



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 required.
3 years post qualification experience required.

Age Requirements

Under 45 years of age unless exempt (primary 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 continue work in their nominated position.
2 years of work with the sponsor **in Australia** on a 482 or 457 Visa*

Under 45 years of age unless exempt (primary 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.

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.

Subject to the approval of regulation changes expected on 25 November 2023. **At this stage it is unclear whether applicants relying on an age exemption can apply for transitional PR after 2 or 3 years, and whether the age exemptions will change substantively. **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.*



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