FREE GUIDE

How to Get Sponsored Under a DAMA

A practical guide for overseas workers who want an Australian employer to sponsor them in a regional area.

- How DAMA sponsorship works
- Building a CV that Australian employers will read
- Qualifications and licences worth getting
- How to approach employers
- Your professional online presence
- Your action checklist

Millennium Migration · Melbourne & Adelaide · mmvisa.com.au
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1. DAMA in Plain English

A DAMA (Designated Area Migration Agreement) is a deal between the Australian Government and a regional area.

It lets employers in that area sponsor overseas workers for jobs they cannot fill locally.

It often covers semi-skilled jobs that are not on the standard skilled lists.

Some DAMAs also offer concessions on English, age or salary.

The most important fact

> **You cannot apply for a DAMA yourself.**
>
> An employer in a DAMA region must choose you, be endorsed by the region and sponsor you.
>
> Your job is to become the candidate that employer wants to hire.

How it works

- The employer is endorsed by the region's Designated Area Representative.
- The employer gets a DAMA labour agreement with the Department of Home Affairs.
- The employer nominates you, and you apply for a temporary visa (usually subclass 482 or 494).
- After working for the employer for a set period, a pathway to permanent residency may be available.

The 13 DAMA regions

State	DAMA regions
Western Australia	Western Australia (statewide) · East Kimberley · Pilbara · South West · The Goldfields
South Australia	Adelaide City Technology & Innovation · South Australia Regional
Queensland	Far North Queensland · Townsville
Victoria	Great South Coast · Goulburn Valley
New South Wales	Orana
Northern Territory	Northern Territory

Each region has its own occupation list and concessions, and these change. Always check the current list for the region you are targeting.

2. Build a DAMA-Ready CV

Most CVs from overseas applicants are rejected in under a minute.

Australian employers want short, clear, evidence-based CVs.

Put these at the top

- Your target job title, using the Australian name (e.g. "Delivery Driver", "Forklift Driver", "Aged Care Worker").
- A three-line summary: years of experience, key skills and the region you want to work in.
- Your English test score, if you have one.
- Licences and tickets (driver's licence class, forklift, food safety, first aid).
- Your availability: "Available to relocate to [region] immediately."

For each job

- Job title, employer, country, exact start and end dates (month and year), and full-time or part-time.
- Four to six bullet points of real duties.
- Numbers where possible: "Delivered 80–100 parcels daily", "Managed stock for 3 warehouses".
- Equipment, vehicles and systems you used.

Remove these

- Photo, date of birth, religion, marital status and height or weight. These are not expected in Australia.
- Generic objectives such as "to enhance my skills for the benefit of the company".
- Primary and secondary school details if you have higher qualifications.
- Long lists of copied duties. Keep only what you actually did.

> **Keep it to two pages.**
>
> Save it as a PDF named "Firstname-Lastname-Job-Title.pdf".
>
> Have reference letters ready that show your duties, dates and hours. You will need them for the visa anyway.

3. Qualifications and Licences Worth Getting

You do not always need a degree for a DAMA job.

Practical, recognised qualifications and licences make you far more attractive to regional employers.

Focus on the areas where regional Australia is short of workers.

Sector	What to pursue
Aged care & disability	Certificate III or IV in Individual Support (Ageing or Disability)
Hospitality	Certificate III or IV in Commercial Cookery · food safety supervisor · responsible service of alcohol
Transport & logistics	Heavy vehicle licence (truck) · forklift licence · dangerous goods training
Construction & trades	Trade certificates (carpentry, electrical, plumbing, welding, automotive) · construction induction
Agriculture & meat processing	Farm machinery and livestock experience · meat processing certificates
Mining & resources	Machinery operation tickets · safety and site inductions
Childcare	Certificate III or Diploma in Early Childhood Education and Care

Always worth doing

- **English test (PTE or IELTS).** A score in hand makes you a serious candidate. Better scores open more options.
- **First aid certificate.** It is cheap, quick and valued in almost every industry.
- **Check whether your occupation needs a skills assessment** and start early, because it can take months.

Choose training that matches your existing experience. One year of real work in a role usually counts for more than a certificate alone.

4. How to Approach Employers

Employers in regional Australia are busy and often small businesses.

Make it easy for them to say yes.

Find the right employers

- Choose one or two DAMA regions and learn which occupations they cover.
- Search job sites (SEEK, Indeed, Jora, Workforce Australia) using the region name and your job title.
- Look for employers who already sponsor workers. Job ads that mention "visa sponsorship" or "DAMA" are a strong signal.
- Check the region's DAMA website and local chamber of commerce, which sometimes list endorsed employers.

Make contact

- Send a short, personal email or LinkedIn message. Do not mass-mail the same text.
- Say who you are, your years of experience in the role and why you want to live in their town.
- Mention that you understand DAMA and that a registered migration agent can help with the process.
- Attach your CV and offer a video call at a time that suits them.
- Follow up once after a week. Be polite and brief.

In the interview

- Show you will stay. Regional employers worry that sponsored workers will leave for the city.
- Know the town: its climate, cost of living and community.
- Be honest about your experience and English level.

> **Never pay for a job or a sponsorship.**
>
> Under Australian law, it is illegal to ask for or accept payment in return for sponsoring a visa.
>
> Avoid anyone who offers a "guaranteed job" or "guaranteed visa" for a fee.

5. Your Professional Online Presence

Australian employers will search your name before they call you.

What they find can win or lose you the job.

LinkedIn: your most important profile

- Use a clear, professional photo and your target job title as your headline.
- Set your location preference to the Australian region you are targeting.
- Make your work history match your CV exactly. The same dates, titles and employers.
- Ask former supervisors for short recommendations.
- Follow employers, industry groups and the local council or chamber of commerce in your target region.

Show your work

- Share short posts or photos of your work, such as dishes you cook, machinery you operate or certificates you earn.
- Join Facebook and LinkedIn groups for jobs and communities in your target town.
- Engage politely and helpfully. Employers and locals notice.

Clean up the rest

- Review Facebook, Instagram and TikTok. Make personal accounts private, or remove anything you would not show an employer.
- Use a professional email address (firstname.lastname@...).

6. Your Action Checklist

- ☐ Choose your target occupation using its Australian job title.
- ☐ Choose one or two DAMA regions that list your occupation.
- ☐ Book and sit an English test (PTE or IELTS).
- ☐ Collect reference letters and payslips from every employer.
- ☐ Rewrite your CV using this guide (two pages, PDF).
- ☐ Get the licences or short courses that fit your occupation.
- ☐ Update LinkedIn and clean up your social media.
- ☐ Make a list of 20 employers in your target region and contact them personally.
- ☐ Follow up, prepare for video interviews and stay patient.

Found an interested employer?

Contact us before anything is signed.

We work with employers and applicants on DAMA endorsement, labour agreements, nominations and visas.

Free visa assessment: mmvisa.com.au/free-visa-assessment

This guide is general information only and is not migration or legal advice.

DAMA occupations, concessions and requirements change regularly and vary by region.

For advice on your own situation, speak to a registered migration agent.

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