

# GS WALGA ZONE

## DAMA Presentation

2022



# What is a Designated Area Migration Agreement (DAMA)?



- Designated Area Migration Agreements are a formal arrangement between the Commonwealth of Australia and a Designated Area Representative (DAR).
- A DAR may be a state / territory government or regional body such as RDA, GSDC or local government.

## A DAMA is a two-tier framework:

- The **first tier** consists of an overarching five-year deed of agreement between the Commonwealth and the DAR;
- The **second tier** comprises of individual labour agreements with employers using the terms and conditions of the overarching agreement.
- Under the terms of a DAMA, the designated area may be able to access a broader range of overseas workers that is not available through the standard skilled visa programs by allowing variation to standard occupations and skills lists and /or negotiable concessions to visa requirements.
- DAMA labour agreements are between the Australian Government and endorsed employers operating within the relevant region. They are generally in effect for five years and use the Temporary Skills Shortage and Employer Nominated Scheme visa programs.

# Roles and Responsibilities

## **Designated Area Representative (DAR)**

- Engagement and consultation with the Department of Home Affairs, employers and stakeholders as required
- Create and submit a business case to request a DAMA for their region
- Assessing and endorsing employers who want to sponsor overseas workers under the established DAMA
- Monitor activity and report on issues to the Department of Home Affairs
- Manage ongoing governance of DAMA including variations, reports and evaluations

## **Department of Home Affairs**

- Works with the DAR to assess their business case and negotiate a DAMA for the region
- Works with endorsed employers to establish the individual DAMA Labour Agreements
- Process nominations and visa applications made under the DAMA Labour Agreements
- Work with DAR to evaluate and review the DAMA annually
- Process Deeds of Variation and annual ceiling requests for both the DAMA and DAMA labour agreements

## **Employers (or appointed migration agent)**

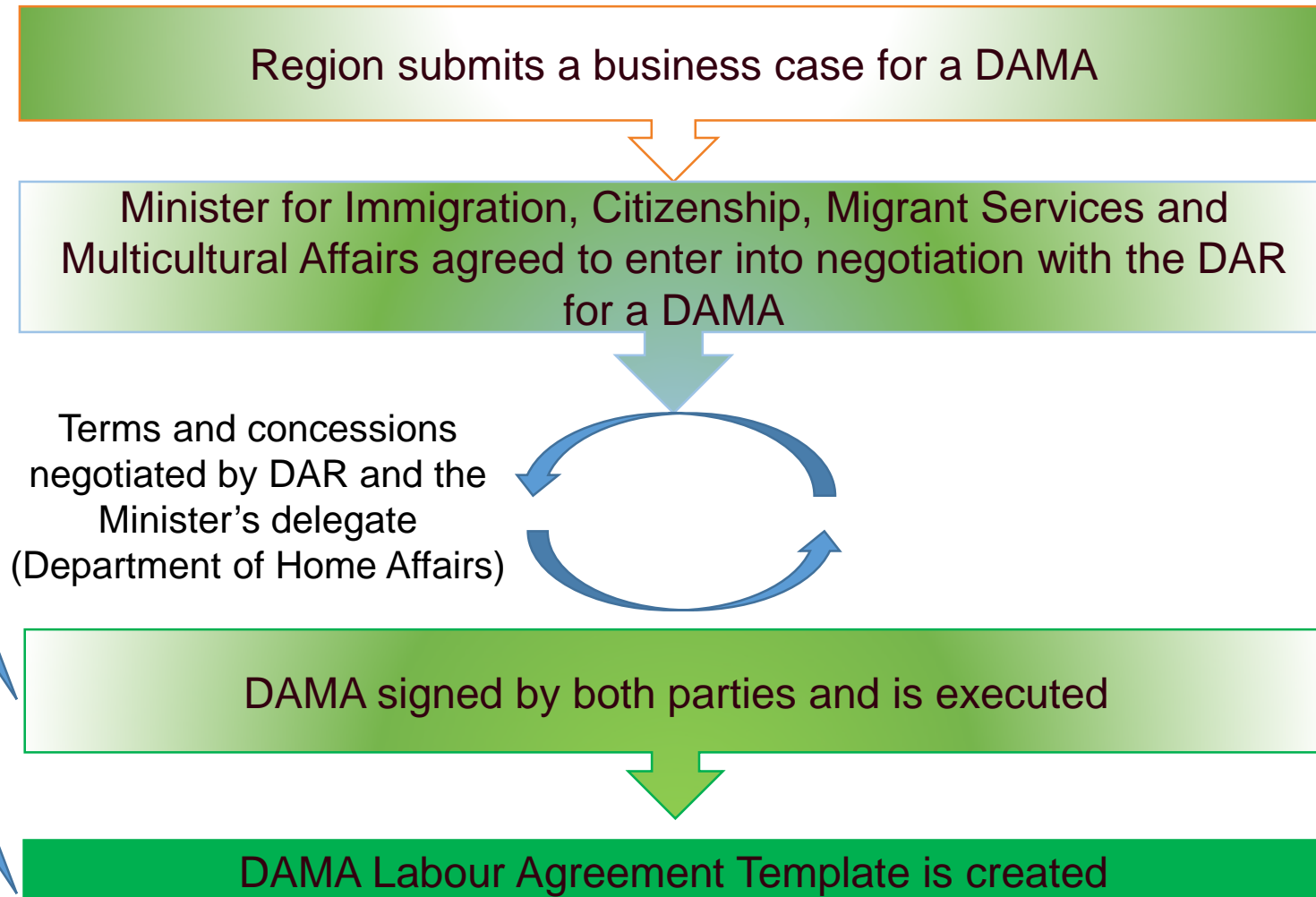
- Seek endorsement from the DAR to sponsor overseas workers under the DAMA
- Enter into individual DAMA labour agreements with the Department of Home Affairs
- Lodge nominations to fill vacancies
- Pay all applicable fees and levies upfront at time of nomination
- Lodge annual request for subsequent ceiling approvals under the DAMA Labour Agreement

**Note:** Employer Sponsors are subject to temporary residence sponsorship obligations and a sanctions framework under existing Migration law

# Key Benefits of DAMA

<b>Regionally specific occupations</b>	<ul style="list-style-type: none"><li>• Tailored to your region</li><li>• A flexible, tailored response to a designated region's local unique economic and labour market needs and conditions</li></ul>
<b>More occupations</b>	<ul style="list-style-type: none"><li>• solutions for Australian business where there are skills gaps and shortages that can't be met by the Australian market;</li><li>• Across the range of ANZSCO skill levels, including semi-skilled occupations</li><li>• Greater choice of occupations than the standard skilled migration programs</li></ul>
<b>Visa Duration</b>	<ul style="list-style-type: none"><li>• Access to a broader range of overseas workers than available through the standard skilled visa programs;</li><li>• Temporary (TSS) visa up to 4 years for all occupations, or</li><li>• Provisional (494) visa for 5 years for all occupations</li></ul>
<b>Concessions to standard visa requirements</b>	<ul style="list-style-type: none"><li>• Recognise regional diversity</li><li>• Greater flexibility to attract a broader range of applicants</li><li>• various negotiable concessions to the standard skilled visa requirements; and</li><li>• pathways to permanent residence as a major incentive to attract and retain overseas workers.</li></ul>
<b>Pathway to permanent residency</b>	<ul style="list-style-type: none"><li>• Available for more occupations</li><li>• Enable regions to attract and retain workers</li><li>• Less staff turnover for regional employers</li></ul>

# How is a DAMA established?



# Pathway to Regional DAMA

- Organisations to support a Great Southern DAMA.
- Identify which organisations want to be involved?
- Agree on funding model.
- Agree on which organisation (DAR) is going to host the DAMA.
- Agree the MOU/Service Level Agreement with the DAR.
- DAR to facilitate the Business Case and apply for and negotiate a DAMA with the Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs (Department of Home Affairs).
- DAR to implement the DAMA Application Process for Employers and host the resources.



# Pathway to DAMA – Business Case

A Business Case is required and must include:

- Support letters from:
  - All the involved Organisations
  - Any regional organisations such Chambers of Commerce, Businesses (if possible) Different Business Bodies (if possible)
  - The Regional Development Authority
  - Local Federal and State Members of Parliament
- Overview of the region's economy and labour issues - can be demonstrated by:
  - Compelling operational needs
  - Economic recovery (Covid-19 economic recovery)
  - Contractual obligations for employers to meet projects, bringing food to the market etc.,
  - Competing for skilled labour
  - Many more
- Survey Results –
  - How many businesses participated in the workforce survey?
  - What are the commentaries on labour issues?
  - What type of occupations are in critical shortage in the region?
  - What type of migration concessions businesses would like to have? E.g.; lift age for PR pathway from 45 to 50 years old, English concession for most occupations, etc.





## PROJECT ESTIMATIONS

Project Name:	DAMA Application & Process
Project Owner:	TBD
Project Manager:	TBD
Expected Project Start Date:	1 May 2022
Expected Project End Date:	1 May 2023
Project Estimations Plan Status:	Preliminary

High Level Description of Works - Enter Below		Altus Doc Link
1	Consultant engaged to manage external stakeholder requirements and application process	
2	0.5 FTE Admin Role allocated - Utilise current Shire resources to support the DAMA application	
3	Administration On Costs associated with admin support role	
4	Provide DAMA services to regions as per the outlined Agenda item	
5	One stakeholder becomes the DAR	
6	Costs shared between Shire Organisations	
7	Cost recovery on applications	

### Budget Breakdown

	Item	Quantity	Unit	Rate	Total Price	Summary Cost
Internal Resources						
LABOUR						
1	Project Sponsor	200	Hours	50.00	\$10,000	\$60,500
2	Project Owner	500	Hours	35.00	\$17,500	
3	Team Member Admin Resource	1000	Hours	33.00	\$33,000	
EQUIPMENT						
4	Administration On Costs	1	-	10,000.00	\$10,000	\$10,000
						\$10,000
Internal Resources Total						\$70,500
External Resources						
LABOUR						
5	Consultant	700	Hours	100.00	\$70,000	\$70,000
						\$70,000
External Resources Total						\$70,000
Sub-total						\$140,500
	Direct Costs (Expensed)					\$70,000
	In Kind (Current Resource Allocation)					\$70,500
Project Owners Contingency		10.0%				\$14,050
Expected Overall Cost of Project						\$154,550
Special Notes / Exclusions						
a.						
b.						

# Basic requirement for Employer DAR application



- The business is actively operating for at least 12 months and Financially viable.
- The business is located with the approved regions under the DAMA agreement
- The occupation to be filled should be listed on the negotiated approved DAMA occupation list.
- The business can pass the Labour Market Testing requirements, including providing evidence that it cannot attract an Australian citizen or resident to fill the position.

# DAMA Application Process for Employers

## Process flow and participants

