



An Australian Government Initiative



Occupations Eligible for Permanent Residence Pathway

March 2025

A permanent residence pathway for Overseas Workers may be available via the Subclass 494 (Skilled Employer Sponsored Regional – SESR) and through Subclass 186 (Employer Nomination Scheme – ENS) visa program for all occupations in the table below.

The following conditions will ordinarily be included in a Labour Agreement and will apply to any nomination for an ENS visa (in addition to the ENS requirements outlined in the Migration Legislation).

- a. The Overseas Worker, at the time of an application for approval of the nomination in relation to an ENS visa (‘the ENS nomination’) holds a TSS visa, a Subclass 457 visa (or a bridging visa in association with a TSS/457) visa; and
- b. The Third Party’s ENS nomination identifies an Occupation in the table below that was the subject of the most recently approved TSS visa for the Overseas Workers; and
- c. The Overseas Worker has been employed on a full-time basis, in the ENS nominated occupation, an occupation in the below table, or a closely related occupation that is, also specified in the table below, for a period of at least three (3) years before the ENS nomination is made;
- d. For the whole time that the Overseas Worker was employed in accordance with paragraph (c):
 1. He or she must have held a TSS visa, a Subclass 457 visa (or a bridging visa in association with a TSS/457) visa; and
 2. He or she must have worked in the Designated Area; and
- e. The Overseas Worker identified in the ENS nomination will be employed on a full-time basis in the position for at least two (2) years, and
- f. The terms and conditions of employment of the Overseas Worker will not include an express exclusion of the possibility of extending the period of employment.

ANZSCO Code	Occupation	Skill Level
411511	Aboriginal and Torres Strait Islander Health Worker	2
141999	Accommodation and Hospitality Manager	2
221111	Accountant	1
551111	Accounts Clerk	4
423111	Aged or Disabled Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
342111	Airconditioning and Refrigeration Mechanic	3
721911	Aircraft Baggage Handler and Airline Ground Crew	4
442211	Alarm, Security or Surveillance Monitor	5
362212	Arborist	2
212111	Artistic Director	1
899412	Autoglazier	4
721212	Backhoe Operator	4
351111	Baker	3
070499	Bar Attendant (Supervisor)	4

ANZSCO Code	Occupation	Skill Level
451111	Beauty Therapist	3
842311	Beef Cattle Farm Worker	4
121312	Beef Cattle Farmer	1
121711	Broadacre Crop and Livestock Farmer	1
731211	Bus Driver	4
342311	Business Machine Mechanic	3
351211	Butcher or Smallgoods Maker	3
141111	Café/Restaurant Manager	2
811111	Car Detailer	5
331211	Carpenter and Joiner	3
811611	Carpet Cleaner	4
351311	Chef	2
399211	Chemical Plant Operator	3
311411	Chemistry Technician	2
111111	Chief Executive Officer	1
134111	Child Care Centre Manager	1
421111	Child Care Group Leader	2
421111	Child Care Worker	3
233211	Civil Engineers	1
272311	Clinical Psychologist	1
811211	Commercial Cleaner	5
272611	Community Arts Worker	1
411711	Community Worker	2
821211	Concreter	5
149311	Conference and Event Organiser	2
511111	Contract Administrator	2
351411	Cook	3
111211	Corporate General Manager	1
712111	Crane, Hoist or Lift Operator	4
842299	Crop Farm Workers nec.	5
442213	Crowd Controller	4
423211	Dental Assistant	4
252312	Dentist	1
411712	Disability Services Officer	2
811311	Domestic Cleaner	5
311412	Earth Science Technician	2
721211	Earthmoving Plant Operator	4
233311	Electrical Engineer	1
312311	Electrical Engineering Draftsperson	2
899914	Electrical or Telecommunications Trades Assistant	5
341111	Electrician	3
721214	Excavator Operator	4
149913	Facilities Manager	2
411713	Family Support Worker	2
323211	Fitter (General)	3
842212	Fruit Farm Worker	5
842213	Fruit Picker	5
362211	Gardener (General)	3
334114	Gasfitter	3
253111	General Practitioner	1

ANZSCO Code	Occupation	Skill Level
842214	Grain, Oilseed, Pulse and Pasture Farm Worker	4
391111	Hairdresser	3
363114	Horticultural Supervisor or Specialist	3
149999	Hospitality, Retail and Service Manager	2
141311	Hotel/Motel Manager	2
223111	Human Resource Advisor	1
135112	ICT Project Manager	1
263212	ICT Support Engineer	1
133311	Importer or Exporter	1
362711	Landscape Gardener	3
121399	Livestock Farmers	1
721216	Loader Operator	4
233512	Mechanical Engineer	1
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
254111	Midwife	1
121323	Mixed Cattle and Sheep Farmer	1
121799	Mixed Production Farmers nec.	1
321211	Motor Mechanic (General)	3
621312	Motor Vehicle Parts Interpreter/Automotive Parts Salesperson	4
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
254211	Nurse Educator	1
254311	Nurse Manager	1
842216	Nut Farm Worker	5
251312	Occupational Health and Safety Adviser	1
252411	Occupational Therapist	1
512111	Office Manager	2
251411	Optometrist	1
421114	Out of School Hours Care Worker	3
324111	Panel Beater	3
411714	Parole or Probation Officer	2
351112	Pastry Cook	3
843411	Pest Control Technician	4
252511	Physiotherapist	1
334116	Plumber (General)	3
070499	Positive Behaviour Support Practitioner	1
241213	Primary School Teacher	1
511112	Program or Project Administrator	2
612112	Property Manager	3
542111	Receptionist (General)	4
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254418	Registered Nurse (Medical)	1
254421	Registered Nurse (Medical Practice)	1
254423	Registered Nurse (Peri-Operative)	1
254499	Registered Nurses nec	1
142111	Retail Manager	2
251513	Retail Pharmacist	1

ANZSCO Code	Occupation	Skill Level
621511	Retail Supervisor	4
899923	Road Traffic Controller	5
711516	Rubber Production Machine Operator/Rubber Belt Splicer	4
131112	Sales and Marketing Manager	1
225411	Sales Representative (Industrial Products)	1
711913	Sand Blaster	4
821712	Scaffolder	4
241411	Secondary School Teacher	1
442217	Security Officer	4
442299	Security Officers and Guards nec	5
363199	Senior Aquaculture, Crop and Forestry Workers nec	3
363211	Senior Beef Cattle Station Worker	3
363115	Senior Broadacre Crop and Livestock Farm Worker	3
322211	Sheet Metal Trade Worker	3
399611	Signwriter	3
272511	Social Worker	1
252712	Speech Pathologist	1
821713	Steel Fixer	4
233214	Structural Engineer	1
225499	Technical Sales Representatives nec	1
233215	Transport Engineer	1
733111	Truck Driver	4
899415	Tyre Fitter	4
842218	Vegetable Farm Worker	5
842221	Vegetable Picker	5
324311	Vehicle Painter	3
242211	Vocational Education Teacher (Workplace Trainer & Assessor)	1
431511	Waiter	4
712921	Water Filter Technician (Water Plant Operator)	4
133312	Wholesaler	1
811612	Window Cleaner	5
411716	Youth Worker	2