XIPHIAS Immigration

PROGRAMME BROCHURE



SKILLED MIGRATION | AUSTRALIA

Subclass 186 – Employer Sponsored PR Visa

Employer-sponsored permanent residency for skilled professionals with Australian job offers.

TIMELINE
21–25 months (Home Affairs standard)

JOB OFFER
Required

FAMILY
Spouse, children up to age 23

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At a glance

COUNTRY **Australia**	ROUTE **Skilled Migration - Employer**
TIMELINE **21–25 months (Home Affairs standard)**	FAMILY MEMBERS **Spouse, children up to age 23**
LANGUAGE **Competent English (IELTS 6.0 each band or equivalent)**	JOB OFFER **Required**
LAST UPDATED **1 October 2026**	

Overview

The **Employer Nomination Scheme (ENS) Visa – Subclass 186** is an **Australia skilled migration program** that allows **qualified professionals** to gain **permanent residency** through **employer sponsorship**. This visa provides a **direct PR pathway** for those with a **valid job offer from an approved Australian employer**, allowing them to **live, work, and include family members** in their application. It supports **Australia's critical skill needs** and helps employers fill **long-term skilled positions** across industries.

Why Choose Subclass 186

- Employer nomination to secure permanent residency in Australia
- No points test; Direct Entry, Temporary Residence Transition and Labour Agreement streams
- Supports long-term skilled roles with genuine job offers
- Include eligible family members for PR and Medicare access
- Stable career pathway with national mobility after approval
- Recognises Australian work experience and qualifications

Visa application charge

The Home Affairs visa application charge for the primary applicant is **AUD 6,140** (as displayed on 29 September 2026). Additional charges apply for each family member included in the application.

{/ restored from the 2019–2026 site /}

SubClass 186 –Employer Nomination Scheme

Through Employer Nomination Scheme or Sub Class 186, the applicant should have received a nomination from a particular employer to whom they were working for during the past couple of years before submission of application.

Any such employee, who is either working for the employer outside Australia or locally with a temporary visa qualify for this program. Through such valid nomination, one qualifies to apply for a Permanent Residency permit in Australia.

Documents that are required to be submitted for this program

- Document proving your employment status in relation to the nominating employer
- Medical certificate from authorized practitioners

- Certificate from local authorities to prove your crime free background
- Assessment result document proving your proficiency in English language
- Education and skills evaluation certificates
- Experience certificates

3 pathways have been defined under this program

i. Direct Entry Stream

When an employer directly decides to provide you nomination for PR in Australia, then you qualify to apply under “Direct Entry Stream”.

Qualifications/eligibility under this stream

- Get nomination from your Australian employer
- IT is important that your profession or job type is part of the current eligible Australian skilled occupations list.
- Take English proficiency tests through authorized agency
- You qualify to live, work and study in Australia with this VISA.

ii. Labor Agreement Stream

Labour Agreement is something that few Australian companies have to enter into with the Government. Based on this agreement, the company has to comply with certain norms. Applicant who is part of such a company, will have to go through this stream.

Qualifications/eligibility under this stream

- Your employer must be party to the Labour Agreement
- You need to take a test to prove your English language proficiency through authorized agency.

Process time – 12 months to 18 months

- You qualify to live, work and study in Australia with this VISA.

iii. Temporary Residency Transition Stream

For all those employees, who are currently working in Australia on a temporary basis, can utilize this scheme to convert their visa to a PR.

Such qualified employees, will enjoy the same benefits as a citizen there. They will also have access to medicare and other educational benefits. They can live and work in Australia and also study there.

to qualify

- Need to be having Temporary work Visa under Subclass 457 or other relevant bridging visas.

XIPHIAS, a MARA registered firm, is all equipped to serve its clients achieve their dream of relocating to Australia in any principle possible.

When this route may not fit

- No employer sponsorship or unapproved sponsor.
- Direct Entry stream: occupation not on the CSOL.
- Over 45 years old without exemption.
- Failure to meet skills or experience criteria.

Skills, language and points

ACCEPTED TESTS
IELTS, PTE, OET, TOEFL iBT

MINIMUM LEVEL
Competent English (IELTS 6.0 each band or equivalent)

Job offer: Requires sponsorship by an approved Australian employer for a full-time position.

Common eligible occupations (examples)

- Software Engineer (ANZSCO 261313)
- Civil Engineer (ANZSCO 233512)
- Registered Nurse (ANZSCO 254499)
- Secondary School Teacher (ANZSCO 241411)

Costs and government fees

Programme costs

Item	Amount	Notes
Visa application charge (primary applicant)	AUD 6,140	Home Affairs VAC as displayed on 29 September 2026. Additional applicant charges apply.

Government fees

Fee	Amount	Notes
Subclass 186 — primary applicant visa application charge (all three streams)	AUD 6,140	

How the process works

1. **Employer nomination**
   Your employer applies to nominate your position under the ENS program.
2. **Skills and experience verification**
   Ensure you meet qualifications, licensing, and experience requirements.
3. **Visa application**
   Submit Subclass 186 visa application within 6 months of approved nomination.
4. **Health and character checks**
   Complete medicals and police clearances as requested.
5. **Decision and grant**
   Upon approval, receive permanent residency status.

Questions clients ask

What are the main streams under Subclass 186?

Direct Entry, Temporary Residence Transition, and Labour Agreement streams.

Can I change employers after visa grant?

Yes, but you must have fulfilled the minimum work obligation period with your sponsoring employer.

Is there a points test?

No — this visa is employer-nominated and not points-based.

Can my family be included?

Yes — partner and dependent children can be added to your application.

How long does processing take?

Home Affairs' published service standard for the Direct Entry and Temporary Residence Transition streams is 21 months for 50% of applications and 25 months for 90%. The Labour Agreement stream is far faster: 50 days for half of applications and 12 months for 90%.

Important notes

- This is the slowest of Australia's main skilled routes. Home Affairs processes 50% of Direct Entry and Transition applications in 21 months and 90% in 25 months. Plan around two years, not one.
- The Labour Agreement stream is dramatically faster — 50 days for half of applications — but needs an existing labour agreement between the employer and the government.
- Skilled visa income thresholds were indexed on 1 July 2026. Confirm the current threshold with Home Affairs before relying on a salary figure.

Compliance

- Home Affairs published service standard: 21 months for 50% of applications and 25 months for 90%, for both the Direct Entry and Transition pathways. The Labour Agreement pathway is far faster at 50 days and 12 months.
- Three streams: Direct Entry, Temporary Residence Transition, and Labour Agreement.
- Direct Entry requires your occupation to be on the Core Skills Occupation List (CSOL, ANZSCO 2022). The CSOL replaced the old lists for this stream on 7 December 2024 and was last re-issued effective 28 March 2026.
- The Temporary Residence Transition stream has no occupation list — eligibility follows the occupation from your most recently held temporary skilled visa.
- Direct Entry applicants must be under 45 on the date of lodgement unless exempt, and most need at least 3 years of relevant work experience. Applicants exempt from the skills assessment are also exempt from the work experience requirement.
- Competent English is required. There is no points test for this visa.
- Applications are processed in the order set by Ministerial Direction No. 122.
- A second instalment of the visa application charge may be payable for family members aged 18 or over who do not have functional English.



XIPHIAS Immigration

NEXT STEP

Plan your Australia application with our Dubai team

Tell us about your profile, family and timeline. We will confirm whether **Subclass 186 – Employer Sponsored PR Visa** fits, set out the full cost in writing and manage the application with you from start to finish.

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CREDENTIALS

- Advising clients on global mobility since 2009; XIPHIAS Immigration DMCC in Dubai since 2017.
- Named Best Immigration Consultant by The Times of India in 2022.
- Canada files handled by a CICC-licensed Regulated Canadian Immigration Consultant, licence R516194.
- Australia files handled by a registered migration agent, MARA 1680615.

This brochure is produced from the programme information published at www.xiphiasimmigration.ae/skilled/australia/employer-nomination-scheme-186 as at 1 October 2026. Rules, fees and processing times are set by the relevant government and can change, and approval is always the authority's decision. Please confirm the current position with us before you apply. XIPHIAS provides immigration consulting and documentation support. It is not a law firm, and nothing in this brochure is legal advice.