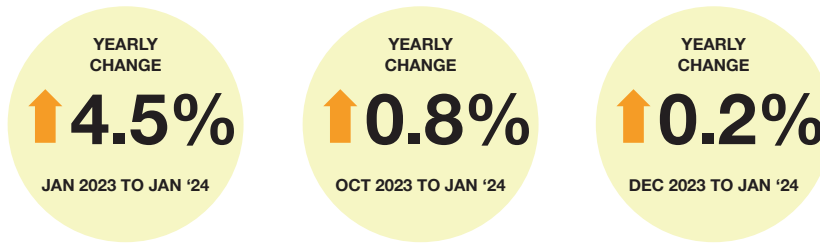
During 2023, The Australian Wage Price Index (WPI) rose 1.3 per cent in September quarter 2023, and 4.0 per cent for the year, according to seasonally adjusted data (Australian Bureau of Statistics (ABS)). This is the highest quarterly growth in the 26-year history of the WPI, and the annual growth, at 4.0 per cent is the highest for the WPI since March quarter 2009 (Figure 2).



**Figure 2. Wage Price Index (WPI), Australia, September 2023 (Australian Bureau of Statistics, ABS)**

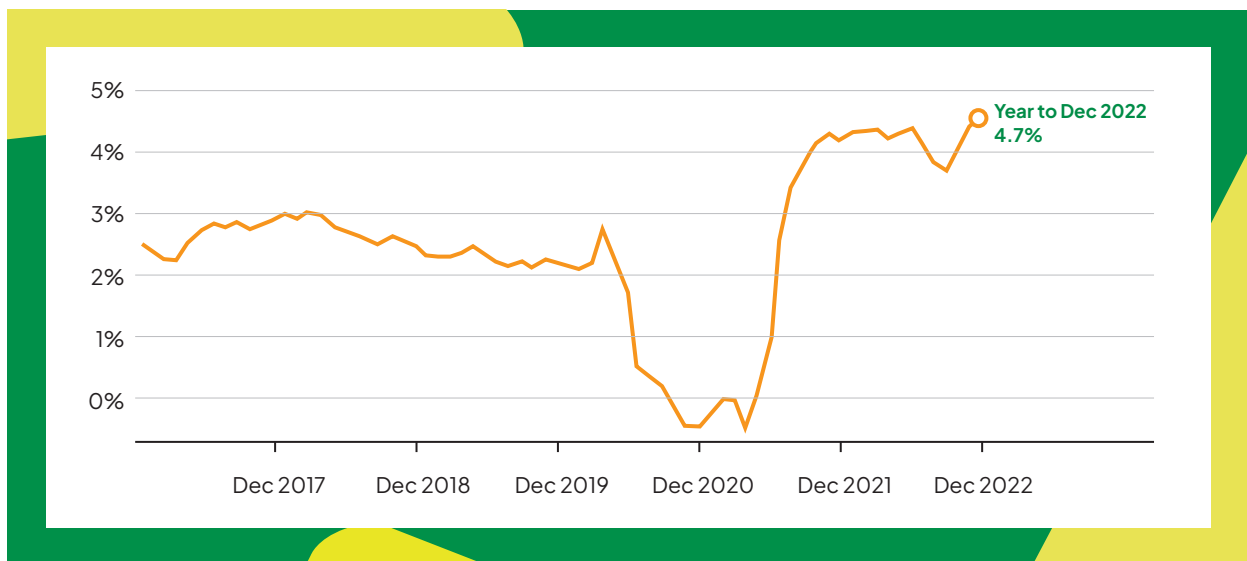
Recent data from the quarterly SEEK Advertised Salary Index (ASI) report, also showed that advertised salaries experienced a growth of 4.5% over the year leading up to December 2023 (Figure 3). According to SEEK Senior Economist, Matt Cowgill, “Advertised salary growth is cooling in line with the labour market, but remains robust at 4.5% annually. With unemployment rising, and with fewer jobs advertised than a year ago, employers aren’t having to compete quite as hard for talent to fill vacant roles, lessening the need for wage increases for new hires. The good news for workers is that advertised salaries are now growing faster than inflation, after a period of declining real wages.”





**Figure 3. Growth in advertised salaries for jobs posted on SEEK in Australia (SEEK January 2024).**

Up until 2021/22, the average salary in the agricultural industry had increased over the last ten years by approximately 1.3% per annum. This is shown below for the advertised relative salary levels in the SEEK Farm jobs category from 2012 to 2021 (Figure 4. SEEK Salary Report 2022). This rate of salary increase was about half the average inflation rate of around 2% per annum. In real terms, showing that agricultural and farming salaries in Australia have not increased over the last decade, when adjusted for inflation. (Australian Parliament Library, 2019).



**Figure 4. Average advertised relative salary levels in the SEEK Farming jobs category from 2012 to September 2022 (Index is 100=2012) (SEEK Salary Report, 2022)**

In recent years, salary trends in Australian agriculture and agribusiness have shown more promising growth. According to the Australian Bureau of Statistics (ABS), the average annual salary in agriculture has increased steadily, outpacing inflation rates. Accordingly, growth was also observed for a range of positions, based on the SEEK Average Salaries in the Farming/Agriculture sector, as shown in Table 1 below:



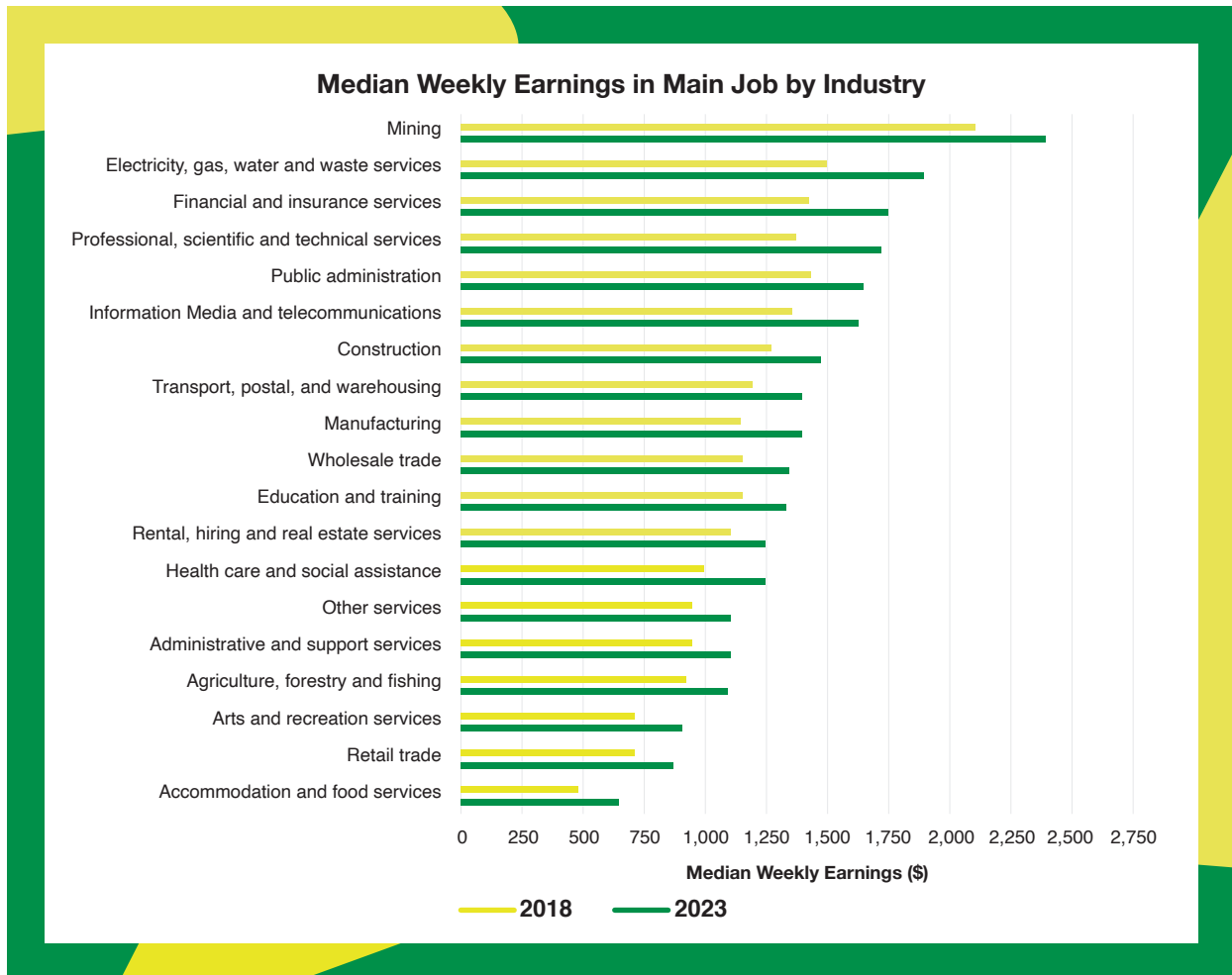
**Table 1. SEEK, salary growth for Farming, Animals & Conservation category.**

INDUSTRY	ROLE	SALARY GROWTH	AVERAGE SALARY
Farming Animals & Conversation	Labourer	21%	\$62,136
Farming Animals & Conversation	Groomer	11%	\$55,872
Farming Animals & Conversation	Farm Manager	10%	\$88,089
Farming Animals & Conversation	Veterinarian	9%	\$97,695
Farming Animals & Conversation	Machine Operator	7%	\$66,995
Farming Animals & Conversation	Animal Attendant	7%	\$51,119
Farming Animals & Conversation	Agronomist	6%	\$84,939
Farming Animals & Conversation	Farmhand	5%	\$57,392
Farming Animals & Conversation	Ranger	4%	\$70,271
Farming Animals & Conversation	Nurse	4%	\$58,176
Farming Animals & Conversation	Stockperson	1%	\$60,984

Source: SEEK, based on average annual full-time and annualised hourly salaries (excluding contract roles) for job ads listed on SEEK from Nov 21-Feb 22 compared to Nov 19-Feb 20.

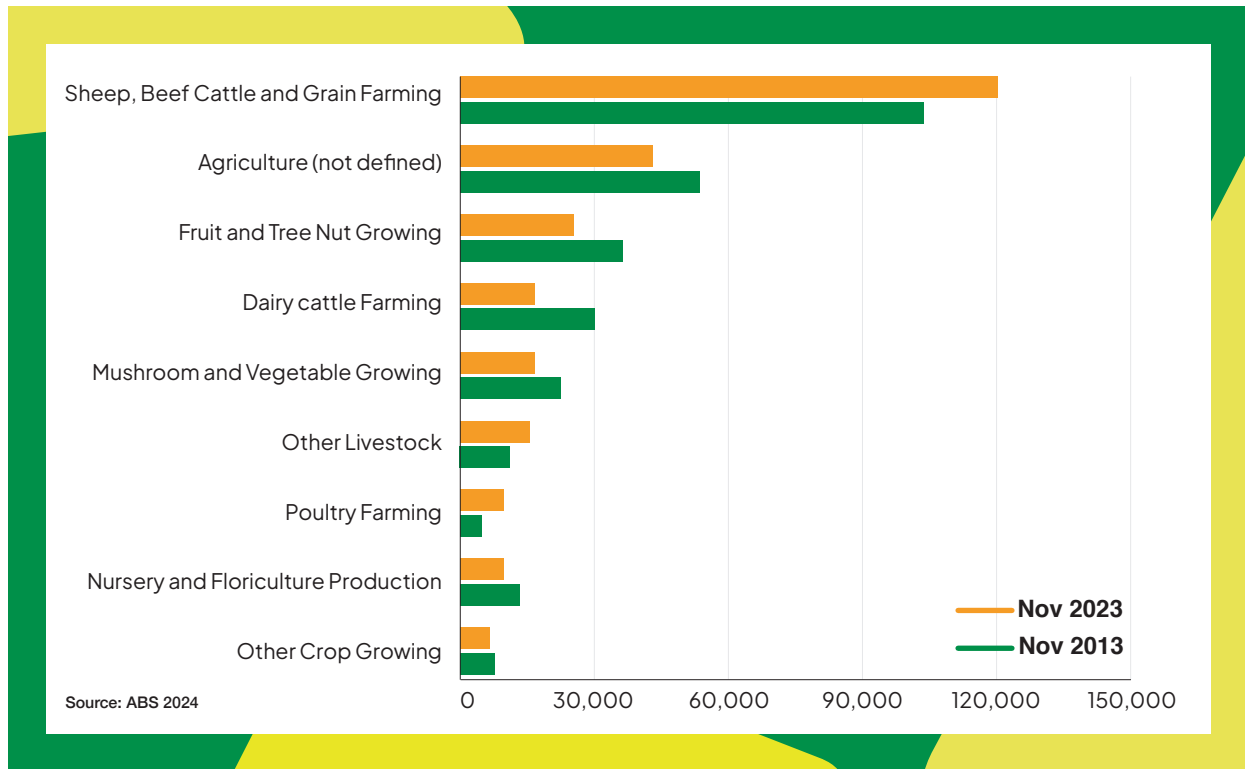
Between 2018 and 2023, the group with the lowest growth in median weekly earnings was Farmers and Farm managers (0.8% p.a.), compared to other occupation groups. The median weekly earnings in the Farming, forestry and fishing industry were \$1,099 per week in 2023, up from \$922 in August 2018 (Figure 5. ABS Employee Earnings report).





**Figure 5. Weekly earnings of employees, by Industry (ABS Employee Earnings Report 13/12/2023).**

Based on the most recent Australian Bureau of Statistics (ABS) Labour Force Survey (ABS 2024), the agricultural sector in Australia had an average employment of 257,000 individuals over the four quarters to November 2023. This marks a 2.4% increase from the previous year, although it is a 0.7% decrease compared to a decade prior. Broadacre farming stands as the primary employer within the industry, followed by fruit and tree nut growing, dairy farming, and mushroom and vegetable growing. (Figure 6). Horticultural farms typically employ substantial numbers of seasonal and contractual workers during peak seasons but broadacre and dairy farms rely on this type of labour to a lesser degree, maintaining a more consistent workforce throughout the year.



**Figure 6. Employment by agricultural industry, November 2023 and November 2013 (ABS 2024).**

As the industry continues to modernise and adopt innovative practices, there will be an increasing demand for skilled workers across various sectors. Roles such as farm managers, and agronomists will be particularly sought after, with salaries reflecting the specialised knowledge and expertise required. Additionally, as sustainability becomes a key focus, professionals with experience in sustainable farming practices and environmental management are commanding competitive compensation packages.

In conclusion, the dynamics of the global and Australian recruitment landscape have undergone profound changes catalysed by the COVID-19 pandemic. This transformation is particularly evident in the agricultural sector, where shifting work patterns, evolving skill demands, and fluctuating candidate availability have become prominent features. Despite facing challenges in finding suitable talent, the industry has witnessed remarkable growth in advertised salaries, reflecting increased competition for skilled professionals. As the sector continues to embrace innovation and sustainability, the demand for specialised expertise will drive further evolution in job roles and compensation packages, reinforcing the need for adaptive recruitment strategies in the 'new normal' of work.

# FROM CLASSROOM TO CROP FIELDS: HOW EDUCATION SHAPES AGRICULTURE CAREERS



**By Dr. Ray Johnson, B.Sc.Ag., M.Sc.Ag., (Sydney University), PhD (UNE)**

The education system is the bedrock of future talent in Australian agriculture. It plays a pivotal role in shaping career choices within the agriculture sector. It not only equips aspiring professionals with the necessary knowledge and skills but also influences their career trajectories by exposing them to a range of opportunities and pathways within the industry.

Through structured curricula and hands-on experiences, students gain insights into various career paths within agriculture, such as farm management, agronomy, agricultural engineering, and agricultural economics. Additionally, educational institutions often collaborate with industry partners, providing students with practical exposure and networking opportunities, which can influence their career decisions.

The education system has profound significance in shaping school leavers perspectives on food production, sustainability, and future career paths. Introduction of education about agriculture and agribusiness as early as in primary school not only expands student's knowledge but also fosters an appreciation and awareness of the vital role agriculture plays in modern society.

Unfortunately, in Australia, education systems are falling short of attracting students and meeting skills required by industry. Livingstone and Smith (2010) summarised the issue of declining agricultural education and training, and the number of students interested in these courses. They concluded that **“there is an imminent agricultural education crisis, which is already apparent”**.

They concluded that “the agricultural education sector is witnessing a largely unplanned and ad hoc rationalisation of providers across Australia, at a time when farmers and graziers need to be highly qualified to effectively manage complex businesses and environments” (Livingstone and Smith, 2010).

Several surveys have shown a significant lack of awareness by suburban people as to the origin of the food they consume. For example, some outstanding work in mapping student knowledge in agriculture has recently been published by Cosby, Manning, Lovrica and Fogarty (2022).

In further ground-breaking work at Barker College (Sydney), Graham (2021) found that the biggest influences on decisions about subject choices at the school level came from families, especially those with an agricultural background.

The NSW education system is the largest in Australia with around 1.25 million students in more than 3,125 schools (ABS 2023).

There is a predominance of schools (60%), located in urban areas, resulting in only one in four NSW students attending school outside of metropolitan areas.

There are four specific agricultural schools in NSW, and approximately 300 NSW government and non-government schools offering agriculture and VET primary industries elective subjects. Agriculture is embedded within STEM education – science, technology, engineering, and mathematics – and has been recognised as a highly technical and specialised field of learning for future generations. To this end, the NSW Government has made agriculture compulsory as an education topic. It is the NSW Government's aim to ensure mandatory agricultural education within the syllabus by 2024. To do so will require

professional development for teachers and supporting curriculum material within and outside the classroom. The NSW Government has also committed to investing in a new Centre for Excellence in Agricultural Education and has acknowledged the importance of partnerships in delivering high quality lessons and activities.

Agriculture is already embedded within compulsory food and technology subjects in years 7 and 8, and schools and teachers are also encouraged to come up with ways to integrate agriculture and food production into the food and technology subjects.

The Primary Industries Education Foundation Australia, through its Primezone Academy and Farmer Time programs, hosts more than 600 curriculum-aligned food and fibre education resources, aiming to embed the value of Australia's food and fibre production in schools and community.

### Many Students Abandon Agriculture After Year 10

Our analysis indicates that there is a massive disconnect between students taking agriculture as a subject up to Year 10, and then subsequently into Year 11 and 12. As shown in Figures 1 and 2, the majority of students cease to continue to study agriculture beyond year 10. In 2022, for instance, there were 5,432 students enrolled in agriculture up to year 10 but only 846 students elected to study agriculture for the HSC. This represents a staggering reduction of 84.4% (Schools and students: 2022 statistical bulletin, NSW Department of Education).

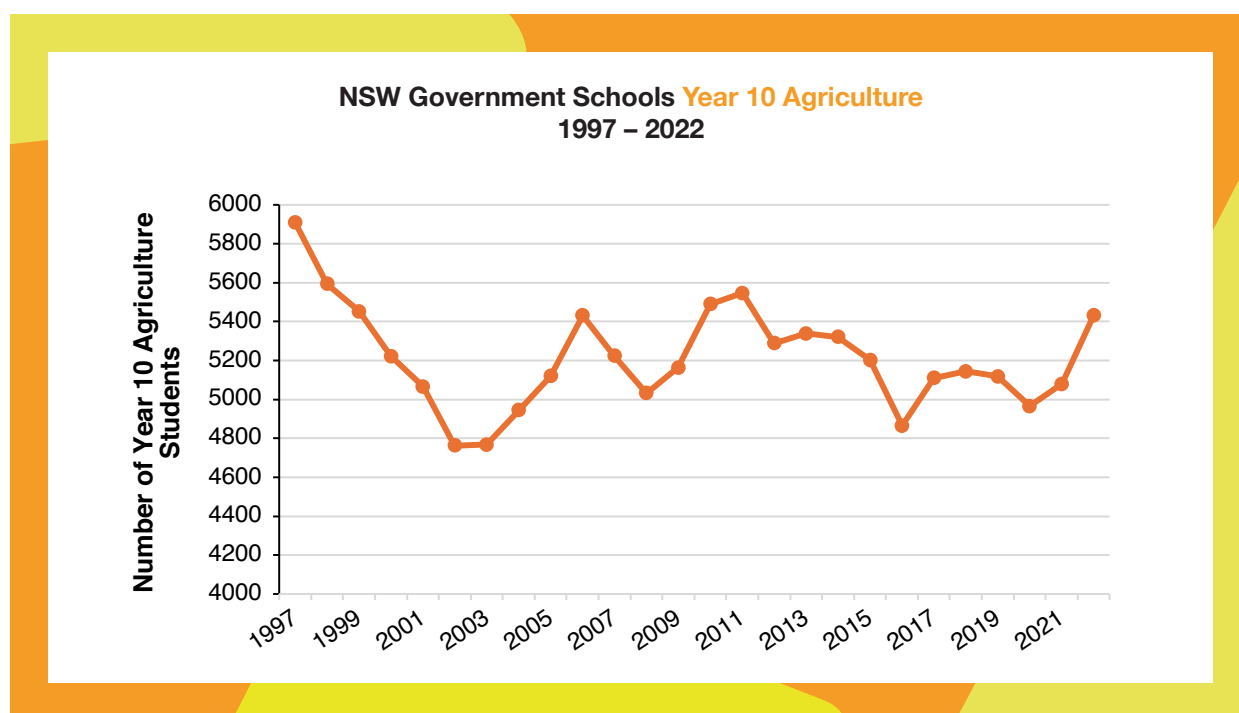
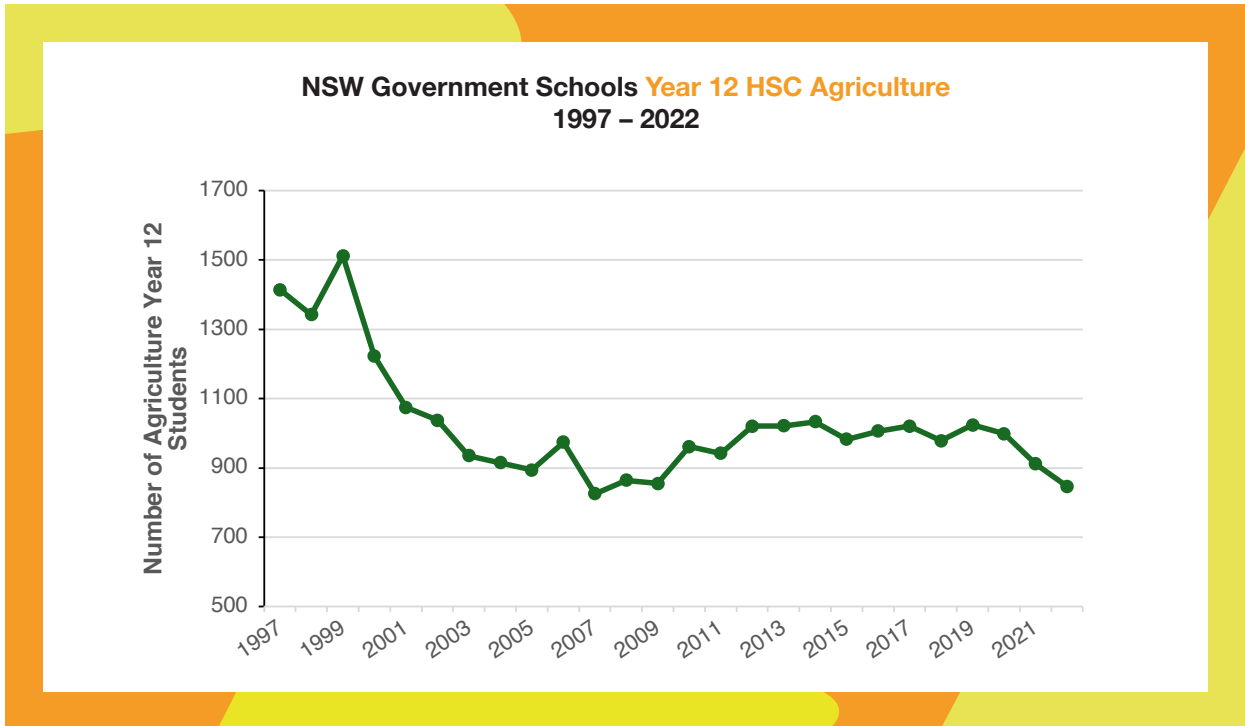


Figure 1. NSW Student numbers who study agriculture in Year 10 versus Year 12 (1997–2022) (Schools and students: 2022 statistical bulletin, NSW Department of Education December 2023, and other similar annual publications)



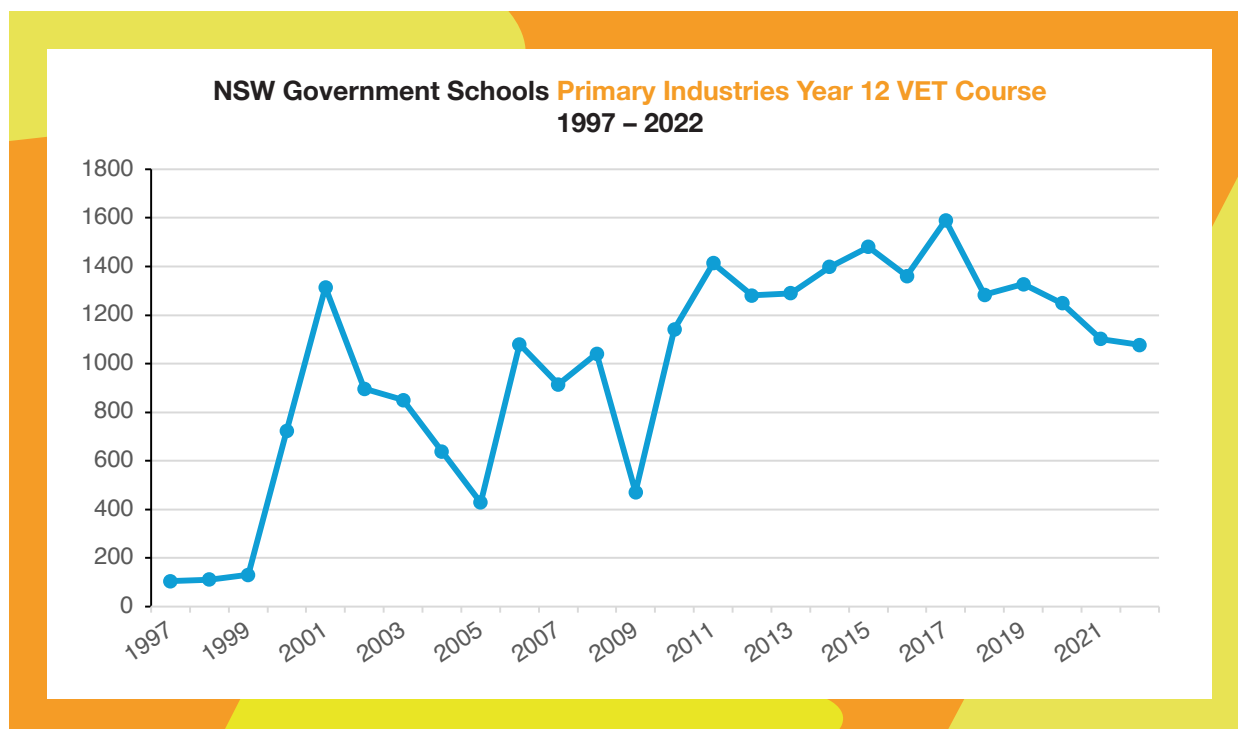


**Figure 2. NSW Student numbers who study agriculture in Year 12 (1997–2022) (Schools and students: 2022 statistical bulletin, NSW Department of Education December 2023, and other similar annual publications)**

There has been a significant decline in the number of students taking Agriculture in Year 12 (Figure 2), from around 1,500 students in 1999 to a low of 846 students in 2022. There is also an apparent recent decline from stable student numbers of around 1,000 students over the period from 2012 through to 2020 to a year-on-year reduction in 2022, but we need to await the 2023 reports to check whether this is a real trend.



There is also a Primary Industries subject taught in Year 11 and 12, it commenced in 2001. The number of students taking this course is shown in Figure 3. This course is for students interested in kick starting their career in the Agriculture or Horticulture industries. Students gain hands-on skills and experience and learn to use a wide variety of farm-based tools and equipment. Students can gain a Certificate in Agriculture or Rural Operations; however, it is not part of the HSC. This course clearly took some time to settle down until the numbers of students stabilized around 10 years after commencement.



**Figure 3. NSW Student numbers who study school-delivered Vocational & Education Training (VET) course (Year 11 & 12). (Schools and students: 2022 statistical bulletin, NSW Department of Education December 2023, and other similar annual publications)**

When comparing the Australian States, NSW certainly leads the way in educating young school children about agriculture. In Victoria there are only 28 schools across the state that offered VCE agriculture and horticulture at Year 12 level last year, and there were just 238 students enrolled in units 3 and 4 of the Year 12 course in 2021, up on the previous year’s 188 students.

Randall (2019) summarised the situation across Australia by State recently.

**Table 1. Number of students sitting Year 12 leaving examinations in agriculture courses in each state of Australia in 2018 (Randall, 2019).**

State	No. of Students	% of total
NSW	1396	57.9
QLD	642	26.6
VIC	191	7.9
TAS	0	0
SA/NT	71	3.0
WA	110	4.6
<b>Total</b>	<b>2410</b>	<b>100</b>

### Reasons for the reduction in Year 12 students studying agriculture

Some of the main reasons for the severe reduction in students studying agriculture in Year 12 compared to Year 10 are the following:

1. Whereas Year 10 agriculture is taught in most NSW schools, there are only about 300 high schools that teach agriculture beyond year 10. This severely reduces the opportunity for students to select agriculture in Year 12,
2. There is an acknowledged shortage of qualified agricultural science teachers,
3. Student subject choices for the HSC are geared toward university entrance, therefore most students study the core subjects of Mathematics, Science (Biology, Chemistry, Physics), History, English, Physical Education and Hospitality,
4. There still seems to be a lack of understanding by students about the available careers in agriculture and agribusiness, and still a perception that it is production-based rather than supply chain based (Graham, 2021)
5. There is continued urbanisation of the Australian population with the resultant ongoing disconnect from food production. Accordingly, it is not viewed as a “normal” career choice (Graham, 2021),
6. Glamorous highly paid jobs are not typically associated with agriculture,
7. A general unawareness of the relevance of STEM-related skills in agriculture and agribusiness,
8. Lack of understanding of the critical importance of agriculture in food security and the highly complex issues facing the sector into the future (e.g., carbon abatement, water usage, environmental programs, and land management etc)

### Implications for the supply of agricultural science graduates

All industry sectors require a good supply of university graduates to meet their skills and knowledge requirements into the future. About half of all school-leavers now go to university, according to the Australian Bureau of Statistics. The choice of subjects during Year 11 and 12 can strongly influence the chosen course at university, but obviously it is not the only consideration. Graham (2021) has found that students who study Agriculture in Year 12 see and understand the opportunities in the industry, and about 25–30% of these students progressed to an agriculture-related degree at university.

It is therefore important to examine the types of courses chosen by students entering the university system to undertake a Bachelor degree. The NSW Department of Education provides an outstanding amount of data on all aspects of university study (<https://www.education.gov.au/higher-education-statistics/>). The broad courses selected by domestic students entering NSW universities to undertake a Bachelor degree is shown in Figure 4 below for the period from 2005 to 2022.

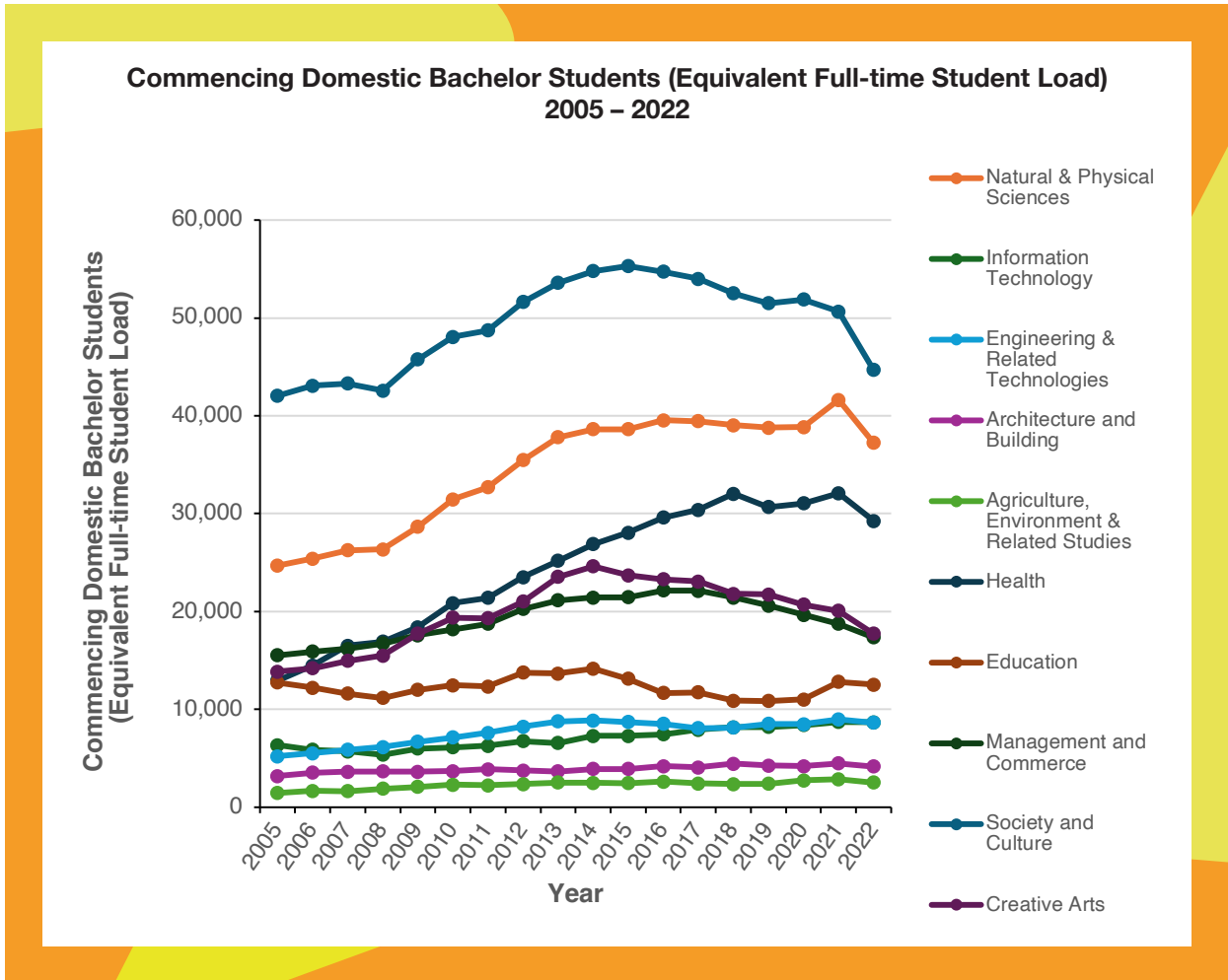
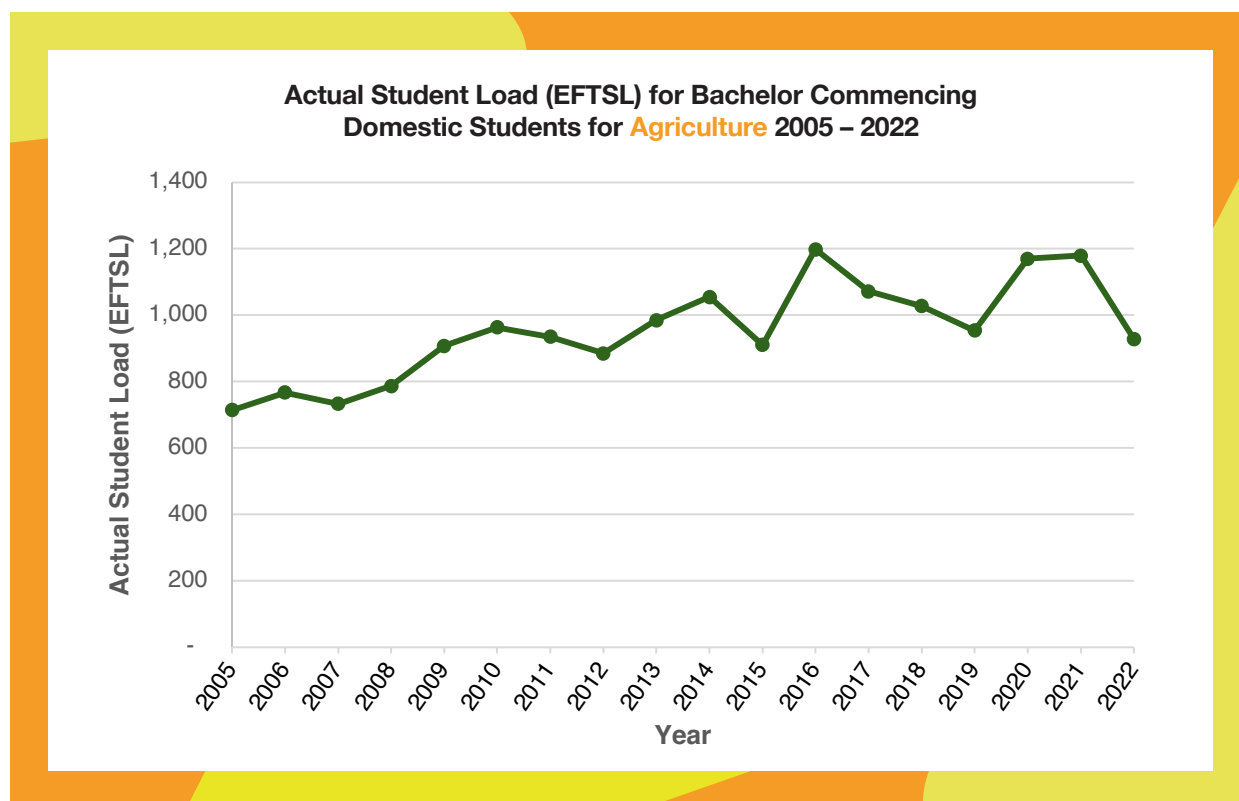


Figure 4. Equivalent Full-Time Student Load (EFTSL) by broad level of course for commencing domestic bachelor degree students over the period from 2005 to 2022



The most popular courses are Society & Culture, Natural & Physical Sciences, Health, Creative Arts and Management & Commerce. Agriculture & Environment are grouped together and are the least to be selected over the whole period. It is possible to extract the data just for Agriculture, and this is shown in Figure 5.



**Figure 5. Equivalent Full-Time Student Load (EFTSL) in Agriculture for commencing domestic bachelor degree students over the period from 2005 to 2022**

This data specifically for Agriculture shows a good turnaround from the very low level of students undertaking an agriculture degree around 2005–2007 through to the current level of around 1000–1200 students from 2013 through to 2022. However, these levels are well below that required for the agriculture industries to grow and prosper into the future. Agriculture and its related industries support 1.6 million Australian jobs. About 50 per cent of these are in capital cities in flow-on industries, such as processing, packaging, transport, and retailing. It has been estimated that Australia needs at least 2000 agriculture graduates per year to continue to drive agriculture forward (<https://www.graduatecareers.com.au/agriculture/>).



## Conclusions

Livingstone & Smith (2010) noted the inconsistencies between the demand and supply sides of the “agricultural education equation”. They posed the question as to how Australia intended to develop the knowledge and skills required to ensure the ongoing development and growth of the agricultural sector. Whilst this paper is now some 14 years ago, and some good improvements have been made, these questions are as relevant today as they were back in 2010. There is generational change occurring in the agriculture industry, with younger cohorts of people with decidedly different career objectives and choices. This is combined with the ongoing urbanisation of society and undoubted escalation of the lack of awareness of rural Australia and where our food comes from. Major initiatives in agricultural education will be required to significantly improve this situation.

Certainly, there will have to be a greater emphasis on securing agriculture science teachers with appropriate qualifications. Graham (2021) has shown that it was possible to triple the number of students sitting the HSC examination in Year 12 from under 20 to over 60 by a range of readily available innovative measures. He has summarised his systematic approach to this task in a separate article in this report.

## References

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# SCOTT GRAHAM WANTS TO SEE MORE STUDENTS TAKE UP AGRICULTURE





By Scott Graham,  
Head of Agriculture, Barker College

For every agriculture student who graduates from university, there's more than five jobs.

*“The agrifood sector is crying out for skilled workers. We need more students doing agriculture at high school and then flowing through to university degrees.”*

In NSW, there's about 1500 students that do agriculture for the HSC and only a third come from Sydney. We need to change that.

Two thirds of the population in NSW lives in Sydney and I think that's where the real growth can come from to get more students studying agriculture at university. Barker College is a prime example of a thriving agricultural high school program in the middle of the city. Over eight years we've increased the number of students studying agriculture in Years 9 to 12 from 120 to 420.

The key has been changing the subject's reputation as a 'bludge subject' focusing instead on science, academic rigor, making it relevant and leveraging technology. You might have heard the phrase 'paddock to plate', but when it comes to teaching students about agriculture, I think it should be flipped on its head to become 'plate to paddock'. Metropolitan students are generations and layers removed from any agriculture connection but they all eat food so that's a really easy way to connect and then work backwards from there.

Earlier this year I attended AgriFutures evokeAG showcasing innovation and technology to advance the agriculture sector. It's the best professional learning that a teacher can do and not just because of the networking opportunities galore and the chance to tap into the latest agrifood technology. evokeAG has a program packed-full of global thought-leaders, innovators, and big-picture thinkers.





# NAVIGATING **EMPLOYER** **SPONSORED VISAS** IN AUSTRALIA





**By Matthew Garvey, Director of Four Corners Emigration Australia.**

Both Australian employers looking for an overseas employee, and overseas employees responding to an employer who has shown an interest in sponsoring them, will need to meet certain criteria to be eligible for an Employer Sponsored Visa Australia. It is a good idea to familiarise yourself with requirements and restrictions regarding eligible occupations, documentation and the prospective employee's age and current location. You can save time and money on visa sponsorship with the right advice.

You can sponsor an employee on a Temporary Residence Visa as well as on a Permanent Residence Visa. Matthew Garvey, Director of Four Corners Emigration Australia, explains the various employer-sponsored visa pathways in Australia below.

**Temporary Residence Employer Sponsored Visas**

Most employers sponsor overseas workers on Temporary Skills Shortage or TSS visas. These are subclass 482 visas.

*“Before an employer can sponsor anyone, they must apply for and be granted a Standard Business Sponsorship (SBS)”*

This is a status that is valid for 5 years and allows you to sponsor multiple applicants during that time.

For 482 visas, you can only nominate certain occupations listed on the Medium to Long Term Skills Shortage List or the Short - Term Skills Shortage List. Not every role or job can be the subject of a sponsorship. You need to check this first.

Any 482 sponsorships need to have a salary of at least the Temporary Skilled Migration Income Threshold or TSMIT. This is currently set at \$70,000 + super. This threshold can change each July and employers need to take note of this.

All applications require Labour Market Testing or advertising of the role to try and employ an Australian first. Two adverts need to be placed for a minimum of 28 days before you can proceed with the nomination and visa application. This is important to remember, especially if the person you want to sponsor has an expiring visa. You may not be able to lodge the application in time as you cannot lodge the application until the 28 days of advertising have been completed. The Department of Home Affairs prescribes what is required in the advert. So, you need to prepare the ad carefully. There are some exemptions to the Labour Market Testing and it is always important to check if you need to run an advertising campaign. For example, due to the UK Australia Free Trade Agreement, you do not have to undertake Labour Market Testing for a visa applicant with a UK passport.

The person applying for a 482 visa can be in Australia or overseas. They need to have qualifications and work experience relevant to the occupation you will be nominating them in. They need to have a minimum of 2 years of relevant work experience. Visa applicants have to meet English language requirements and provide police checks from each country they have spent 12 months or more in in the last 10 years.

Subclass 482 visas are issued for up to 4 years depending on your requirements and which occupation is being nominated. Family members can be included in the application, partners have full work rights and children can attend school. School fees apply even at state government schools in some states of Australia. It is advisable to check this.

Here is a link to one of our youtube videos about the 3 stages of employer sponsorship – <https://youtu.be/bZ6azfoOXXO>

Sometimes a 482 visa is overkill for what you need. If you need assistance finalising a specific finite project and the work can be completed in 3 or 6 months, then a subclass 400 visa may be a better and cheaper option for you.

### **Permanent Residence Employer Sponsored Visas**

The general pathway to permanent residence (PR) from a 482 visa is through visa subclass 186 – The Employer Nomination Scheme. There are 2 streams of this visa. The transition stream is the most common and is an option once an employee has worked for an employer for a min of 2 years on a 482 visa. The employer can then sponsor them for PR through a 186 visa. This is a 2–step process where the employer nominates the employee and the employee applies for their PR.

The second stream is the Direct Entry stream. This is less common. An employer can sponsor an employee for PR at any time. But in this case, the employee must complete a skills assessment and have a minimum of 3 years relevant work experience anywhere in the world. Normally though employers like to meet the employee first before going to this stage. So, we see more of the 482 – 186 pathway to PR.

Another employer sponsored visa with a pathway to PR is subclass 494. This is restricted to regional areas of Australia only. It is a bit of a combination of both the 482 and 186 visas for employers operating in regional Australia. Only occupations on the Medium to Long List and the Regional List can be sponsored. It is a 2–step application where the employer nominates the occupation and employee and then they apply for the 494 visa. The 494 visa is valid for 5 years. The visa holder must remain working in regional Australian and in their nominated occupation.

Once the 494 visa holder has worked and lived in regional Australia for 3 years they can apply for PR through visa subclass 191. The employer is NOT involved in this PR application.

This is just an introduction to employer sponsored visas. It is important to get the right advice and make sure it is tailored to your individual situation.

### **Seasonal Worker or the Pacific Australia Labour Mobility Scheme**

The Pacific Australia Labour Mobility (PALM) scheme allows eligible Australian businesses to hire workers from 9 Pacific islands and Timor-Leste when there are not enough local workers available.

*“Through the PALM scheme, eligible businesses can recruit workers for short-term jobs for up to 9 months or long-term roles for between one and 4 years in unskilled, low-skilled and semi-skilled positions”*

The PALM scheme helps to fill labour gaps in rural and regional Australia and nationally for agriculture and select agriculture-related food product manufacturing sectors by offering employers access to a pool of reliable, productive workers. It also allows Pacific and Timor-Leste workers to take up jobs in Australia, develop their skills and send income home.

Employers need to be approved first and then they can start sponsoring people through the PALM scheme. This is a quite involved process and so employers considering this option would need to be planning to bring in reasonable numbers of workers, but you are not limited to a minimum if you can show a genuine need.

### **Horticulture Industry Labour Agreement (HILA)**

The Horticulture Industry Labour Agreement or HILA is another way that agriculture businesses can sponsor overseas workers. The employer has to apply for access to the HILA and then once that is approved they can nominate candidates on a 482 visa which also has a pathway to permanent residence.

One of the real benefits in getting access to the HILA is that it allows you to sponsor occupations which you cannot under the Standard Business Sponsorship. It allows you to sponsor different occupations and lower skilled occupations. Please see below table where the occupations range from an agronomist through to a forklift driver. The occupations are more tailored to businesses in this industry and recognises the difficulty in employing Australians with this experience and in regional Australia. It opens up a much bigger range of occupations for you to sponsor.

#### **Other benefits of the HILA are:**

- You can sponsor candidates for PR up until they turn 50 years of age rather than 45 years of age.
- English language requirements at the PR stage are lower.
- Labour Market Testing or advertising requirements are more flexible under the HILA.
- You can pay salaries lower than under the Standard Business Sponsorship (SBS). Under the Standard Business Sponsorship you have to pay a salary at least at the Temporary Skilled Migration Income Threshold or TSMIT. This is currently \$70,000 + super. Under the HILA you can pay at 90% of this so \$63,000 + super.
- Labour Agreement sponsorships are also given priority processing and so hopefully any visas you apply for through the HILA will be finalised sooner.

The HILA application process is, though, more involved than a SBS application. So you will need to be prepared for some paperwork. For example you have to advertise for each role you want included in your HILA before we can apply. This can take some time to do and to manage the response.

But I do think it is worth it as then you will have a competitive advantage over other businesses in that you can sponsor a wider range of occupations and offer them all a pathway to PR. Many of our clients who have access to the HILA are very happy that they can now help existing staff and new ones.

In conclusion, navigating the process of Employer Sponsored Visas in Australia requires a comprehensive understanding of the essential requirements for both employers and overseas workers. Consulting with immigration experts like Four Corners Emigration Australia can simplify the procedure, conserving both time and resources. Ultimately, a well-informed approach is key to navigating this complex visa process efficiently.

*For more information, contact:*

*Matthew Garvey of Four Corners Emigration on 02 8904 0100*

Approved Occupation	ANZSCO Code or nearest equivalent	ANZSCO Skill Level / equivalent
Irrigation Designer/ Manager	234111	1
Agronomist	234112	1
Entomologist	234518	1
Horticulture Grower	070499	1
Protected Cropping Grower	070499	1
Horticulture Research & Development Officer	132511	1
Mechanical Engineer	233512	1
Horticulture Farm Manager	070499	1
Quality Assurance Manager	139914	1
Biosecurity Officer	311399	2
Facility Plant Manager	149913	2
Facility Supervisor	070499	2
Maintenance Electrician	341111	3
Fitter and Welder	323213	3
Agriculture Technician	321212	3
Mechanic	321211	3
Senior Nurseryperson	362411	3
Nurseryperson	362411	3
Nursery Supervisor	362411	3
Truck Driver	733111	4
Mobile Plant Operator	721111	4
Fork Lift Driver	721311	4
Irrigationist	841999	5
Irrigationist Assistant	841999	5
Horticulture Section Manager	070499	5
Section Supervisor	070499	4
Production Horticulture Supervisor	070499	4
Production Horticulturist	070499	3
Machinery Manager	149913 or 149999	4
Machinery Supervisor	149999	4
Cold Storage Manager	149999	3



# Agricultural Appointments

Finding the right people since 1979



## SYDNEY HEAD OFFICE

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## BRISBANE

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