

GMS Flash Alert



Immigration Edition

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Australia - New Global Talent Scheme Pilot Announced

The Australian government has announced that a new Global Talent Scheme will be piloted from 1 July 2018, to attract highly-skilled global talent and deliver innovation to Australia.¹

The Global Talent Scheme will be a separate visa initiative to the new Temporary Skill Shortage ("TSS") visa program (which came into effect from 18 March 2018)².

In this GMS *Flash Alert* we highlight the initial settings of the proposed Global Talent Scheme pilot, which will run for a period of 12 months.

WHY THIS MATTERS

The Global Talent Scheme will provide businesses with an important pathway to transfer highly-skilled talent to Australia albeit via an initiative that will be introduced on an initial 12-month trial basis from July 2018 to June 2019.

While it is envisaged that further refinements will be made to the scheme subject to industry stakeholder consultation, the pilot will nevertheless go some way towards alleviating concerns over the limitations of the TSS visa program in attracting highly-skilled global talent.

This would be particularly significant for Australian publicly-listed companies sponsoring highly-qualified and experienced senior executives with annual earnings of AUD 180,000 and above or for Australian start-up technology companies seeking access to specialised technology personnel.

The Pilot Programme: Some More Details

The new Global Talent Scheme is intended to help attract highly-skilled foreign talent and encourage innovation in Australia in ways that create jobs, promote business growth, and enhance the country's position in the global economy.

Unlike the TSS visa program which is intended to facilitate the entry of foreign workers to fill temporary skill shortages on either a short- or medium-term basis, the Global Talent Scheme will specifically target and attract highly-skilled global talent to Australia in recognition of the high demand and increased competition for such talent globally.

The Global Talent Scheme will feature two distinct streams, notably, the established business and start-up streams.

Broadly, under the established business stream:

- employers will need to be able to demonstrate that they already prioritise the employment of Australians;
- the visa outcome which will be delivered under the Global Talent Scheme will result in a transfer of skills to their Australian workforce; and
- the sponsoring business must have a track record of hiring and training Australians.

Under the start-up stream:

- technology-based and STEM-related start-up businesses will be able to sponsor experienced people with specialised technology skills;
- start-ups will need to be recognised by a start-up authority and demonstrate that they prioritise the employment of Australians.

Importantly, both streams of the Global Talent Scheme provide the highly-skilled foreign individuals with a four-year temporary visa and affords them a pathway to Australian permanent residence after three years of employment in Australia.

The initial settings including key features, business criteria, visa applicant and position criteria for the pilot scheme, are summarised in a table in "[New Global Talent Scheme Pilot Announced](#)," in *Migration Newsflash* (23 March 2018), a publication of the KPMG International member firm in Australia.

FOOTNOTES:

1 To see the Minister of Citizenship and Multicultural Affairs 19 March 2018 media release "Joint media release with the Hon Michaelia Cash - New visa scheme to attract highly-skilled global talent," [click here](#).

2 For prior coverage, see GMS [Flash Alert 2018-054](#) (22 March 2018).

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