

Your Personal Quick Reference Guide

Employer Nomination Scheme Subclass 186

Your Gateway to Australian Permanent Residency

Professional Pathway | Transparent Process | Guaranteed Support

Welcome to the ENS 186 Visa

The Employer Nomination Scheme (subclass 186) is a permanent residence visa that lets skilled workers live and work in Australia indefinitely, sponsored by an approved Australian employer.

The visa has three streams, each suited to a different work history — sponsored employers nominate you for a position that cannot be filled by the local labor market.

No general skilled-migration points test required

Employer nomination + eligible occupation = a direct path to PR

The Employer Nomination Scheme (ENS) results in a permanent visa for the sponsored employee.

Employer Nomination Scheme → the Stages.

Nomination :-

During the nomination process, the business operations are reviewed in addition to the position offered to the employee.

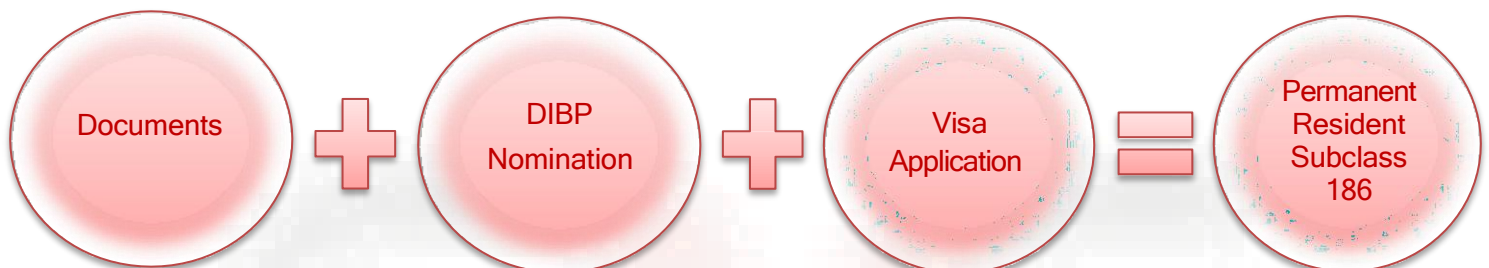
Visa Application: -

Three Application Pathways exist for this visa.

Option 1: Temporary Residence Transition Stream, Applies to applicants that have held a Subclass 457 visa and been employed by an Australian organization for a minimum of 2 years. In this instance a skill assessment will not be required and the Nominee will only require an IELTS score of 5.0 in each test band (or equivalent English exam).

Option 2: Direct Entry Stream. Allows individuals to apply for Permanent Residency directly regardless of their current employment or visa status. Applicants will be required to provide a formal skills assessment in their nominated occupation, evidence of three years' full time relevant work experience and an IELTS score of 6.0 in each test band (or equivalent English exam).

Option 3: Agreement Stream. This only applies if the Business (Employer) has a Labour Agreement.



COMMON ISSUES:-

Demonstrating exceptional circumstances where the applicant is unable to meet the usual criteria.
Training Benchmark (meeting the criteria, demonstrating training and compliance).
Employers misunderstanding of their Sponsorship obligations as an Approved Sponsor.
Skills Assessments, understanding the complexities of the Assessing Authority.

DOCUMENT CHECKLIST

(The following offers a summary of items requested, further documents may be required subject to assessment)

The Applicant:-

Main:-

Qualification certificates (professional and educational).
Prior Employer References.
Resume (also known as CV).
Documents to show your level of English language proficiency (IELTS, OET, PTE).
Identity documents, passport, birth certificate, national ID card.

Main and Dependent applicants:-

For all dependent applicants, where applicable copies of full birth certificates and a full marriage certificate.

If you are living in a de facto relationship: independent evidence that you are in the relationship.

Health Examinations (this is completed post visa application), you will receive a HAP ID to allow members to apply for relevant Medical exams.

Spouse, English language proficiency (IELTS, OET, PTE), overall score of 4.5, There are exemptions from English language proficiency for example evidence that your spouse has completed 1 year of study in Australia or payment of 2ND VAC charge, for a full list of exemptions please call HMS for further details.

The Business:-

Business formation documents (ABN, ASIC)

Financial reports (profit and loss statements, annual report for the most recently concluded financial year).

If you are a recently established or small business: business tax returns for the most recently concluded financial year; recent business activity statements (BAS); recent bank statements.

Organization chart.

Employment Contract for the Nominee.

Evidence of training Australian Residency and Citizens (if your business does not have any Australian Residency, a donation to a recognized scholarship fund is applicable).

Subject to the business entity and structure, further documents will be required.

Estimated Government & Processing Costs:-

STEP 1: - \$300 AUD

STEP 2 :- = \$700 AUD

Step 3 After Supporting document = \$1500 AUD

STEP 4 After PR: - INR 2 Lakh

Subclass 186 Visa Fee (Primary Applicant)	From AUD 6,140
Spouse	From AUD 3,070
Child (Under 18)	From AUD 1,535

Eligible Occupations & Sponsoring Industries:-

Nominated occupations must generally appear on the Medium and Long-term Strategic Skills List (MLTSSL) or a relevant regional occupation list, depending on the stream.

Healthcare — nurses, doctors, allied health professionals ETC.

Engineering — civil, mechanical, electrical and mining engineers ETC.

Information Technology — software engineers, analysts, cyber security specialists ETC.

Trades — chefs, electricians, carpenters, welders ETC.

Education — early childhood, secondary and vocational teachers ETC.

Management – Manager, Human Resources, Sales & Marketing, Finance, Supply Chain & Logistics Hospitality Management, Retail Management ETC.

Agriculture – Farm, Dairy Farm, Managers, Officers, Horticulturist, Poultry Farm, ETC.

Why Choose Candid Wings Consultants?

Transparent Process Flow – Documented service stages with clear milestones and regular updates

Expert Document Preparation – Professionally tailored documentation meeting Australian standards

Strategic Employer Engagement – Occupation research and professional employer outreach

Ethical & Result-Oriented – Focused approach prioritizing client success and integrity

Dedicated Support Team – Personal guidance at every step of your immigration journey

Proven Track Record – Years of successful permanent residency approvals

Take the first step today. Contact our team for a free initial consultation to discuss your eligibility and explore the best pathway to Australian permanent residency through the ENS 186 visa. Your Australian dream starts here with Candid Wings Consultants!

Ready to Begin Your Australian Journey?

Candid Wings Consultants — Specializing in Australian Immigration Programs

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