



## PERMANENT RESIDENCE PATHWAYS FOR EMPLOYEES

If your business employs skilled visa holders, it's important to understand the eligibility requirements to apply for Permanent Residence. Here's a summary of the standard pathways.

### Subclass 186 Direct Entry

#### Skills Requirements

**Employer nomination.**  
**Occupation** must be on the skilled occupation list.  
**Skills assessment** and 3 years post qualification work experience required.

#### Age Requirements

**Under 45 years** of age unless exempt (applicant).

**Children under 23** and dependent.

#### Other Requirements

Competent English.

Health test - no waiver.

Character requirements.

### Subclass 186 Temporary Residence Transition

**Employer nomination.**  
Worker must work in their nominated position.  
**2 years** with the sponsor **in Australia** on a 482 Visa.

**Under 45 years** of age unless exempt (applicant)

**Children under 23** and dependent.

Competent English.

Health test - waiver.

Character requirements.

**The Subclass 494 Regional Provisional visa provides a pathway to permanent residence through the Subclass 191 visa after a period of time living and working in regional Australia.**

### Subclass 494 Regional Provisional Visa

**Employer sponsorship** under Standard Business Sponsorship.  
**Occupation** must be on the skilled occupation list.  
**Skills assessment** required.  
3 years post qualification experience required.

**Under 45 years** of age.

**Children under 23** and dependent.

Competent English.

Health test - waiver.

Character requirements.

**Employees can also apply for permanent residence without employer sponsorship under the General Skilled Migration program if invited by the Department of Home Affairs.**

### Subclass 189 / 190 General Skilled Migration

**Points Test.**  
**Occupation** must be on the skilled occupation list.  
**Skills assessment** required.  
State or Territory nomination required for a 190 visa.

**Under 45 years** of age.

**Children under 23** and dependent.

Points for a range of categories.

Health test - no waiver.

Character requirements.

Invite from Department of Home Affairs.

**Please note** - the above information is provided as a guide only. Other visa options or specific exemptions may provide additional pathways. Please contact our Registered Migration Agents for an eligibility assessment.

