

# Permanent Residence by working in Aged Care

## What is the pathway?

- If you work fulltime for two years in a direct care occupation, you may have a pathway to a Permanent Employer Sponsored Visa (subclass 186).
- If you do not have this work experience yet, a Temporary Skills in Demand (subclass 482) visa can also give you a pathway to the permanent visa.

You must have relevant qualifications or work experience and be nominated by an employer who holds an Aged Care Industry Labour Agreement with the Department of Home Affairs.

## What direct care occupations does the Aged Care Labour Agreement cover?

The Aged Care Labour Agreement covers:

- Nursing Support Workers
- Personal Care Assistants and
- Aged or Disabled Carers.

An Aged or Disabled Carer is a person who is qualified or experienced in delivering person-centred services to people who require support due to aging or disability. Their main role is to give emotional support, care and companionship to improve people's quality of life. Other tasks may include general housekeeping and household assistance, such as preparing food, assisting in personal hygiene and getting dressed.

## How to get a Permanent Employer Sponsored Visa (subclass 186)

To get a Permanent Employer Sponsored Visa (subclass 186), you must:

- be nominated by an approved employer for a full-time position under an Aged Care Labour Agreement
- have at least two years full time work experience in Australia in a relevant direct care occupation. The work experience is not tied to a particular employer or visa subclass
- have at least a relevant Australian Qualifications Framework (AQF) Certificate III, or equivalent qualification
- have a positive skills assessment, if your qualification was undertaken overseas (further detail below)
- be under age 45. There is no age limit on the temporary visa 482
- have English language level of at least IELTS 5.5 or equivalent
- Get a yearly salary of at least \$51,222 AUD or the Australian Market Salary Rate, whichever is higher
- you can add your partner and dependent children to the visas. You and family will have to pass health, character and other requirements, for both visas

## How to get a Temporary Skills in Demand Visa (subclass 482)

To get a Temporary Skills in Demand Visa as an aged or disabled carer, nursing support worker or personal care assistant, you must:

- be nominated by an employer under an Aged Care Industry Labour Agreement
- have the required skills or experience (see below)
- have a minimum level of English (see below)
- There is no age limit for the temporary Visa 482
- Get a yearly salary of at least \$51,222 AUD or the Australian Market Salary Rate, whichever is higher.

You can add your partner and dependent children to the visas. You and family will have to pass health, character and other requirements, for both visas. These requirements will be outlined in an Aged Care Industry Labour Agreement that your employer will have with the government.

## Skills Needed - Permanent Visa 186

To get a Permanent Employer Sponsored Visa overseas workers must meet one of the following:

- Hold a relevant AQF Certificate III or higher, undertaken in Australia; OR
- Hold a relevant qualification equivalent to AQF Certificate III or higher, undertaken overseas. Must also obtain a positive skills assessment from the Australian Nursing and Midwifery Accreditation Council (ANMAC) for Nursing Support Workers and Personal care Assistants) ; or the Australian Community Workers Association (ACWA) for Aged or Disabled Carers.

## Skills Needed - Temporary Visa 482

For a Temporary Skills in Demand Visa you must meet one of these requirements:

- Hold a relevant AQF Certificate III or higher, undertaken in Australia; OR
- Hold a relevant qualification equivalent to AQF Certificate III or higher, undertaken overseas. Must also obtain a positive skills assessment from the Australian Nursing and Midwifery Accreditation Council (ANMAC) for Nursing Support Workers and Personal care Assistants) ; or the Australian Community Workers Association (ACWA) for Aged or Disabled Carers; OR
- Have 12 months full-time (or part-time equivalent) relevant work experience undertaken in the last 5 years. Must also obtain a positive skills assessment from the ANMAC or the ACWA, depending on the occupation.

## Skills Assessment

If you obtained your qualification in Australia: you do not need a skills assessment.

If you completed a qualification overseas from an Australian registered training organisation (RTO), or you are relying on 12 months work experience, then you will require a skills assessment:

*This factsheet contains legal information, not legal advice. You should always get personalised advice from a lawyer or registered migration agent before applying for a visa. Last updated 3 July 2025*

- The Australian Community Workers Association (ACWA) is the skills assessment authority for the Aged Care Industry Labour Agreement
- Qualifications that are less than 6 months won't be assessed. Accredited courses are those that have been formally approved by a relevant regulatory authority.

'Relevant work experience' is defined as employment that:

- involves giving direct service to aged clients or clients with a disability, or working with clients in a similar healthcare setting;
- is paid work, full-time work (or part-time equivalent)\*;
- is performed for a minimum of 12 months;

You also must show industry currency. This requires:

- your relevant qualification issue date is within the past 4 years; or
- you have at least 12 months of relevant employment in the last 5 years.

Community Work Australia is the skills assessment authority for Aged or Disabled Carers in connection with the Aged Care Industry Labour Agreement.

### Language requirement

For the permanent Employer Sponsored subclass 186 visa you need English language level of at least IELTS 5.5 or equivalent.

For the temporary 482 visa you must pass these language requirements:

- have an English language proficiency level of at least IELTS 5.0 or equivalent
- have scores of 5.0 for Speaking and Listening and 4.5 for Reading and Writing.

Workers with target community language skills employed by culturally and linguistically diverse aged care providers need only IELTS 4.5 or equivalent..

### Cost and processing times

The 186 visa currently costs \$4,910. The 482 visa currently costs around \$3,210 and take up to six months to process. These costs are just for the primary applicant. Adding dependents will add to the cost.