

INTERNATIONAL COACHING VISAS

Download our
Labour Agreement Factsheet
<https://lglv.sn/labour-agreements-factsheet>



Acknowledgement of Country

We acknowledge and pay respect to the past, present and emerging Traditional Custodians and Elders of this nation.

TODAY'S SPEAKERS



Yin Chiew

Practice Leader

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AGENDA

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AVAILABLE VISA OPTIONS: NOT ONE SIZE FITS ALL

- Subclass 408 (Sport Stream)
- Subclass 407 - Training Visa
- Subclass 482 (standard pathway)
- Subclass 494 (standard pathway)
- Designated Area Migration Agreement (DAMA)
 - Utilises either the subclass 482 or 494.
- Labour Agreement: Utilising the subclass 482



SUBCLASS 408: SPORTS

Elite player, coach, instructor or adjudicator

A **sporting organisation** is an Australian organisation, government agency, or foreign government agency that promotes or administers sport or sporting events.

The organisation must be either:

- **Temporary Activities Sponsor (TAS):** up to 2-year visa
- **Supporter:** up to 3-month visa

Requirements:

- Sponsorship or support by a sporting organisation
- Formal coaching arrangement
- Endorsement by the national sporting body to coach at the national level

Key Considerations:

- GTE requirements
- Temporary visa with no pathway to PR
- Club size and usage may affect eligibility
- Other potential streams? Invited participant

SUBCLASS 407: TRAINING VISA

Allows an approved sponsor to provide occupation-based training to enhance a gymnastics coach's skills.

Requirements:

- Temporary Activities Sponsorship
- Detailed, structured training plan
- Training must build on existing skills
- Coach must have at least 12 months of

experience

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Key Considerations:

- Temporary visa only – no PR pathway
- Valid for 12–24 months
- Must closely follow the training plan
- Not suitable for highly qualified or established coaches
- Issues satisfying GTE requirements

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SUBCLASS 494

Allows employers in designated regional areas to sponsor qualified gymnastics coaches.

Process:

- Standard Business Sponsorship (SBS)
- Regional Certifying Body (RCB) endorsement
- 494 nomination
- 494 visa application

Requirements:

- Employer must operate in a designated area
- RCB consultation required on market salary and labour market testing
- Meet minimum salary threshold (\$76,515)
- Skills assessment mandatory

Key Considerations:

- Must live, work, and study in a regional area
- 5-year visa with PR pathway via subclass 191 after 3 years – subjected to monitoring.

DESIGNATED AREA MIGRATION AGREEMENT (DAMA)

What is a DAMA?

- Agreement between the Australian Government and a regional authority
- Allows access to more overseas workers than standard skilled visas
- Helps regions address local skill shortages
- Offers tailored concessions to visa eligibility criteria

Structure

- **Tier 1:** A five-year head agreement with a Designated Area Representative (DAR).
- **Tier 2:** Individual labour agreements between the Government and endorsed employers.

DESIGNATED AREA MIGRATION AGREEMENT (DAMA)

Individual Agreement Structure

- Individual DAMA agreements are between the Australian Government and endorsed employers in a designated region
- Valid for up to five years

Eligible Visas

- Subclass 482, 494, and 186

DAR Endorsement Required

- Employers must be endorsed by the local Designated Area Representative before applying via ImmiAccount.

What the Agreement Allows

- Sponsor skilled and semi-skilled overseas workers for approved occupations
- **Required:** Employers must show genuine efforts to recruit Australians before accessing DAMA.

DESIGNATED AREA MIGRATION AGREEMENT (DAMA)

Existing DAMAs

- There are currently 13 DAMAs in place across Australia
- Each DAMA is linked to a specific region or city in SA, WA, QLD, VIC, NSW, and NT
- Managed by a Designated Area Representative (DAR), such as a local council or chamber of commerce
- DARs endorse employers and assess individual DAMA requests
- They also review DAMA terms annually and provide region-specific guidance
- Each DAMA outlines the occupations and visa concessions available in that area

LABOUR AGREEMENT (COMPANY SPECIFIC)

Company-Specific Labour Agreement

- For employers whose skill needs are not met under existing industry agreements, DAMAs, project agreements, or standard skilled visa lists
- Must show a genuine and exceptional need that cannot be filled locally
- Required evidence includes:
 - niche skills needed from overseas;
 - extensive recruitment efforts in australia; and
 - detailed job description outlining tasks and responsibilities.



LABOUR AGREEMENT (COMPANY SPECIFIC)

Roles and Positions

- Roles must be at ANZSCO skill level 1–4
- Skill level 5 roles may be considered in Category 3 regional areas in exceptional cases
- Overseas workers must meet ANZSCO skill requirements and any required registration or licensing
- Employers can request concessions for **subclass 482 and 494 visas** in their business case, including:
 - English language;
 - salary; and
 - work experience.

LABOUR AGREEMENT (COMPANY SPECIFIC)

Permanent Residency and Workforce Requirements

- PR may be available via **subclass 186** (with age concession) or **subclass 494** (for regional roles only)
- Concessions must be **justified** and cannot create unfair differences between overseas and Australian workers
- Overseas workers must **not** exceed one-third of your workforce
- You must have a **plan to train and hire Australians**, as the agreement is a **temporary** solution only.

LABOUR AGREEMENT (COMPANY SPECIFIC)

Workers from overseas must meet the English language requirements of the **Skills in Demand visa (subclass 482)**.

You must:

- be an Australian registered business with good standing;
- operate lawfully and actively in Australia for at least 12 months;
- provide financial viability evidence from a chartered or certified practising accountant;
- ensure no adverse information or legal violations are linked to your business;
- must not be insolvent; and
- must not provide false or misleading information to any authority.

LABOUR AGREEMENT (COMPANY SPECIFIC)

Stakeholder Consultation

- Consult with relevant stakeholders (e.g. industry bodies, unions, community groups)
- Provide details on roles, numbers, locations, salaries, concessions, and training plans
- Allow 10 working days for feedback, follow up with 5 more if needed
- Include full consultation details in your application
- Stakeholders can also contact the Department directly with feedback



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A photograph of four people in a meeting. On the left, a man in a grey sweater looks at a tablet. Next to him, a woman in a denim shirt smiles. On the right, a woman with glasses and a blonde woman are also smiling. The background is a light-colored wall with a wooden door. A blue and white geometric pattern is overlaid on the right side of the image.

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