



GUIDE TO FEEDBACK TEMPLATE

State-led Designated Area Migration Agreement
(DAMA)

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Providing Feedback about a state-led DAMA

Please note that this consultation does not indicate a Queensland Government position. Pre-reading materials have been developed to gather stakeholder views and information only.

These instructions are provided to assist you to complete the consultation template. The feedback you provide will be used to:

- inform Queensland Government consideration of whether Queensland should establish a state-led DAMA and options for a DAMA operating model.
- prepare a business case to the Australian Government should a state-led DAMA proceed.
- contribute to the development of the 2026-27 Queensland Skilled Occupation List (QSOL) to guide the State Nomination Migration Program.

If you require further assistance, contact DAMA@migration.qld.gov.au

Structure of the template

The template is an Excel spreadsheet based on *Prereading 4. Occupations for Consideration*. It contains the following sheets:

- Contact details and index
- Operational Framework
- Innovations
- Occupation lists arranged by broad industry categories

TAB 1 - CONTACT DETAILS

Please complete this section with your name, position, organisation name and contact details. Describe your business or industry with reference to its main activity. This information will be used to assess the inclusion of any occupations that are available in existing Industry Labour Agreements into a state-led DAMA for other industries. Select your type of organisation using the dropdown list.

TAB 2 - OPERATIONAL FRAMEWORK

The feedback you provide in this section will contribute to a decision about the geographic coverage of a state-led DAMA and the way in which the DAMA will operate.

Geographical Boundaries of the Designated Regional Area

The area covered by a DAMA is called the Designated Regional Area (DRA).

Q1. Should the Designated Regional Area of a state-led DAMA include the whole state?

- Select the YES checkbox if you think the entire state should be included in the Designated Regional Area. Go to Q2.
- Select NO if you think parts of the state should be excluded. Go to Q3.

Q2. How could a state-led DAMA address the comparative advantage of regions such as Southeast Queensland?

Regional stakeholders reported difficulty competing with Southeast Queensland to attract and retain skilled migrants. Remote regions advised that they had difficulty competing with coastal areas of Queensland.

- In the textbox, describe what measures would help a state-led DAMA to address the comparative advantage of regions such as Southeast Queensland. This may include a certain number of endorsements

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being reserved for regional areas outside the south east, more generous concessions for some regions or some industries only being included in particular regions.

Q3. Which Local Government Areas (LGAs) or other regions, should be excluded from the DRA of a state-led DAMA, and why?

- In the textbox, provide the names of the LGAs you think should not be included in the DRA (while LGAs are preferred, you may wish to describe regions in other ways). A list of Queensland LGAs is provided on Page 4.
- Include your reasons that these LGAs or regions should not be part of the DRA.

Service Delivery Model

Q4. What is your preferred service delivery model?

- Using the checklist, select your preferred option.

For your reference, the options are summarised below:

Option 1: State-led with regional partners	Option 2: State-led and regionally delivered	Option 3: State-led and centrally delivered
Central hub responsible for: <ul style="list-style-type: none"> • Governance, compliance and reporting • Regional contract management • Australian Government liaison • Systems, processes and skills assessments • Employer endorsement 	Central hub responsible for: <ul style="list-style-type: none"> • Governance, compliance and reporting • Australian Government liaison • Systems, processes and skills assessments • Administrative and other support for regional engagement officers 	Central hub responsible for: <ul style="list-style-type: none"> • All DAMA administration and governance • Australian Government liaison • Promotion and employer education • Settlement coordination and skills assessment • Employer engagement and endorsement
Regional partner delivers: <ul style="list-style-type: none"> • Employer and community engagement • DAMA promotion and education • Settlement and pastoral support • Local labour market intelligence • Recommendations for endorsement 	Regional engagement officers deliver: <ul style="list-style-type: none"> • Employer and community engagement • DAMA promotion and education • Basic settlement support • Local labour market monitoring • Employer endorsement 	<ul style="list-style-type: none"> • Regional engagement limited to periodic regional visits and existing state networks

Q5. Why is this your preferred option?

- In the textbox, tell us why you have selected this option.

Subregional breakdown of the Designated Regional Area

Q6. Should the Designated Regional Area of a state-led DAMA be broken into subregions?

- Select the YES checkbox if you think subregions would enable a state-led DAMA to operate more effectively. Go to Q7.
- Select NO if you think there is no need for subregions. Go to Occupation Lists.

Q7. What subregions do you think would enable a state-led DAMA to operate more effectively, and why?

- In the textbox, describe the way you think the Designated Regional Area should be broken down and provide your reasoning. You may wish to use one of the examples provided in the prereading or suggest your own regional breakdown.

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Queensland local government areas

Aurukun (S)	Fraser Coast (R)	North Burnett (R)
Balonne (S)	Gladstone (R)	Northern Peninsula Area (R)
Banana (S)	Gold Coast (C)	Palm Island (S)
Barcaldine (R)	Goondiwindi (R)	Paroo (S)
Barcoo (S)	Gympie (R)	Pormpuraaw (S)
Blackall-Tambo (R)	Hinchinbrook (S)	Quilpie (S)
Boulia (S)	Hope Vale (S)	Redland (C)
Brisbane (C)	Ipswich (C)	Richmond (S)
Bulloo (S)	Isaac (R)	Rockhampton (R)
Bundaberg (R)	Kowanyama (S)	Scenic Rim (R)
Burdekin (S)	Livingstone (S)	Somerset (R)
Burke (S)	Lockhart River (S)	South Burnett (R)
Cairns (R)	Lockyer Valley (R)	Southern Downs (R)
Carpentaria (S)	Logan (C)	Sunshine Coast (R)
Cassowary Coast (R)	Longreach (R)	Tablelands (R)
Central Highlands (R)	Mackay (R)	Toowoomba (R)
Charters Towers (R)	Mapoon (S)	Torres (S)
Cherbourg (S)	Maranoa (R)	Torres Strait Island (R)
Cloncurry (S)	Mareeba (S)	Townsville (C)
Cook (S)	McKinlay (S)	Weipa (T)
Croydon (S)	Moreton Bay (C)	Western Downs (R)
Diamantina (S)	Mornington (S)	Whitsunday (R)
Doomadgee (S)	Mount Isa (C)	Winton (S)
Douglas (S)	Murweh (S)	Woorabinda (S)
Etheridge (S)	Napranum (S)	Wujal Wujal (S)
Flinders (S)	Noosa (S)	Yarrabah (S)

Note: (C) = City; (R) = Regional Council; (S) = Shire; (T) = Town

OCCUPATIONS

For further information, refer to:

- Prereading 3. Occupations and Concessions
- Prereading 4. Occupations for consideration
- [OSCA - Occupation Standard Classification for Australia, 2024, Version 1.0 | Australian Bureau of Statistics](#)
- [Queensland Skilled Occupation Lists](#)

Industry categories index

To help you find occupations relevant to you, we have grouped them in loose industry categories. Some occupations are listed in multiple categories to ensure all stakeholders can locate the occupations they are looking for. You only need to include an occupation once.

- Agriculture, Forestry, Fishing and Marine
- Animal Care
- Arts, Culture and Sports
- Business, Finance and Insurance
- Construction
- Education and Training
- Engineering and Technical Services
- Health – Allied
- Health and Welfare
- Medical, Nursing and Dental
- ICT, Telecommunications and Data
- Local Government and other Public Administrative Services
- Manufacturing and Industrial Production
- Resources and Energy
- Retail, Property and Consumer Services
- Tourism and Hospitality
- Transport, Automotive (including plant production) and Logistics
- Non-OSCA Occupations

Locating an occupation

- Use the **Industry Categories Index** under **Contact Details** or scroll through the tabs at the bottom to select a category relevant to you (e.g. HEALTH-ALLIED)
- Choose an occupation of relevance to you (e.g. 261132 Alcohol and Other Drugs Counsellor). If the occupation is Skill Level 1, 2 or 3, begin with **Selecting occupations for inclusion in QSOL 2026-27**.
- If the occupation is Skill Level 4 or 5, go to the instructions for **Selecting occupations for inclusion in a state-led DAMA**

Note: Occupations highlighted in blue are included in existing industry labour agreements (ILAs) and will only be approved by the Australian Government if they are used outside of the industry covered by the relevant ILA

You only need to include an occupation once, even if it is listed in different categories.

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Selecting occupations for inclusion in QSOL 2026-27


In this section, we are seeking your advice as to whether an occupation is

- (a) in shortage
- (b) in shortage statewide or regionally (outside the Brisbane Local Government Area).

We are also interested in the main source of information underpinning your responses.

We use the **Jobs and Skill Australia definition of a shortage**: When employers are unable to fill, or have considerable difficulty filling, vacancies for an occupation or cannot meet significant specialised skill needs within that occupation, at current levels of remuneration, current conditions of employment and in reasonably accessible locations.

1. Click in the **Shortage** column for the occupation you have chosen. A down arrow will appear (see below).

OCCUPATION STANDARD CLASSIFICATION FOR AUSTRALIA						AGRICULTURE		
OSCA	Principle Title	Alternative Title	Specialisation	Not Elsewhere Classified includes	OSCA Skill Level	QSOL 2026-27		
						Shortage	Statewide or Regional	Source
342131	Gardener (General)				3			
342431	Irrigation Technician				3			

Click on the down arrow to reveal the dropdown list.

- Select Yes if the occupation is in shortage. Go to the Statewide or Regional column.
- Select No or leave blank if the occupation is not in shortage. Go to the next occupation relevant to you and repeat these steps.

2. Click in the **Statewide or Regional** column for the occupation you have chosen. A down arrow will appear. Click on the down arrow to reveal the dropdown list.

- Select S if the occupation is in shortage across the state
- Select R if the occupation is only in shortage outside Brisbane
- Move to the Source column

3. Click in the **Source** column for the occupation you have chosen. A down arrow will appear. Click on the down arrow to reveal the dropdown list. Select the main source for your answers.

- Select **Recruitment Activity within the last year** if you are basing your responses on your recent experience trying to fill this position.
- Select **Member feedback** if you are a member organisation or representative body and basing your responses on feedback from your members or stakeholders.
- Select **Workforce planning** if your responses are based on business or workforce planning.
- Select **Research** if you are basing your responses on your own research or the reports or research of others.
- Select **Anecdotal** if you are basing your responses on general information, you have heard from others.
- Select **Other** if none of the provided options are suitable.

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4. If you wish to include the selected occupation in a state-led DAMA, go to **Proposed for DAMA** column

If you do not wish to include the selected occupation in a state-led DAMA, go to the next relevant occupation and repeat these steps.

Selecting occupations for inclusion in a state-led DAMA

Follow these instructions to propose an occupation be included in a state-led DAMA.

Occupations for inclusion in a state-led DAMA must be:

- ✓ Core to a business
- ✓ Filled on a fulltime basis
- ✓ Supported by evidence of workforce shortage and demand
- ✓ Not easily filled by standard migration arrangements or alternative programs
- ✓ If in an Industry Labour Agreement, occupation must be for another industry

1. Click in the **Proposed for DAMA** column for the occupation you have chosen. A down arrow will appear. Click on the down arrow to reveal the dropdown list.

- Select Yes if the occupation meets the necessary criteria and you would like it included in a state-led DAMA. Go to the **Reason for inclusion in a DAMA** column.
- Select No if the occupation is not for inclusion in a state-led DAMA. Go to the next occupation relevant to you and repeat these steps or those for the QSOL, whichever is relevant.

2. In the **Reason for inclusion in a DAMA** column, provide your reasons. You may wish to include information showing:

- Why this role is important to your business or service delivery, including any expected future demand.
- What happens if the role is not filled (e.g. reduced services, work knocked back, inability to grow).
- Your experience trying to recruit for the occupation locally, including how long it took, whether suitable applicants were available and the result (e.g. forced to increase overtime, left position vacant).
- What you have done to recruit and retain Australian workers generally (e.g. promotion, wage increases, offering accommodation, hiring apprentices) and the outcome.
- Why standard migration pathways are not working for this occupation.

You may also wish to request that this occupation be available only to specific regions within a DAMA. If this is the case, specify which regions and the reason for your request.

Adding occupations to the template

OSCA occupation

You may wish to add an OSCA occupation to the template for inclusion in the QSOL or a state-led DAMA or both. Before adding an OSCA occupation, search the other tabs to ensure it is not listed in a different industry grouping. For example, occupations that support business, or are employed across industries, such as “Human Resources Adviser,” are included in the category Business Support, Finance and Insurance.

To add an OSCA occupation to the list

1. Identify the appropriate industry grouping
2. Scroll down to the heading **Include additional occupations**
3. Using the details in OSCA, complete the occupation details. Add more rows if you need to add more than 2 additional occupations.
4. Follow the instructions to include the new occupation(s) in the QSOL or in a state-led DAMA.

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Non-OSCA occupation

If you are unable to identify an OSCA occupation that meets your specific requirements, you can add the occupation to the template for inclusion in a state-led DAMA.

1. Open the **NON-OSCA** tab at the back of the template.
2. Scroll down to the heading **Include additional occupations**
3. Complete:
 - the name of the occupation
 - indicative skill level
 - a description of the job's main duties and tasks including necessary qualifications or experience.
4. Enter your reasons for inclusion of this occupation into a state-led DAMA.
5. Complete the concession section as per instructions.

CONCESSIONS

For further information, refer to:

- Prereading 3. Occupations and Concessions
- [Skilled Employer Sponsored Regional \(Provisional\) visa \(subclass 494\)](#)
- [Skills in Demand visa \(subclass 482\) Labour agreement stream](#)
- [Employer Nomination Scheme \(subclass 186\) Temporary Residence Transition stream](#)
- [English language visa requirements](#)
- [Remoteness Areas](#)

Concessions may include changes to the standard conditions, the inclusion of new conditions, or apply only to specific occupations, skill levels or regions within the DAMA. They should be supported by a strong business case. A table summarising the standard conditions is available on page 13.

NB: All terms and conditions of employment under a DAMA must meet applicable Australian workplace law and be no less favourable than those provided to Australian workers.

Instructions

Follow the instructions below to provide feedback about the concessions that would assist you to recruit overseas workers to fill the occupations you proposed for inclusion in a state-led DAMA.

You do not have to respond to each concession – if you are not seeking a particular concession, leave that cell blank.

For each concession you select you may choose to specify the coverage of that concession, and you will have to provide reasons for requesting that concession:

- If you want the concession to be applied differently across the Designated Regional Area, go to **Coverage of concession**.
- If the concession is to be uniformly available across the Designated Regional Area, go to **Reason concession is necessary** where you must provide your reason for requesting this concession.

Coverage of Concession

The **Coverage of concession** option enables you to suggest concessions be applied differently across the Designated Regional Area to help address some of the attraction and retention challenges experienced by different parts of Queensland. It uses the Australian Bureau of Statistics (ABS) Remoteness structure, which divides Australia into the five classes of remoteness based on relative geographic access to services (see map below).

When making your choice, consider the likely impact of different concession levels across the state including the complexity of administering different concession levels. If the concession is to be uniformly available across the Designated Regional Area, you do not need to make a selection and can leave the cell blank.

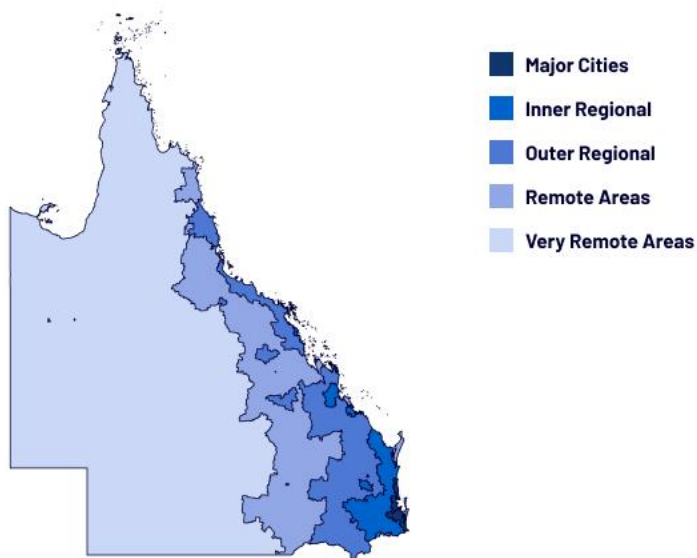
1. Click in the **Coverage of concession** column for the occupation you have chosen. A down arrow will appear. Click on the down arrow to reveal the dropdown list

- Select **Remote and very remote regions only** if you wish the selected concession to be available only to employers located in these parts of the state (as defined by the ABS).
- Select **Tiered according to ABS remoteness class** if you wish the selected concession to be scaled up or down according to a location's remoteness class. This could mean more substantial concessions applying to smaller towns and rural areas, and lesser concessions for cities and major regional centres.

2. Once you've made your selection, go to **Reason concession is necessary**.

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Queensland Remoteness Structure



Concession types

Age limit

1. Click in the **Response** column next to the **Age limit** cell for the occupation you have chosen. Click on the down arrow to reveal the dropdown list containing the following options:

- 50 years
- 55 years
- 60 years

2. Select the maximum age limit you are seeking and **Coverage of concession** if relevant.

3. In the **Reason concession is necessary in a DAMA** column, provide your reason(s) for requesting this concession. This may include:

- broadening the potential pool of overseas workers who may not meet the 45-year age limit in most standard pathways
- the occupation may benefit from a more experienced and mature-age employee to transfer important skills to your existing workforce
- increasing retention rates by improving permanent residency pathways for older workers

Salary

1. Click in the **Response** column next to the **Salary** cell for the occupation you have chosen. Click on the down arrow to reveal the dropdown list containing the following options:

- 5% concession (\$72,689)
- 10% concession (\$68,864)
- 15% concession (\$65,038)
- 20% concession (\$61,212)

2. Select the salary concession you are seeking and **Coverage of concession** if relevant.

3. In the **Reason concession is necessary in a DAMA** column, provide your reason(s) for requesting this concession. This may include:

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- standard income threshold is too high compared with wages in your local labour market
- non-monetary benefits (e.g. food and board) are routinely provided to all workers employed by you
- lower localised cost of living

Pathway to Permanent Residency

1. Click in the **Response** column next to the **Pathway to Permanent Residency** cell for the occupation you have chosen. Click on the down arrow to reveal the dropdown list containing the following options:

- Less than 1 year sponsored employment
- 1 year sponsored employment
- 3 years sponsored employment
- 4 years sponsored employment
- 5 years sponsored employment

2. Select the length of time an overseas worker should work in this occupation in your region before becoming eligible for permanent residency and **Coverage of concession** if relevant. Timeframes should be realistic in terms of the time needed for a migrant worker to settle and integrate into a community.

3. In the **Reason concession is necessary in a DAMA** column, provide your reason(s) for requesting this concession. This may include but is not limited to:

- A faster pathway to permanent residence will be an incentive for the attraction of overseas workers to this hard-to-fill role or your particular area
- A longer pathway to permanent residence is needed to help support the retention of workers in your area and to support local businesses
- To take into account work already performed under a different visa (e.g. Working Holiday Maker) or Pacific Australia Labour Mobility scheme

English language

1. If you wish the English language concession(s) to apply differently across regions, click in the **Coverage of concession** cell next to **English Language concession** and make your selection from the dropdown list.

2. Select the level of English language proficiency you would accept for **Reading, Listening, Writing and Speaking** in the **Response** column next to the relevant cells. Click on the down arrow in each **Response** cell to reveal the dropdown list containing the following options:

- Functional
- Vocational
- Competent

If you do not need a concession for a particular component, leave that cell blank.

3. In the **Reason concession is necessary in a DAMA** column, provide your reason(s) for requesting this concession. This may include

- standard English thresholds are unnecessarily high for this occupation
- a tailored approach to English thresholds for the various components is suitable for this occupation

Advise how you will address any health and safety matters when providing your reasons for a concession.

Qualifications and skills

Visa applicants are required to have a skills assessment and qualifications that align with the [OSCA skill level](#) for an occupation (see table below). For a particular occupation, you may request concessions to the qualification or the years of experience needed to substitute a qualification. Concessions cannot circumvent or override occupational registration or licencing requirements for licensed occupations.

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Skill Level	Qualification	Experience to substitute a qualification
1	Bachelor degree or higher qualification	5 years
2	Diploma, Advanced Diploma or Associate degree	3 years
3	Certificate III (includes minimum 2 years of on-the-job training) Certificate IV	3 years
4	Certificate I or Certificate II	1 year
5	Compulsory secondary education or Certificate I	On-the-job training

1. Click in the **Response** column next to the **Qualification and skills needed for position** column for the occupation you have chosen.

2. Enter either the qualification, or the level of experience, that you would accept to employ someone in this position. Complete **Coverage of concession** if relevant.

3. In the **Reason concession is necessary in a DAMA** column, write your reason(s) for requesting this concession. This may include:

- It is common for this occupation to be filled by people with practical skills rather than a qualification
- Suitable candidates for the role with practical skills or experience that substitute the prescribed level of qualifications and experience can be identified

Work experience

You may request concessions to the work experience requirements for a particular occupation including reduced work experience or alternative or broadened evidence of skills or experience.

1. Click in the **Response** column next to the **Minimum work experience for visa** column for the occupation you have chosen. Click on the down arrow to reveal the dropdown list containing the following options:

- None if relevant qualification gained in Australia
- 1 year
- 2 years
- 3 years

2. Select the length of work experience an overseas worker should have in this occupation to be considered suitable. Complete **Coverage of concession** if relevant.

3. In the **Reason concession is necessary in a DAMA** column, provide your reason(s) for requesting this concession. This may include:

- graduation from an Australian training provider negates the need for work experience for this occupation

Summary of standard skilled visa concessions

Key requirements	Subclass 482 Skills in Demand (Temporary) visa – Core and Specialist streams	Subclass 494 Skilled Employer Sponsored Regional (Provisional) visa	Subclass 186 Employer Nominated Scheme (Permanent) visa – Temporary Residents Transition stream	Subclass 186 Employer Nominated Scheme (Permanent) visa (subclass 186) – Direct entry stream
Occupations	456 occupations	650 occupations	456 occupations	456 occupations
Age limit	No age limit	45 years	45 years Exemptions for academics, scientist, researcher or technical (scientific) specialist nominated by govt agency or university. Also medical practitioners that have worked in designated regional area for last 3 years	45 years Exemptions for academics, scientist, researcher or technical (scientific) specialist nominated by government agency or university
Work experience	1 year	3 years	2 years	3 years
Minimum salary¹	Higher of \$76,515 or annual market salary rate core skills Higher of \$141,210 or annual market salary rate for specialist skills	Higher of \$76,515 or annual market salary rate	n/a	Higher of \$76,515 or annual market salary rate
English language	Functional English (Generally)	Competent English	Competent English	Competent English
Visa duration	4 years	5 years	n/a	n/a
Pathway to permanent residency	Minimum 2 years sponsored employment in last 3 years to qualify for visa subclass 186 visa – TRT stream	Minimum 3 years employment in a designated regional area to qualify for visa subclass 191 - Regional Provisional stream	n/a	n/a

¹ Nomination applications lodged between 1 July 2025 and 30 June 2026

TAB 3 - INNOVATIONS IN A STATE-LED DAMA

These questions are optional and should be completed after you have identified the occupations and concessions for inclusion in a state-led DAMA.

The feedback you provide in this section will contribute to:

- a) any negotiations conducted with the Australian Government in relation to the Head Agreement of a state-led DAMA
- b) the processes and resources developed for the administration of a state-led DAMA.

Additional Concessions

Q1. What additional concessions beyond those contained in this template might enable a state-led DAMA to more effectively meet your workforce needs?

- In the textbox, describe any other concessions you would like the Queensland Government to pursue if negotiations with the Australian Government commence. This may include increased labour mobility for workers beyond the associated entities provisions, more flexibility for the role a sponsored worker can be employed in, or requirements mandating that workers changing employers must remain in a particular location or region.

Q2. What should a Designated Area Representative of a state-led DAMA consider when conducting skills assessments for those occupations not on skilled occupation lists or covered by current assessing authorities?

- In the textbox, describe what a Designated Area Representative should consider when conducting skills assessments for those occupations you have identified for inclusion in a state-led DAMA.

Q3. Do you have any innovative suggestions to improve the skills recognition process?

- In the textbox, provide your suggestions for any improvements to existing skills assessment processes.

Q4. What innovative processes might enhance the efficiency and effectiveness of a state-led DAMA?

- In the textbox, provide your suggestions for innovative processes, policies and practices to enable a state-led DAMA to minimise regulatory burden and standardise and simplify currently repetitive, inconsistent or costly migration processes.

Q5. What resources and supports could a state-led DAMA produce to most effectively support your organisation or industry?

- In the textbox, describe the resources, information and other material that a state-led DAMA could provide to best assist your organisation, industry or region. This could include standardised checklists about settlement supports, campaigns to attract skilled migrants or regular data about skilled migration in your region.

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Glossary

Designated Regional Area (DRA): refers to the region covered by the DAMA

Designated Area Representative (DAR): a state or territory government, or regional body such as a local council or Chamber of Commerce, responsible for administering a DAMA

Industry Labour Agreements (ILA): negotiated agreement between Australian government and a specific industry, with fixed term and conditions

Permanent Residency: a permanent resident can remain in Australia indefinitely, enrol in Medicare, purchase property and apply for Australian citizenship. They cannot hold an Australian passport or vote and do not have an automatic right to return to Australia from overseas

Occupation Standard Classification for Australia (OSCA): A skill-based classification of jobs and occupations that are legal in at least one Australian state or territory. It excludes jobs which can only be undertaken as a volunteer.

Queensland Skilled Occupation List (QSOL): identifies occupations considered to be experiencing skill shortages either across Queensland or outside Greater Brisbane and sets the occupations for which skilled migrants are nominated by Migration Queensland.

Local Government Area (LGA): a legally designated part of a state or territory for which an incorporated local governing body has responsibility