



Designated Area Migration Agreement (DAMA)

About a DAMA

A DAMA is a formal agreement between the Australian Government and a Designated Area Representative (DAR) to fill recognised labour shortages in a specified area. DAMAs enable regions to respond to their unique economic and labour market conditions by gaining access to experienced skilled or semi-skilled overseas workers under the terms of their individually negotiated agreement.

A designated area may be a state, territory or regional area, and a DAR may be a state or territory authority, regional authority or local council.

Operating under an agreement-based framework, the DAMA program comprises two-tiers:

1. An overarching five-year deed of agreement with the DAR.
2. Individual labour agreements with employers.

A DAMA may provide concessions to requirements that would otherwise not meet the standard temporary skilled program or prohibit Temporary Skill Shortage (subclass 482) visa holders from transitioning to permanent residence. Concession options include:

- Access to occupations not included in skilled occupation lists.
- Variations to standard skilled visa program requirements, including English levels and age limits.
- Where appropriate, a pathway to permanent residence to attract and retain overseas workers in regional communities.

Once a DAMA is in place, local employers who have been endorsed by the DAR can apply to enter into individual labour agreements with the Australian government. Individual labour agreements under a DAMA utilise the Temporary Skill Shortage (TSS) and, where permanent residence is available, the Employer Nomination Scheme (ENS) visa programs.

The Australian Government seeks to ensure employers recruit Australian workers as a first priority. Where such workers are not available, a DAMA provides broader access to more overseas workers than the standard skilled migration program.

Establishing a DAMA

A DAR is required to submit a business case that includes:

- Objectives that will be achieved through a DAMA.
- Region specific information (eg skill gaps, demographic and unemployment statistics).
- Labour market conditions and analysis.
- Requested occupations and number of positions sought per year (an agreed maximum number of overseas workers nominated each year).

- Any requested concessions (eg, skills and experience, English or age) supported by a clear rationale, evidence and sound management strategies.
- Information on settlement support for overseas workers and their families in the region including housing, education, health and other community services.
- Supporting data or evidence.

We will work with the DAR to find a flexible solution that meets the needs of their region.

More information

More information is available on our website immi.homeaffairs.gov.au. Search 'DAMA'.

Region representatives can email us directly to discuss implementing a DAMA:
labour.agreements@homeaffairs.gov.au