



## VISA ALERT

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### **TRAINING BENCHMARKS FOR SPONSORS OF 457 VISA HOLDERS FROM 14.09.2009**

**:: TIP**

Keep complete and accurate records of all training expenditure and be sure to include training as a line item in your P & L

**:: TIP**

Review any on-the-job training offered to employees to confirm that you can produce the details required by DIAC to enable quantification of your training commitment

The Minister for Immigration and Citizenship has announced details of the new training benchmarks that must be met by all businesses seeking approval to sponsor expatriates from **14 September 2009**.

Businesses that have been established for more than 12 months must demonstrate expenditure of at least either:

- **2%** of the payroll of the business in payments allocated to an industry training fund; *or*
- **1%** of the payroll of the business in training Australian employees of the business.

The business is also required to show a commitment to maintain expenditure at these levels for the term of approval as a sponsor.

Expenditure that counts towards the second training benchmark includes:

- paying for a formal course of study or funding a scholarship for Australian employees *or* for TAFE or University students, as part of the organisational training strategy
- paying external providers to deliver training to Australian employees
- employing apprentices, trainees or recent graduates on an ongoing basis in "numbers proportionate to the size of the business" - DIAC has yet to indicate what numbers are considered acceptable
- employing a person who, as a key part of their job, trains Australian employees
- providing structured on-the-job training developed by a qualified trainer who has also set assessments of the learning outcomes to be achieved - this must have a timeframe and result in a clearly identified increase in employees' skills. Records must be kept to demonstrate how progress is monitored and assessed, who received the training and their skill/occupation.

Expenditure that cannot count towards the second training benchmark includes on-the-job training that does not meet the requirements outlined above or training that has been undertaken only by a business owner.

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