



3M TRAVEL & SERVICES SARL

Immigration • Australia Permanent Residence • All Pathways

 **AUSTRALIA PR**
Complete Guide 2026



3M TRAVEL & SERVICES SARL

RC/YAO/2019/A/2567 | NIU : M112417203369H

PERMANENT RESIDENCE



AUSTRALIA

Complete Guide — All Pathways to Obtain PR

Employer-Sponsored • Points-Tested Independent • Family • Business • Regional



EMPLOYER



INDEPENDENT



FAMILY



BUSINESS

Budget starting from 2,000,000 FCFA excluding airfare • Official document for Cameroonian nationals

+237 698 104 832 / +237 620 996 045 • hello@3mtravelagency.com • www.3mtravelagency.com

TRAVEL & SERVICES



01 — OVERVIEW OF THE AUSTRALIAN IMMIGRATION SYSTEM

Australia's permanent migration programme is capped at **185,000 places** for 2025-2026, including 44,000 employer-sponsored visas, 33,000 State/Territory nominations and 16,900 places for the independent skilled visa. Australia grants **direct permanent residence** through several visa streams: with or without a sponsor, through family, through investment, or via a regional pathway with enhanced points.

Pathway	Sponsor required?	Average timeline	Target profile
Subclass 186 (ENS)	Yes — Australian employer	8-14 months	Worker already on 482 for 2+ years, or direct skilled hire
Subclass 189 (Skilled Independent)	No — points-tested only	6-12 months	Bachelor's degree+, MLTSSL occupation, 65-95+ pts, fluent English
Subclass 190 (Skilled Nominated)	State nomination (+5 pts)	6-10 months	60-85 pts profiles targeting a specific state
Subclass 491/494 → 191	Yes (regional) or regional family	5-year provisional then PR	Profiles open to regional living, lower scores accepted
Partner Visa (820/801, 309/100)	No — spousal relationship required	12-24 months	Spouse/partner of an Australian citizen or PR holder
Parent Visa (103/804/143)	No — family relationship required	Variable (long queue)	Parent of a settled Australian citizen/PR holder
Business Innovation (188 → 888)	No — investment capital required	18-24 months	Entrepreneurs and investors with substantial capital
Global Talent (858)	No — recognized excellence	6-10 months	International leaders in a strategic sector

This document covers, in order: (02) pathways WITH employer sponsorship, (03) pathways WITHOUT a sponsor (independent points system), (04) other possibilities (family, business, talent), (05) the detailed points system, (06) a typical 8-step procedure, and (07) the complete budget.



02 — PERMANENT RESIDENCE WITH EMPLOYER SPONSORSHIP

An Australian employer willing to sponsor you opens direct access to permanent residence, without having to compete in the points system. This is often the fastest pathway for occupations in high shortage.

Subclass 186 — Employer Nomination Scheme (ENS)

Direct nomination by an Australian employer — immediate permanent residence

The 186 visa allows an Australian employer to directly nominate a worker for a skilled position, with permanent residence granted immediately upon approval — no points test involved.

- ▶ Temporary Residence Transition (TRT) stream: minimum 2 years already employed on a 482 (or 457) visa with the same employer
- ▶ Direct Entry stream: direct hiring without prior passage through the 482, depending on the occupation
- ▶ Age limit: under 45 at the time of application (exemptions possible depending on the role)
- ▶ Skills assessment required for most occupations

The 186 remains the most direct route to Australian PR for a profile recruited by an employer — no points competition, no score-based queue.

Subclass 494 — Skilled Employer Sponsored Regional (Provisional) → 191

Employer sponsorship in a regional area, transitioning to PR after 3 years

Reserved for employers located outside major metropolitan areas (designated regional zones, expanded each year), this 5-year provisional visa leads to permanent residence via Subclass 191.

- ▶ Employer sponsorship in a designated regional area — list expanded annually
- ▶ After 3 years of residence and work in the regional area + minimum income requirement: transition to the 191 (PR)
- ▶ Medicare access, ability to bring family from the 494 stage onward
- ▶ Less competitive points score required than for the independent 189

Australia's regional areas (outside Sydney/Melbourne/Brisbane) are actively seeking skilled workers — an underused pathway for French-speaking candidates.

Subclass 482 (Temporary Skill Shortage) → 186

The temporary work visa that paves the way to permanent residence

Although temporary, the 482 is the classic stepping stone to the 186: after 2 years with the same employer on the Short-Term or Medium-Term stream, transitioning to permanent residence becomes possible.

- ▶ Initial duration: 2 to 4 years depending on the stream (Short-Term or Medium-Term)
- ▶ The occupation must remain on the Core Skills Occupation List
- ▶ Recommended strategy for profiles who don't yet have an employer ready to sponsor the 186 directly

Many Australian permanent residents went through this two-step route: the 482 first, then the 186 TRT after 2 years — an effective, progressive strategy.



03 — PERMANENT RESIDENCE WITHOUT A SPONSOR — POINTS-TESTED

Australia is one of the few countries to offer **permanent residence entirely based on merit**, with no employer needing to recruit you beforehand. The technical minimum score is 65 points, but actual invitations are most often issued between 80 and 95+ points depending on the occupation.

Subclass 189 — Skilled Independent Visa*Direct permanent residence — without any kind of sponsor*

Australia's flagship independent visa: no employer, no state, no family member is required. Selection is based exclusively on the points score during SkillSelect draws, now held quarterly.

- ▶ Occupation must be listed on the Medium and Long-Term Strategic Skills List (MLTSSL)
- ▶ Positive skills assessment from the designated assessing authority (Engineers Australia, ACS, VETASSESS, ANMAC...)
- ▶ Minimum 'Competent' English (IELTS 6.0 in each band) — a higher score earns additional points
- ▶ Age: under 45 at the time of invitation — ages 25-32 score maximum age points
- ▶ Main applicant application charge: approximately AUD 4,640 (excluding partner/children fees)

65 points is enough to enter the SkillSelect pool, but the majority of actual invitations fall between 80 and 95+ points for in-demand occupations (healthcare, engineering, IT).

Subclass 190 — Skilled Nominated Visa*Direct permanent residence, with State or Territory nomination (+5 points)*

For profiles falling short of the highly competitive 189 score, nomination by a state (New South Wales, Victoria, Western Australia...) adds a decisive 5 points and opens access to broader occupation lists.

- ▶ Generally requires a 70-85 point score including the nomination
- ▶ Occupation must be on the specific state list (often broader than the federal MLTSSL)
- ▶ Commitment to live and work in the state for a period (usually 2 years)
- ▶ Permanent residence granted upon visa approval — free movement throughout the country afterwards

This is the preferred pathway for mid-range scores (70-85 points) struggling to receive a direct 189 invitation.

Subclass 491 — Skilled Work Regional (Provisional) → 191*Provisional regional residence with bonus points, then automatic PR after 3 years*

The 491 adds a 15-point bonus for candidates willing to live in a regional area — an effective strategy for turning a 60-75 point score into a granted visa, with transition to PR after 3 years.

- ▶ Regional state nomination or family sponsorship in a regional area required
- ▶ +15 points compared to the base score — often decisive for profiles below the 189/190 threshold
- ▶ Requirement to live and work in a regional area for the duration of the visa (5 years, provisional)
- ▶ Access to Subclass 191 (PR) after 3 years + minimum income requirement

For a candidate with 60-75 points turned down by urban streams, the 491 statistically remains the most accessible route to Australian permanent residence.



04 — ALL OTHER POSSIBILITIES TO OBTAIN PR

Beyond employment, Australia offers several pathways based on family ties, investment or recognized exceptional talent — pathways often overlooked by French-speaking candidates.

Partner Visa (Subclass 820/801 or 309/100)

For spouses or de facto partners of Australian citizens or permanent residents

An Australian citizen or permanent resident can sponsor their spouse or de facto partner for permanent residence — no points assessment required.



- ▶ Lodged from within Australia (820 provisional → 801 permanent) or from abroad (309 provisional → 100 permanent)
- ▶ Evidence of a genuine and ongoing relationship (cohabitation, shared finances, social recognition)
- ▶ No age limit, no education or occupation requirement
- ▶ Right to work in Australia upon grant of the provisional visa

This is the most direct pathway for Cameroonians with a spouse who is already an Australian permanent resident or citizen.

Parent Visa (Subclass 103, 804, 143)

For parents of Australian citizens or permanent residents

Several categories exist depending on budget and desired timeline: the non-contributory stream (103/804) is free but the queue often exceeds 10 years; the contributory stream (143) costs more but reduces the wait to 1-2 years.



- ▶ Subclass 103/804 — long queue (often 10+ years) but lower fees
- ▶ Subclass 143 (Contributory Parent) — reduced timeline of 1-2 years in exchange for a significant financial contribution (approximately AUD 43,600)
- ▶ The sponsoring child must have remained an Australian resident for a minimum cumulative period

Business Innovation and Investment (Subclass 188 → 888)

For entrepreneurs and investors with substantial capital

Designed for business owners or investors capable of mobilizing significant capital, with transition to permanent residence after the required operating or investment period.



- ▶ Innovation stream: management of an existing business + minimum net assets required
- ▶ Investor stream: placement in government-approved funds (substantial amount)
- ▶ Significant Investor stream: high investment capital for high-net-worth profiles
- ▶ Transition to the 888 (PR) after meeting operating or investment conditions for the required duration

This pathway targets established entrepreneurial or high-net-worth profiles — 3M Travel assesses the relevance of this stream based on your actual situation.

Global Talent Visa (Subclass 858)

For profiles with recognized excellence in a strategic sector

Reserved for a limited number of places (4,000 in 2025-2026), this visa targets individuals with an exceptional track record and international recognition in priority sectors for Australia (health, IT, energy, agritech...).



- ▶ Salary or achievements demonstrating a level of excellence in the sector
- ▶ Letter of support or nomination within the targeted sector
- ▶ Among the fastest processing times in the Australian system (6 to 10 months)



05 — SKILLSELECT POINTS SYSTEM — DETAIL

The SkillSelect points test applies to Subclasses 189, 190 and 491. The technical minimum score is 65 points, but in practice, the vast majority of invitations go to profiles well above this threshold.

Factor	Maximum points	Detail
Age	30 pts	Maximum between ages 25–32. Decreases progressively, zero from age 45.
English	20 pts	'Superior' level (IELTS 8 in each band or equivalent) = maximum score.
Work experience (overseas)	15 pts	Up to 8+ years of skilled experience outside Australia.
Work experience (Australia)	20 pts	Skilled experience gained in Australia — heavily weighted.
Educational qualification	20 pts	Australian doctorate or recognized equivalent = maximum. Bachelor's degree ≈ 15 pts.
State nomination (Subclass 190)	+5 pts	Automatically added if nomination obtained.
Regional area (Subclass 491)	+15 pts	Bonus for commitment to live in a designated regional area.
Community language skills (NAATI)	+5 pts	Recognized NAATI translation/interpretation certification.
Partner's human capital	+10 pts	If the partner also has good English, education and favourable age.
STEM qualification (science, technology, engineering, maths)	+10 pts	STEM Master's or PhD obtained in Australia within the last 2 years.

Realistic invitation score in 2026: 65 points = technical entry threshold into the pool, but 80 to 95+ points for an actual 189 invitation depending on the occupation. The 190 (state nomination, +5 pts) and the 491 (regional area, +15 pts) remain the best strategies for profiles scoring between 60 and 80 points.



06 — TYPICAL 8-STEP PROCEDURE — FROM ASSESSMENT TO ARRIVAL

01

Profile Assessment & Selection of the Optimal Pathway

3M Travel — Free, no-obligation consultation

- ▶ Comprehensive analysis: education, occupation, experience, age, English, family situation and budget.
- ▶ Estimated SkillSelect points score calculation and identification of the most suitable pathway (189, 190, 491, employer sponsorship, family).
- ▶ Written orientation report delivered within 48 hours, with a personalized strategy.

100% free consultation — no commitment before signing the mandate.

02

Skills Assessment & English Test

Designated assessing authorities (Engineers Australia, ACS, VETASSESS...) + IELTS

- ▶ Submission of your professional file to the designated authority for your occupation — 8 to 16 weeks processing time depending on the authority.
- ▶ Sitting the IELTS General test or PTE Academic — minimum 'Competent' level (6.0).
- ▶ 3M Travel coordinates registrations and test preparation.

The skills assessment is the longest step — it should be initiated as a priority, starting at phase 1.

03

Submitting an Expression of Interest (EOI) via SkillSelect

Department of Home Affairs SkillSelect portal

- ▶ Creating an online EOI profile with all information verified and scored.
- ▶ Possibility of simultaneously targeting the 189, 190 and 491 within the same EOI.
- ▶ The EOI remains active in the pool for 2 years, but being in the pool does not guarantee an invitation.

04

Searching for an Employer Sponsor (if applicable to the chosen pathway)

3M Travel + network of partner Australian employers and states

- ▶ Matching with verified employers in your sector for the 186/482/494 pathways.
- ▶ For the 190/491: support throughout the nomination application with the targeted state.
- ▶ Search timeline: 4 to 16 weeks depending on the sector and pathway.

This step is optional for profiles targeting the pure independent 189, based solely on points.

05

Invitation to Apply & Complete Application Package

Response deadline: 60 days after receiving the invitation

- ▶ Receiving the invitation during a SkillSelect draw based on your score.
- ▶ Compiling the complete file: passport, police certificates, medical exam, proof of funds, bank statements.
- ▶ 3M Travel verifies every document against a strict protocol before submission.

An incomplete file or an expired skills assessment (3-year validity) results in automatic rejection.

06

Medical Examination & Security Checks

Home Affairs-approved physician in Yaoundé + police checks

- ▶ Complete medical examination with a physician designated by the Department of Home Affairs.
- ▶ Australian Federal Police (AFP) check if you have spent 12+ cumulative months in Australia, plus certificates from every country of residence.
- ▶ 3M Travel coordinates appointments to optimize timelines.

07

Final Decision & Issuance of the Permanent Resident Visa

Home Affairs — Timeline varies by program

- ▶ Final processing by a Department of Home Affairs officer. Average timeline: 50% of 189 applications finalised within 5 months, 90% within 12 months.



- ▶ If approved: issuance of the permanent visa — permanent residence is granted immediately upon approval for the 189/190/186.
- ▶ If additional documents are requested: 3M Travel collects and submits them quickly to avoid any delay.

08

Arrival in Australia & Settlement

First weeks — Priority formalities

- ▶ Permanent resident status is activated immediately upon entry into Australian territory.
- ▶ Priority formalities: Tax File Number (TFN), Medicare card, Australian bank account.
- ▶ Pathway to Australian citizenship after 4 years of residence, including a minimum of 1 year as a permanent resident.

Final objective: Australian citizenship — one of the most powerful passports in the world, granting visa-free access to 190+ countries.





07 — DETAILED BUDGET — STARTING FROM 2,000,000 FCFA (EXCLUDING AIRFARE)

Expense item	Estimated amount	Mandatory	Detail
3M Travel file opening (non-refundable)	65,000 FCFA	Yes	Due upon signature. Profile analysis, points calculation, dedicated advisor.
Profile analysis & orientation	Included	Yes	Identification of the optimal pathway among all programs.
Skills Assessment	250,000 – 450,000 F	Yes	8-16 weeks processing depending on the authority (Engineers Australia, ACS, VETASSESS...).
IELTS / PTE Academic English test	150,000 – 250,000 F	Yes	Minimum score required depends on the targeted program.
Complete file preparation & follow-up	Included	Yes	45+ documents verified. Home Affairs coordination.
Government visa fees (principal applicant)	≈ AUD 4,640 / 3,050,000 F	Yes	Official non-refundable fee — Subclass 189/190/491.
Fee per accompanying person (spouse/child)	≈ AUD 2,320 / 1,525,000 F	Depends	Per additional person included in the application.
Home Affairs-approved medical examination	100,000 – 180,000 F	Yes	Approved physician in Yaoundé. Valid for 12 months.
Certified document translation	40,000 – 100,000 F	Yes	English — certified sworn translator.
Police certificates / apostille	20,000 – 60,000 F	Yes	Police clearance from every country of residence.
First rent + settlement (Australia)	450,000 – 950,000 F	Yes	Varies by state/city and metropolitan or regional area.
 Airfare (NOT INCLUDED)	At your own expense	—	Estimated: 600,000 – 1,000,000 F. To be purchased after visa approval.
BASE BUDGET — EXCLUDING AIRFARE	2,000,000 FCFA	—	Excludes government fees. Varies by program and number of accompanying persons.

The 491 pathway (regional area) or a state nomination (190) often reduce the overall timeline compared to the pure independent 189. Airfare (600,000 – 1,000,000 FCFA) remains AT YOUR OWN EXPENSE, to be purchased only after obtaining the visa.



3M TRAVEL & SERVICES SARL

Immigration • Australia Permanent Residence • All Pathways

 **AUSTRALIA PR**
Complete Guide 2026

08 — CONTACT & FREE CONSULTATION



3M TRAVEL & SERVICES SARL

+237 698 104 832 / +237 620 996 045

hello@3mtravelagency.com • www.3mtravelagency.com

Biyem-Assi, Montée Chapelle Obili — Yaoundé

"Your mobility, our expertise. Your success, our mission."

 **FREE INITIAL CONSULTATION** — Points score calculation, identification of the fastest pathway to your Australian PR.

Document prepared by 3M Travel & Services SARL — For informational purposes only. Timelines, fees and conditions are subject to change according to Australian Department of Home Affairs announcements.

