



Australian Government



Jobs and Skills Australia

2024 Core Skills Occupations List

Key Findings Report

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Introduction

Background

The [Migration Strategy](#) released on 11 December 2023 provides a roadmap for the future reform of Australia's migration system. The Strategy also establishes a formal role for Jobs and Skills Australia (JSA) in defining Australia's skill needs using evidence and advice from tripartite mechanisms.

The Strategy notes that while the Minister for Immigration, Citizenship and Multicultural Affairs is the decision maker on the Core Skills Occupations List (CSOL), JSA is responsible for labour market analysis and stakeholder engagement which will inform the Government's final decision on the CSOL that will target the Core Skills Stream of the Skills in Demand (SID) visa to Australia's workforce needs.

JSA has developed a Migration Labour Market Indicator Model (JSA Migration Model) to give effect to statements in the Migration Strategy that for the employer-sponsored temporary SID visa, the CSOL will be a single consolidated list, developed by JSA, which:

- Starts with the Jobs and Skills Australia [Skills Priority List](#) (SPL), constructed through a comprehensive evidence-based process that takes account of a range of factors and includes extensive tripartite engagement and input from across Commonwealth and state and territory governments.
- Analyses whether migration is an appropriate path to address the identified shortages, considering how well migrants do in the labour market upon arrival, reliance on sponsored skilled visa holders relative to employment size and vacancy data, the likelihood of domestic supply for those occupations and the market salary for occupations.
- Follows proactive stakeholder engagement, including with business and unions, and a structured qualitative research component. This will involve semi-structured interviews with a range of labour market participants, targeting both those experiencing shortages and those that aren't, to gain a broad range of views on the appropriateness of migration pathways for a range of occupations.
- Supplies a list of occupations that the Government considers are required to be on the list to fulfil Australia's obligations under international trade agreements.

JSA will provide recommendations to the Australian Government on the CSOL on an annual basis (and more frequently if requested by the Government), following a refresh of the labour market analysis in the JSA Migration Model and comprehensive stakeholder engagement. Details on the indicators and datasets in the [JSA Migration Model](#) are outlined on the JSA website and at **Appendix D**.

Occupations in scope of the CSOL analysis are those defined in the Australian and New Zealand Standard Classification of Occupations (ANZSCO) at the six-digit level and Skill Levels 1 to 3. The 2024 CSOL is benchmarked to 2022 ANZSCO, and future updates to CSOL will be benchmarked to the 2024 Occupational Standard Classification for Australia (OSCA) which will be the outcome of a review process that is currently in progress. The Australian Bureau of Statistics anticipates completing and publishing 2024 ANZSCO in December of this year.

The CSOL analysis does not include occupations for which Australian citizenship is a pre-requisite for employment, engagement or appointment under the Australian Constitution; federal, state or territory laws; and/or for national interest reasons.

The evidence used by JSA to generate recommendations to Government on the CSOL was wide ranging and diverse. In addition to labour market analysis in the JSA Migration Model, there was a comprehensive tripartite engagement process which canvassed the views of government, business, employee representatives (union), education and training providers, and Australian and migrant workers and job seekers. See **Stakeholder Engagement and Qualitative Analysis**.

Labour Market Analysis to support CSOL Consultation

The JSA Migration Model was used to generate the draft grouping of occupations released for CSOL consultation on 20 March 2024. Information on the Model, including the indicators and related datasets is available on the JSA website (at [JSA Migration Labour Market Indicator Model Methodology | Jobs and Skills Australia](#)) and at **Appendix D**.

Stakeholders were able to provide feedback on all ANZSCO Skill Level 1 to 3 occupations in scope of the CSOL analysis. However, to target the stakeholder engagement and qualitative analysis, JSA released analysis that assigned each occupation into one of three groups, in the following format:

- **Confident On List**—labour market analysis supports inclusion of occupations on CSOL.
- **Targeted for Consultation**—labour market analysis is less compelling and stakeholder feedback (including surveys and commissioned labour market research) would add to the evidence base to inform JSA’s advice to Government.
- **Confident Off List**—labour market analysis did not support inclusion of occupations on CSOL.

While stakeholder engagement focussed on the “targeted for consultation list”, the purpose of publishing three lists was to elicit stakeholder views on all skilled occupations, even those where the initial labour market analysis was compelling.

JSA will continue to refine the JSA Migration Model, as additional ABS and administrative datasets are identified and assessed as relevant to providing annually updated advice to Government on the CSOL. This recognises the investment that the Government is making in improving data access and maintaining and regularly updating integrated datasets (including the Person Level Integrated Data Asset (PLIDA), Australian Census and Temporary Entrants Integrated Dataset (ACTEID), Australian Census and Migrants Integrated Dataset (ACMID), and Personal Income Tax and Migrants Integrated Dataset (PITMID)).

JSA is also committed to working cooperatively with other Commonwealth, state and territory government with responsibility for jobs and skills, with a view to incorporating the findings of their workforce analysis into the JSA Migration Model.

Stakeholder Engagement and Qualitative Analysis

The comprehensive tripartite stakeholder engagement process on the draft CSOL included:

- Structured surveys—this included a stream (or series of questions) for industry bodies and employers, and a stream for Australian and migrant workers and job seekers (whose views were not canvassed for previous migration occupation list review processes).
- Submissions—stakeholders were able to provide feedback on all skilled occupations (including those on the “confident on”, “targeted for consultation” and “confident off” lists of the draft CSOL released on the JSA website on 20 March 2024).
- Bilateral meetings—JSA met with a wide range of stakeholders including Commonwealth, state and territory government departments; industry bodies; business; Jobs and Skills Councils (JSCs); and occupation regulatory bodies.

JSA also provided updates on the CSOL process to the JSA Ministerial Advisory Board; the Ministerial Advisory Council on Skilled Migration (MACSM); MACSM Expert Sub Committee; Skilled Migration Officials Group (SMOG); Commonwealth, state and territory departments responsible for employment and training; and the JSCs.

The Qualtrics platform which hosted the CSOL survey and submission lodgement process had over 7,800 visits which generated over 1,200 valid survey responses and in excess of 500 submissions.

Some key findings from the employer stream of the 2024 Draft CSOL survey included that the most common:

- Occupations (ANZSCO 6-digit) identified by respondents were Chef (7.6 per cent); Motor Mechanic General (4.6 per cent); Cook (3.9 per cent); Café or Restaurant Manager (2.7 per cent).
- Industries (ANZSIC 3-digit) were Automotive Repair and Maintenance (12.8 per cent); Cafés, Restaurants and Takeaway Food Services (10.4 per cent); Professional Scientific and Technical Services nfd (5.4 per cent); and Residential Building and Construction (5.1 per cent).

For the Australian and migrant job seeker stream of the 2024 Draft CSOL survey, the most common:

- Occupations identified by respondents were Chef (13.7 per cent); Motor Mechanic General (6.2 per cent); Accountant General (4.5 per cent); ICT Business Analyst (3.6 per cent); and Mechanical Engineer (3.4 per cent).
- Industries were Cafés, Restaurants and Take Aways Food Services (11.1 per cent); Professional, Scientific and Technical Services nfd (4.5 per cent); Automotive Repair and Maintenance (4.5 per cent); and Other Services nfd (3.9 per cent).

The 515 submissions received on the draft CSOL were from a wide range of stakeholders with the following profile. Submissions mainly related to the “targeted for consultation” list.

- 140 (or 27 per cent) were from business.
- 84 (or 16 per cent) were from industry bodies.
- 51 (or 10 per cent) were from workers and their representatives.
- 14 (or 3 per cent) were from entities (e.g. education providers, skill assessing bodies).

- 7 (or 1 per cent) were from state/territory governments¹.
- 5 (or 1 per cent) were from Commonwealth departments.²
- 214 (or 42 per cent) were other/unknown (e.g. resumes and non-identifiable sources).

JSA will release on its website submissions where it has been confirmed the intention is for the evidence to be released publicly (with redactions to meet Privacy Act provisions).

JSA also engaged a consultant with experience in social research to undertake qualitative analysis on the draft CSOL, focussing on the “targeted for consultation” occupations:

- The qualitative methodology included bilateral meetings, group discussions and depth interviews. This included 145 participants (comprising 59 employers/employer bodies and 56 workers/jobseekers) and provided insights on 168 skilled occupations.
- The consultant’s report provides an overview of participants views on the impact of inclusion/exclusion of an occupation on the CSOL.
- The report also includes an overview of workforce themes raised by participants, and includes views on labour market issues associated with tertiary education pathways; regulatory frameworks; clean energy emissions and targets; building strategy and housing crisis; technology; ageing population; health and wellbeing; mining and minerals; and infrastructure projects.
- The consultant’s report that will be released on the JSA website is at **Appendix E**.

JSA appreciates the labour market advice and insights provided by stakeholders and looks forward to ongoing engagement for future updates to the CSOL.

Core Skills Occupations List (CSOL) Format

JSA’s recommendations on the CSOL for the employer-sponsored temporary SID visa program is presented in the following format:

- CSOL—this list comprises 456 occupations which, based on labour market analysis and comprehensive stakeholder engagement, are determined to be appropriate for employer-sponsored temporary migration through the Core Skills Stream of the new SID visa. That is, JSA is confident the inclusion of these occupations on the CSOL would have positive labour market outcomes for both employers and workers. See **Appendix A** where asterisked occupations reflect international obligations – this includes two occupations not supported by labour market analysis or stakeholder engagement.
- Other Skilled Occupations (OSO)—this list comprises 16 occupations (mainly new or changed ANZSCO occupations) where there is insufficient labour market data and stakeholder feedback was not compelling, resulting in JSA having very low confidence in recommending that they either be on or off the CSOL for employer-sponsored temporary under the SID visa. See **Appendix B**.
- Off list—this list comprises 232 occupations which are **not** supported by labour market analysis and stakeholder feedback was not compelling. See **Appendix C**.

¹ Includes but is not limited to South Australian Department of Primary Industries and Regions; Queensland Health; Northern Territory Department of Industry, Tourism and Trade; and South Australian Department of Industry, Innovation and Science.

² Includes but is not limited to Australian Institute of Marine Sciences; Australian Maritime Safety Authority and CSIRO.

JSA's recommendations on the CSOL for the Core Skills Stream of the new temporary SID visa is presented at the ANZSCO 6-digit level which recognises that:

- For many ANZSCO Unit Groups (4-digit) the labour market is not homogenous at the 6-digit level and/or that they have different registration and skill assessment authorities.
- Some 6-digit occupations in an ANZSCO Unit Group may require Australian citizenship.
- Collection by the Department of Home Affairs of administrative (visa) data at the 6-digit level is an important input to analysis of the labour market impact of migration (i.e. the potential of primary skill visa holders to labour supply). This is particularly important for new/changed ANZSCO occupations where there is insufficient labour market data.

Core Skills Stream Salary Threshold

The JSA Migration Model analyses median salary data for the resident Australian workforce and primary skill visa applicants/holders. However, neither the Temporary Skilled Migration Income Threshold (TSMIT) or the future Core Skills Stream Salary Threshold for the SID visa of \$73,150 per annum (from 1 July 2024) with annual indexation is determinative. That is, the CSOL include some occupations where the median salary for the resident workforce (as a proxy for the market salary) is below the salary threshold.

The JSA advice to the Government identifies those occupations where the median salary and/or the salary of primary visa holders (in 2023) was below the TSMIT³. The inclusion of these occupations on the CSOL recognises that there is variation in the salary within an occupation and that some positions/SID visa applicants may receive a salary above the future Core Skills Stream Salary Threshold.

That said, it is important to note that in practice only the positions within occupations which meet the Core Skills Stream Salary Threshold requirement will be eligible to use the CSOL for employer-sponsored visas. Employers will not be able to sponsor skilled migrants when they intend to pay less than the Core Skills Stream Salary Threshold, even if the occupation is listed on the CSOL.

Specialist Skills Stream and Essential Skills Stream⁴

It is important to note that while the CSOL is specific to the Core Skills Stream of the new SID visa, where the market salary for a CSOL position with a sponsoring business is:

- Above the Specialist Skills Stream salary threshold (of \$135,000 per annum), the Specialist Stream may apply.
- Below the Core Skill Stream salary threshold (of \$73,150 per annum with annual indexation), the Essential Skills Stream may apply.

³ TSMIT was increased from \$53,900 per annum (set in July 2013) to \$70,000 per annum (from July 2023) and to \$73,150 per annum (from July 2024).

⁴ The [Migration Strategy](#) notes that, in addition to its labour market advisory role for the CSOL for the SID visa, JSA will have resourcing to monitor the labour market impacts of the Specialist Skills Stream of the new SID visa (to ensure it supports job creation and upskilled of local workers) and to provide advice on appropriate sectors and occupations for the Essential Skills Stream of the new SID visa.

The 2024 CSOL analysis is specific to the new employer-sponsored temporary SID visa program which will replace the TSS visa program in late 2024. The flexibility exists in the JSA Migration Model to provide advice to Government on occupations for and/or targeting of other skill-related visa programs to Australia's workforce needs. For example advice could be generated on:

- Occupation list/s for the points-tested skill visa programs—the indicators and weightings in the Model can be varied to generate advice which recognises that visa applicants in these programs are not job-matched and that there is no assurance they would obtain employment in Australia with a salary commensurate with a pre-migration salary and/or the market salary in Australia for the skilled occupation for which their visa was granted.
- Occupations for the Essential Skills Stream of the SID visa—an initial module has been developed within the Model for ANZSCO Skill Level 4 occupations. JSA can explore a module for ANZSCO Skill Level 5 occupations, noting these are not currently covered by SPL analysis and there is limited labour market information in other data sources.

2024 Core Skills Occupations List

Key findings

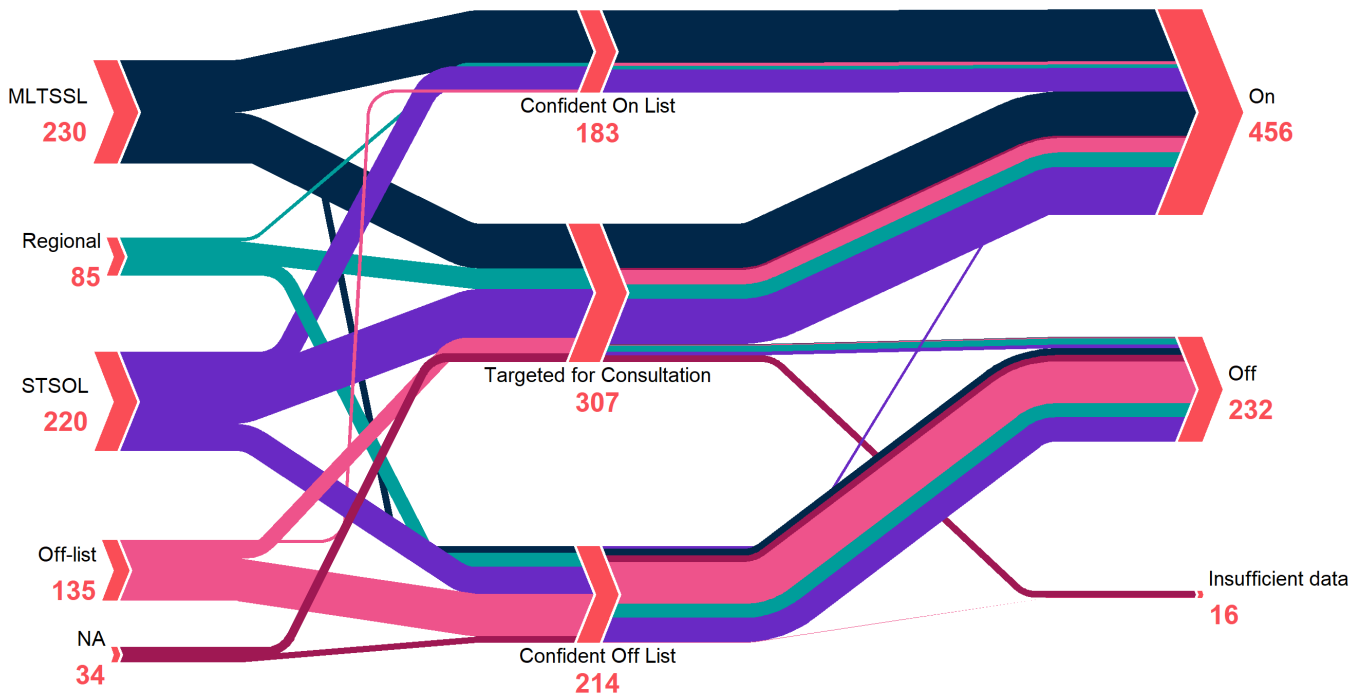
The 2024 CSOL is not readily comparable to the current March 2019 [Skilled Migration Occupation Lists](#) (SMOL) for temporary skill visa purposes⁵. These lists are based on different methodologies and reflect different policy settings, also noting the 2024 CSOL:

- Is benchmarked to [ANZSCO 2022](#) (which includes new and changed occupations) and not ANZSCO 2013 (which preceded both the targeted Skill Level (2019) and phased reviews of ANZSCO (which came into effect over the period to November 2022)).
- Is generated from the most up-to-date and/or 2023 datasets, while the current SMOL is generated from 2018 datasets and stakeholder consultations (i.e. pre-COVID pandemic).
- Does not include occupations for which Australian citizenship is a pre-requisite for employment, engagement or appointment under the Australian Constitution; federal, state and territory laws and/or for national interest reasons etc.

Notwithstanding the above, **Figure 1** below provides a general overview of the flow of occupations from the March 2019 SMOL to the draft CSOL to the recommended 2024 CSOL based on JSA analysis and stakeholder engagement feedback.

⁵ The March 2019 SMOL for the TSS visa program comprises 508 occupations (i.e. Short Term Skilled Occupations List (STSOL) of 215 occupations; Medium Long Term Strategic Skills List (MLTSSL) of 216 occupations and a Regional Occupations List (ROL) of 77 occupations). The SMOL for other skill visa programs—such as the list for the Regional Sponsored Migration Scheme of 673 occupations and for the Skilled Employer Sponsored Regional Provisional Visa of 650 occupations—for legacy reasons does not reflect labour market analysis or stakeholder feedback.

Figure 1: Flow from 2019 SMOL to CSOL for Stakeholder Consultation to JSA Recommended 2024 CSOL



SMOL numbers are for indicative purposes only (given ANZSCO changes, international obligations, policy changes etc.)

CSOL and other JSA Analysis

The CSOL analysis and stakeholder engagement is at the ANZSCO 6-digit level. However, many of the findings in the analysis align with other JSA analysis on the drivers of skill shortage (which are undertaken at the more aggregated 4-digit ANZSCO Unit Group level).

JSA has identified a ‘suitability gap’ category which identifies 4-digit ANZSCO occupations where there are enough qualified applicants, but they are not regarded as suitable by employers (e.g. a lack of relevant work experience and/or employability skills). For these occupations, increasing the throughput of qualified people may not mitigate skill shortages.

Examples of ‘suitability gap’ occupations which were in national shortage on the 2023 SPL and which were “targeted for consultation” in the draft grouping of occupations released for CSOL consultation on 20 March 2024 included:

- Auditors
- Financial Investment Advisers
- Marketing Specialists
- Architects and Landscape Architects
- Electronics Engineer
- Agricultural, Fisheries and Forestry Scientists
- Multimedia Specialists and Web Developers

- Software and Applications Programmers
- Computer Network Professionals.

JSA has also identified a ‘retention gap’ category, which reflects shortages where there are below average rates of retention, potentially reinforced by low numbers of new applicants per vacancy. Simply increasing the throughput of qualified applicants is unlikely to address skill shortages because of the lower likelihood of retaining them. Enhancing the attractiveness of the occupation through improved remuneration and/or working conditions, professional development and clearer career pathways may alleviate this kind of shortage.

Examples of ‘retention gap’ occupations which are in national shortage and which were “targeted for consultation” in the draft grouping of occupations released for CSOL consultation included:

- Construction sector occupations such as Glaziers; Plasterers and Renderers; Roof Tilers; and Wall and Floor Tilers.
- Hospitality sector occupations such as Chefs; Cooks; Bakers and Pastrycooks; and Butchers and Smallgoods Makers.
- Dental Therapists.
- Child Carers.

Conversely, some occupations which were in national shortage on the 2023 SPL were also on the “confident on-list” of the draft CSOL, as the JSA Migration shows strong outcomes for both migrant and domestic workers. Many, though not all, of the worker outcome findings in the JSA Migration Model align with occupations where JSA has identified a ‘training gap’ (either long or short) as part of its underlying drivers of skills shortages analysis.

Examples of ‘training gap’ occupations which are in national shortage which were included on the “confident on” list of the draft grouping of occupations released for CSOL consultation and which also appear on the recommended CSOL include:

- Health professionals such as General Practitioners, Registered Nurses and a range of medical specialists.
- Education professionals such Early Childhood, Primary School, Secondary School and Vocational Education Teachers.
- Clean energy occupations such as Electrician (General); Automotive Electrician; Geologist; Construction Project Manager; Metal Fitters and Machinists; Electronic Trades Workers; and various engineering professions.
- Surveyors and Spatial Scientists.
- Solicitors.
- Social Workers.

ANZSCO Major Group — Comparison of SMOL, Recommended CSOL and 2023 SPL

Table 1 outlines the number of occupations for most ANZSCO Major Groups for the 2019 SMOL for the TSS visa, recommended CSOL for the Core Skills Stream of the new employer-sponsored temporary SID visa program (where information is also provided on the number on the 2023 SPL).

The Core Skills Stream of the new SID visa will not be the only temporary employer-sponsored skill migration option available. That is, the Specialist Skills Stream of the new SID visa will be available for most occupations (other than ANZSCO Major Groups 3, 7 and 8 and where Australian citizenship is a pre-requisite for employment, engagement or appointment), where the salary is above \$135,000 per annum. The Essential Skills Stream may be an option for priority sectors and occupations where the market salary is below the current Core Skills Stream Salary Threshold of \$73,150 per annum with annual indexation.

Table 1: Comparison of SMOL, Recommended CSOL and 2023 Skills Priority List

ANZSCO Major Group	2019 SMOL for TSS ⁶	2024 CSOL (includes international obligations)	2024 Other Occupations	2024 Off List	Number of CSOL in national shortage on 2023 SPL
Manager (Major Group 1)	74	47	0	48	7
Professional (Major Group 2)	270	235 ⁷	0	88	153
Technician and Trades Worker (Major Group 3)	127	141	15	45	102
Community and Personal Service Worker (Major Group 4)	29	23	1	28	14
Other (Major Groups 5 & 6)	8	10	0	23	4
TOTAL	508	456	16	232	280

Case Study 1 — Mechanical Engineer

In the Australian labour market, Mechanical Engineers⁸ (ANZSCO 233512) plan, design, organise and oversee the assembly, erection, operation and maintenance of mechanical and process plant and installations. Registration or licensing is required in some states.

The occupation has been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. Consistent with the SPL analysis showing

⁶ Figures in this column refer to the current legislative instrument for the TSS visa program which is benchmarked to 2013 ANZSCO.

⁷ Includes two occupations to support international obligations which are not supported by JSA Migration Model labour market analysis or stakeholder feedback.

⁸ [Unit Group 2335 Industrial, Mechanical and Production Engineers | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au/Unit-Group-2335-Industrial-Mechanical-and-Production-Engineers)

the occupation is in national shortage for 2021, 2022 and 2023 there has been an increase in primary temporary skilled visas granted for Mechanical Engineer.

Table 2: Primary Employer Sponsored Temporary Skill Visa Grant — Mechanical Engineer

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACT	<5		<5	<5	<5	<5	<5
NSW	73	89	65	116	97	133	135
NT	20	8	<5	6	<5	<5	<5
Qld	25	40	26	30	34	86	54
SA	<5	7	8	7	18	8	8
Tasmania	<5				<5	<5	
Victoria	51	81	76	53	66	117	87
WA	46	86	73	74	62	128	185
Other	14						
Total	236	311	252	288	282	477	473

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from www.data.gov.au).

Mechanical Engineer was identified as “targeted for consultation” on the draft CSOL as the JSA Migration Model identified concerns with the employment outcomes of skilled migrants; the reliance on primary temporary skill visa holders; migrant salaries⁹; soft future demand and poor employment outcomes for domestic graduates in the occupation, which is consistent with the ‘suitability gap’ that JSA has identified as a key driver of skills shortages for Industrial, Mechanical and Production Engineers (ANZSCO Unit Group 2335).

The consultation process resulted in Mechanical Engineer being recommended for inclusion on the 2024 CSOL. Feedback across the spectrum (i.e. survey, submissions and qualitative analysis) generally supported the inclusion of the occupation on CSOL with reference to future demand including to support infrastructure projects, migrant experiences in the labour market, and wages and employment conditions.

As part of commissioned qualitative research, stakeholders flagged Mechanical Engineering jobs as difficult to fill, particularly in Perth and Sydney and in the energy, water, dams and hydro power space. In contrast, migrant job seekers felt that it was very hard to get a job as a Mechanical Engineer because of the importance that employers placed on applicants having Australian industry experience.

Case Study 2 — Graphic Designer

Graphic Designers¹⁰ (ANZSCO 232411, also known as Graphic Artists) plan, design, develop and prepare information for publication and reproduction using text, symbols, pictures, colours and layout to achieve commercial and communication needs with particular emphasis on tailoring the message for the intended audience.

The occupation has been on the Short Term Skilled Occupations List (STSOL) since the SMOL framework was introduced in April 2017. Consistent with the SPL analysis which found no shortages for Graphic Designer in 2021, 2022 and 2023, primary temporary skilled

⁹ For Mechanical Engineers, primary temporary skill visa holders earn \$17,659 and permanent skill migrants earn \$30,515 less than the Australian average for the occupation of \$118,007.

¹⁰ [Unit Group 2324 Graphic and Web Designers, and Illustrators | Australian Bureau of Statistics \(abs.gov.au\)](https://www.abs.gov.au/units/groups/232411)

visas granted for the occupation declined while international borders were closed, but has shown some recovery in recent years.

Table 3: Primary Employer Sponsored Temporary Skill Visa Grant — Graphic Designer

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACT			<5				<5
NSW	102	81	56	41	33	62	56
NT			<5	<5			<5
Qld	<5	8	7	7	5	11	10
SA	14	<5	<5		<5		<5
Victoria	37	58	19	15	25	26	28
WA	<5	6	<5	5	<5	5	<5
Total	158	154	89	69	67	104	104

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from www.data.gov.au).

Graphic Designer was identified as “confident off list” on the draft CSOL as the JSA Migration Model identified concerns with employment outcomes of skilled migrants; migrant salaries¹¹; moderate future demand and poor employment outcomes for domestic graduates.

Graphic Designer attracted some mixed feedback in the consultation process and as such there was no change to its status and the occupation is not recommended for inclusion on CSOL.

Case Study 3 — Bricklayer

Bricklayers¹² (ANZSCO 331111) lay bricks, pre-cut stone and other types of building blocks in mortar to construct and repair walls, partitions, arches and other structures.

The occupation has been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. While SPL analysis shows the occupation as in national shortage for 2021, 2022 and 2023, the number of primary temporary skilled visas granted for the occupation declined while international borders were closed, but has recovered in recent years.

Table 4: Primary Employer Sponsored Temporary Skill Visa Grant — Bricklayer

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACT	<5	<5	<5				
NSW	70	83	12	10	17	56	32
NT	<5		<5			<5	<5
Qld	7	<5	<5	<5	<5	8	11
SA	<5		<5				<5
Victoria	7	18	13	12	8	19	19
WA	5	13	<5	7	12	19	20
Total	92	119	33	32	38	103	86

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from www.data.gov.au).

Bricklayer was identified as “targeted for consultation” on the draft CSOL as the JSA Migration Model identified concerns with the employment outcomes of skilled migrants;

¹¹ For Graphic Designers, primary temporary skill visa holders earn \$6,195 and permanent skill migrants earn \$4,838 less than the Australian average for the occupation of 72,849 which is also below the 1 July 2024 TSMIT.

¹² [Minor Group 331 Bricklayers, and Carpenters and Joiners | Australian Bureau of Statistics \(abs.gov.au\)](http://www.abs.gov.au)

employment growth projections; the reliance on primary temporary skill visa holders; migrant salaries¹³; and poor employment outcomes for domestic graduates in the occupation.

The consultation process resulted in Bricklayer being recommended for inclusion on the 2024 CSOL for the temporary SID visa. While feedback, including from various construction industry bodies, supported the new SID visa being available for Bricklayer, the labour market information was not compelling (i.e. the focus of stakeholder input was on current skill shortages rather than migrant outcomes and investing in domestic training).

As part of commissioned qualitative research, construction businesses referred to the chronic shortage of Bricklayers in all states and territories and in regional locations. Businesses also acknowledged the decline in apprenticeships as impacting on future labour supply, while also noting the impact on the industry of the National Construction Code.

Case Study 4 — External Auditor

External Auditors¹⁴ (ANZSCO 221213) design and operate information and reporting systems, procedures and controls to meet external financial reporting requirements. Registration or licensing is required to practice in the Auditor occupations in Australia.

The occupation has been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. Consistent with SPL analysis which shows the occupation as in national shortage for 2021, 2022 and 2023, the number of primary temporary skilled visas granted for the occupation has increased significantly in recent years and is notably higher than prior to the pandemic.

Table 5: Primary Employer Sponsored Temporary Skill Visa Grant — External Auditor

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACT					<5	9	
NSW	78	220	149	49	362	490	262
NT					5	10	6
Qld	18	29	52	7	70	92	57
SA	<5	10	<5	<5	14	24	17
Tasmania				<5	<5	<5	
Victoria	34	77	67	16	220	244	110
WA	14	27	34	6	58	92	66
Total	148	363	306	80	732	963	518

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from www.data.gov.au).

External Auditor was identified as “targeted for consultation” on the draft CSOL as the JSA Migration Model identified concerns with the employment outcomes of skilled migrants; the reliance on primary temporary skill visa holders; migrant salaries¹⁵; future demand, and poor employment outcomes for domestic graduates in the occupation, which is consistent with the

¹³ For Bricklayers, primary temporary skill visa holders earn \$4,089 more and permanent skill migrants earn \$3,011 more than Australian average for the occupation of \$63,066 which is below the TSMIT.

¹⁴ [Unit Group 2212 Auditors, Company Secretaries and Corporate Treasurers | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au)

¹⁵ For External Auditors, primary temporary skill visa holders earn \$10,141 less and permanent skill migrants earn \$3,930 more than Australian average for the occupation of \$87,994 which is above the TSMIT but below the salary threshold for the Specialist Skills Stream of the new SID visa.

'suitability gap' that JSA has identified as a key driver of skills shortages for Auditors, Company Secretaries and Corporate Treasurers (ANZSCO Unit Group 2212).

The consultation process resulted in External Auditor being recommended for inclusion on the 2024 CSOL for the temporary SID visa. While feedback, including from industry bodies, supported the new SID visa being available for External Auditor, the labour market information in submissions was not compelling (i.e. the focus of stakeholder input was on current skill shortages rather than investing in graduates and professional development to meet workforce needs and improving migrant employment outcomes).

As part of commissioned qualitative research, accounting businesses noted that vacancies for External Auditors were difficult to fill (with reference to a member survey, presumably by an industry body, which found that most vacancies are filled by migrants). Other insights from the consultation group was that mandatory auditing requirements (including regulated climate related reporting) would place a high priority on the occupation.

Case Study 5 — Registered Nurse

Registered Nurses (ANZSCO Unit Group 2544)^{16,17} provide nursing care to patients in hospitals, aged care and other health care facilities, and in the community. Other than Registered Nurse (Developmental Disability) (ANZSCO 254416) which was “targeted for consultation” on the draft CSOL, the other 6-digit occupations were “confident on list”.

All of the 6-digit occupations in the Registered Nurse Unit Group have been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. Consistent with SPL analysis which shows each of the 6-digit occupations as in national shortage for 2022 and 2023 (but no shortage in 2021), in recent years the number of primary temporary skilled visas granted for the Registered Nurse Unit Group has increased.

While most Registered Nurse occupations were on the Priority Skilled Migration Occupations List (PMSOL) which allowed visa holders to enter Australia, primary TSS visa grant for these occupations declined while international borders were closed.

Table 6: Primary Employer Sponsored Temporary Skill Visa Grant — Registered Nure (Unit Group)

Unit Group	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACT	50	76	39	12	20	19	17
NSW	386	413	537	334	352	308	390
NT	71	57	30	24	34	10	19
Qld	157	162	124	91	102	169	225
SA	12	19	10	17	35	50	52
Tasmania	42	47	25	<5	39	25	24
Victoria	366	317	269	139	283	794	643
WA	60	47	34	46	102	112	120
Total	1,144	1,138	1,068	666	967	1,487	1,490

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from www.data.gov.au).

¹⁶ The Registered Nurse Unit Group includes 14 occupations (6-digit ANZSCO).

¹⁷ [Unit Group 2544 Registered Nurses | Australian Bureau of Statistics \(abs.gov.au\)](http://Unit Group 2544 Registered Nurses | Australian Bureau of Statistics (abs.gov.au))

There is some variation in the JSA Migration Model outcomes for the 6-digit occupations in the Registered Nurse Unit Group. However, using Registered Nurse (Medical) (ANZSCO 254418) as an example, the outcome of the Model shows strong migrant employment outcomes; strong employment growth projections; low reliance on primary temporary skill visa holders and low migrant unemployment¹⁸. These findings are consistent with the ‘long training gap’ that JSA has identified as a key driver of skills shortages for Registered Nurses.

The Model targeted the 6-digit occupation of Registered Nurse (Developmental Disability) for consultation, in part because it is a very small-employing occupation (of less than 100 workers at the 2021 Census) which has flow-on effects to data coverage. As such, and noting there was limited feedback on this occupation as part of the CSOL consultations, the occupation is recommended for the CSOL for the temporary SID visa. Department of Home Affairs’ administrative data shows zero TSS visa grants for this occupation in recent years (with less than 5 visas granted in 2018-19 and 2019-20).

As part of consultations on the draft CSOL, the Commonwealth Department of Health and Aged Care noted that Registered Nurse (Developmental Disability)—which it estimates has national employment of less than 50 workers—contributes to the provision of coordinated health care for people with developmental needs, including those with complex needs.

JSA will also explore options to incorporate into the JSA Migration Model, the output of the Department of Health and Ageing’s upscaled national health workforce supply and demand modelling.

International Obligations

There are 13 occupations^{19,20,21,22} that must remain on the CSOL in order to meet Australia’s international obligations under its Free Trade Agreements. Australia has also committed to providing temporary entry pathways to eligible skilled workers in certain service sectors under the World Trade Organisation’s (WTO) General Agreement on Trade in Services (GATS).

JSA understands that these obligations can be implemented through CSOL and the SID visa. The Department of Home Affairs will engage with the Department of Foreign Affairs and Trade (DFAT) to determine the most appropriate course of action to meet Australia’s international trade commitments.

¹⁸ For Registered Nurse (Medical), primary temporary skill visa holders earn \$30,391 less and permanent skill migrants earn \$26,566 less than Australian average for the occupation of \$113,641 which is above the TSMIT but below the salary threshold for the Specialist Skills Stream of the new SID visa.

¹⁹ Home Affairs website notes that WTO GATS commitments cover Chief Executive or Managing Director; Corporate General Manager, Sales and Marketing Manager, Advertising Manager, Corporate Services Manager, Finance Manager, Human Resource Manager, Supply and Distribution Manager, and Chief Executive Officer. See <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-market-testing>

²⁰ Thailand Australia Free Trade Agreement includes an occupation specific commitment for Thai nationals nominated as Chefs specialising in Thai cuisine. See <https://www.dfat.gov.au/trade/agreements/in-force/tafta/Pages/key-outcomes-of-the-thailand-australia-free-trade-agreement>

²¹ China Australia Free Trade Agreement includes occupation specific commitments for Chinese nationals nominated for positions as Traditional Chinese Medicine Practitioner, Chef specialising in Chinese cuisine, Private Tutors and Teacher nec—Mandarin Language Tutor, and Other Sports Coach or Instructor—Wushu Martial Arts Coach. See <https://www.dfat.gov.au/trade/agreements/in-force/chafta/fact-sheets/Pages/chafta-fact-sheet-movement-of-natural-persons>

²² Australia India Economic Cooperation and Trade Agreement includes occupation specific commitments for Indian nationals nominated for Chefs specialising in Indian cuisine and Other Sports Coach or Instructor—Yoga Instructor. See <https://www.dfat.gov.au/trade/agreements/in-force/australia-india-ecta/outcomes/australia-india-ecta-benefits-australia-overview>

Themes from Stakeholder Consultations

The comprehensive tripartite engagement process on the draft CSOL, identified a number of themes which—notwithstanding the direction in the [Migration Strategy](#) for a single CSOL list for the Core Skills Stream for the SID visa—are relevant to decisions on the CSOL:

- **Sector specific workforce** — the higher education and research sector proposed the retention of existing concessions, while other sectors in anticipation of changes outlined in submissions to the ANZSCO proposed the recognition of new occupations (such as Executive or Senior Chef).
- **Regional Occupations List (ROL)** — some stakeholders noted support for a ROL which reflects the skill needs of regional and remote Australia, in circumstances where these differ from the national skills needs that are reflected in the CSOL.
- **Transition Arrangements** — to provide stability to businesses and visa applicants and visa holders, some stakeholders proposed transition arrangements for any occupations that are listed under the current March 2019 SMOL for the standard TSS visa, but not recommended for inclusion on the CSOL.
- **Integrity Caveats** — some stakeholders proposed that some occupations should only be available for sponsoring businesses with a minimum annual turnover and/or a minimum number of employees and/or for positions with a salary above the indexed Core Skills Stream Salary threshold.
- **Alternate frameworks for assessing CSOL eligibility** — some stakeholders proposed alternate frameworks for assessing CSOL eligibility to those outlined in the Migration Strategy. These stakeholder-proposed frameworks were diverse in nature, ranging from a focus on Gross Domestic Product impacts of disrupted supply chains, to community cohesion and other Australian societal impacts, to global and geostrategic impacts. While JSA found that the occupations proposed for inclusion on the CSOL were usually well-aligned with the alternate framework proposed by the relevant stakeholder, JSA's CSOL recommendations to Government reflect those occupations which fulfil the criteria as outlined in the Migration Strategy.
- **Potential relationship between CSOL and employer-sponsored permanent skilled migration** — during the consultation process on the draft CSOL, JSA received questions on how the CSOL will apply to the permanent Employer Nomination Scheme (ENS, subclass 186) visa, and to other temporary and permanent skill visas:
 - Some stakeholders are aware the current SMOL apply to 10 temporary, provisional and permanent skill-related visa programs.
 - The Migration Strategy did not outline a specific role for JSA in *permanent* migration settings. However, it is important to note that the current March 2019 SMOL for the standard temporary skill shortage (TSS) visa (which will effectively be replaced by the CSOL and SID visa) have a relationship with the skilled occupations that are eligible for permanent employer-sponsored migration, through the ENS visa.²³

²³ The 216 occupations on the current March 2019 Medium and Long Term Strategic Skills List (MLTSSL) are available for the TSS visa program and for both the on-shore (transition stream) and off-shore (direct entry stream) of the permanent ENS visa program. As such, there are labour market risks and sensitivities with providing a pathway to the ENS for some occupations on the recommended CSOL.

- While the Migration Strategy foreshadowed reform to the permanent migration system and consultation on a discussion paper released by the Department of Home Affairs is currently in progress, it is possible that there may need to be a relationship between the CSOL and occupations that are eligible for *permanent* employer-sponsored migration through the ENS visa – at least in the short-term.
- If requested by Government, JSA is able to provide advice on an occupation list for the purpose of the permanent ENS and other temporary and permanent skill visas.

Appendices

Appendix A: 2024 Core Skills Occupations List (CSOL) for temporary SID visa

There are 456 occupations that were assessed—following labour market analysis and comprehensive stakeholder engagement—to be appropriate for the Core Skills Stream of the new employer-sponsored temporary SID visa which will replace the TSS visa in late 2024.

This includes 13 occupations (asterisked) to meet Australia’s international obligations, of which two are not supported by labour market or stakeholder feedback (i.e. Private Tutors and Teachers nec (ANZSCO 249299) and Traditional Chinese Medicine Practitioner (ANZSCO 252214)).

The 133 occupations with a diamond (◆) are those where the labour market analysis and/or stakeholder engagement feedback was less compelling on the need for inclusion on CSOL.

2022 ANZSCO Code	Occupation Title
111111	Chief Executive or Managing Director*
111211	Corporate General Manager*
121111	Aquaculture Farmer
121311	Apiarist◆
121313	Dairy Cattle Farmer
121315	Goat Farmer
121318	Pig Farmer
121321	Poultry Farmer
121611	Flower Grower◆
131112	Sales and Marketing Manager*
131113	Advertising Manager*
132111	Corporate Services Manager*
132211	Finance Manager*
132311	Human Resource Manager*◆
132411	Policy and Planning Manager◆
132511	Research and Development Manager
133111	Construction Project Manager
133112	Project Builder
133211	Engineering Manager
133511	Production Manager (Forestry)
133512	Production Manager (Manufacturing)
133611	Supply and Distribution Manager*
133612	Procurement Manager
134211	Medical Administrator \ Medical Superintendent
134212	Nursing Clinical Director◆
134213	Primary Health Organisation Manager◆
134311	School Principal
134411	Faculty Head

134499	Education Managers nec
135111	Chief Information Officer*
135112	ICT Project Manager♦
135199	ICT Managers nec
139911	Arts Administrator or Manager
139912	Environmental Manager
139913	Laboratory Manager♦
139916	Quality Assurance Manager
139917	Regulatory Affairs Manager
141311	Hotel or Motel Manager
141411	Licensed Club Manager
141999	Accommodation and Hospitality Managers nec
142111	Retail Manager (General)♦
142116	Travel Agency Manager♦
149411	Fleet Manager♦
149911	Boarding Kennel or Cattery Operator♦
149912	Cinema or Theatre Manager
149915	Equipment Hire Manager
149999	Hospitality, Retail and Service Managers nec♦
211212	Music Director
212111	Artistic Director
212315	Program Director (Television or Radio)
212316	Stage Manager♦
212317	Technical Director
212318	Video Producer
212413	Print Journalist♦
212414	Radio Journalist♦
212415	Technical Writer♦
212416	Television Journalist
212499	Journalists and Other Writers nec♦
221111	Accountant (General)
221112	Management Accountant♦
221113	Taxation Accountant
221211	Company Secretary
221213	External Auditor♦
221214	Internal Auditor
222112	Finance Broker
222113	Insurance Broker♦
222311	Financial Investment Adviser♦
223111	Human Resource Adviser
223112	Recruitment Consultant
223113	Workplace Relations Adviser♦
224111	Actuary
224112	Mathematician♦
224114	Data Analyst
224115	Data Scientist

224116	Statistician
224511	Land Economist
224512	Valuer♦
224712	Organisation and Methods Analyst
224713	Management Consultant
224714	Supply Chain Analyst
224914	Patents Examiner
224999	Information and Organisation Professionals nec
225111	Advertising Specialist
225113	Marketing Specialist
225114	Content Creator (Marketing)
225211	ICT Account Manager
225212	ICT Business Development Manager
225213	ICT Sales Representative
225311	Public Relations Professional
225411	Sales Representative (Industrial Products)♦
225412	Sales Representative (Medical and Pharmaceutical Products)
225499	Technical Sales Representatives nec
231111	Aeroplane Pilot♦
231113	Flying Instructor
231114	Helicopter Pilot♦
231199	Air Transport Professionals nec♦
231212	Ship's Engineer
232111	Architect
232112	Landscape Architect
232212	Surveyor
232213	Cartographer♦
232214	Other Spatial Scientist
232313	Jewellery Designer
232412	Illustrator
232413	Multimedia Designer♦
232414	Web Designer
232511	Interior Designer♦
232611	Urban and Regional Planner
233111	Chemical Engineer♦
233112	Materials Engineer♦
233211	Civil Engineer
233212	Geotechnical Engineer
233213	Quantity Surveyor
233214	Structural Engineer
233215	Transport Engineer
233311	Electrical Engineer
233411	Electronics Engineer♦
233511	Industrial Engineer
233512	Mechanical Engineer
233513	Production or Plant Engineer

233611	Mining Engineer (excluding Petroleum)
233612	Petroleum Engineer
233911	Aeronautical Engineer
233912	Agricultural Engineer
233913	Biomedical Engineer♦
233914	Engineering Technologist♦
233915	Environmental Engineer
233916	Naval Architect \ Marine Designer
233999	Engineering Professionals nec
234111	Agricultural Consultant
234114	Agricultural Research Scientist
234115	Agronomist
234116	Aquaculture or Fisheries Scientist
234211	Chemist♦
234212	Food Technologist
234213	Wine Maker♦
234312	Environmental Consultant
234399	Environmental Scientists nec
234411	Geologist
234412	Geophysicist
234413	Hydrogeologist
234511	Life Scientist (General)
234513	Biochemist
234515	Botanist
234516	Marine Biologist
234521	Entomologist
234522	Zoologist
234599	Life Scientists nec♦
234612	Respiratory Scientist♦
234711	Veterinarian
234911	Conservator♦
234912	Metallurgist
234913	Meteorologist
234914	Physicist
234999	Natural and Physical Science Professionals nec♦
241111	Early Childhood (Pre-primary School) Teacher
241213	Primary School Teacher
241311	Middle School Teacher \ Intermediate School Teacher♦
241411	Secondary School Teacher
241511	Special Needs Teacher♦
241512	Teacher of the Hearing Impaired
241513	Teacher of the Sight Impaired♦
241599	Special Education Teachers nec
242111	University Lecturer
242211	Vocational Education Teacher \ Polytechnic Teacher
249112	Education Reviewer

249214	Music Teacher (Private Tuition)♦
249299	Private Tutors and Teachers nec*
251111	Dietitian
251211	Medical Diagnostic Radiographer
251212	Medical Radiation Therapist
251213	Nuclear Medicine Technologist
251214	Sonographer
251312	Occupational Health and Safety Adviser
251411	Optometrist
251412	Orthoptist
251511	Hospital Pharmacist
251512	Industrial Pharmacist♦
251513	Retail Pharmacist
251912	Orthotist or Prosthetist
251999	Health Diagnostic and Promotion Professionals nec
252214	Traditional Chinese Medicine Practitioner*
252299	Complementary Health Therapists nec♦
252311	Dental Specialist
252312	Dentist
252411	Occupational Therapist
252511	Physiotherapist
252611	Podiatrist
252711	Audiologist
252712	Speech Pathologist \ Speech Language Therapist
253111	General Practitioner
253112	Resident Medical Officer
253211	Anaesthetist
253311	Specialist Physician (General Medicine)
253312	Cardiologist
253313	Clinical Haematologist
253314	Medical Oncologist
253315	Endocrinologist
253316	Gastroenterologist
253317	Intensive Care Specialist
253318	Neurologist
253321	Paediatrician
253322	Renal Medicine Specialist
253323	Rheumatologist
253324	Thoracic Medicine Specialist
253399	Specialist Physicians nec
253411	Psychiatrist
253511	Surgeon (General)
253512	Cardiothoracic Surgeon♦
253513	Neurosurgeon
253514	Orthopaedic Surgeon
253515	Otorhinolaryngologist

253516	Paediatric Surgeon
253517	Plastic and Reconstructive Surgeon
253518	Urologist♦
253521	Vascular Surgeon
253911	Dermatologist
253912	Emergency Medicine Specialist
253913	Obstetrician and Gynaecologist
253914	Ophthalmologist
253915	Pathologist
253917	Diagnostic and Interventional Radiologist
253918	Radiation Oncologist
253999	Medical Practitioners nec
254111	Midwife
254211	Nurse Educator♦
254212	Nurse Researcher
254411	Nurse Practitioner
254412	Registered Nurse (Aged Care)
254413	Registered Nurse (Child and Family Health)
254414	Registered Nurse (Community Health)
254415	Registered Nurse (Critical Care and Emergency)
254416	Registered Nurse (Developmental Disability)♦
254417	Registered Nurse (Disability and Rehabilitation)
254418	Registered Nurse (Medical)
254421	Registered Nurse (Medical Practice)
254422	Registered Nurse (Mental Health)
254423	Registered Nurse (Perioperative)
254424	Registered Nurse (Surgical)
254425	Registered Nurse (Paediatrics)
254499	Registered Nurses nec
261111	ICT Business Analyst
261112	Systems Analyst
261211	Multimedia Specialist♦
261212	Web Developer♦
261311	Analyst Programmer♦
261312	Developer Programmer
261313	Software Engineer
261314	Software Tester
261315	Cyber Security Engineer♦
261316	Devops Engineer♦
261317	Penetration Tester
261399	Software and Applications Programmers nec
262111	Database Administrator
262113	Systems Administrator
262114	Cyber Governance Risk and Compliance Specialist
262115	Cyber Security Advice and Assessment Specialist
262116	Cyber Security Analyst

262117	Cyber Security Architect
262118	Cyber Security Operations Coordinator
263111	Computer Network and Systems Engineer
263112	Network Administrator
263113	Network Analyst
263211	ICT Quality Assurance Engineer
263213	ICT Systems Test Engineer♦
263299	ICT Support and Test Engineers nec♦
263312	Telecommunications Network Engineer
271111	Barrister♦
271214	Intellectual Property Lawyer
271299	Judicial and Other Legal Professionals nec
271311	Solicitor
272112	Drug and Alcohol Counsellor
272114	Rehabilitation Counsellor
272115	Student Counsellor♦
272311	Clinical Psychologist
272312	Educational Psychologist
272313	Organisational Psychologist
272314	Psychotherapist♦
272399	Psychologists nec
272413	Translator♦
272511	Social Worker
272612	Recreation Officer \ Recreation Coordinator♦
311112	Agricultural and Agritech Technician♦
311113	Animal Husbandry Technician♦
311114	Aquaculture or Fisheries Technician♦
311115	Irrigation Designer♦
311211	Anaesthetic Technician
311212	Cardiac Technician
311215	Pharmacy Technician
311217	Respiratory Technician
311299	Medical Technicians nec
311312	Meat Inspector
311314	Primary Products Quality Assurance Officer
311399	Primary Products Assurance and Inspection Officers nec
311411	Chemistry Technician♦
311412	Earth Science Technician♦
311499	Science Technicians nec♦
312111	Architectural Draftsperson
312112	Building Associate
312113	Building Inspector
312114	Construction Estimator♦
312116	Surveying or Spatial Science Technician
312199	Architectural, Building and Surveying Technicians nec
312211	Civil Engineering Draftsperson

312212	Civil Engineering Technician
312311	Electrical Engineering Draftsperson
312312	Electrical Engineering Technician♦
312412	Electronic Engineering Technician
312511	Mechanical Engineering Draftsperson♦
312512	Mechanical Engineering Technician♦
312911	Maintenance Planner
312912	Metallurgical or Materials Technician
312913	Mine Deputy
312914	Other Draftsperson
312999	Building and Engineering Technicians nec
313111	Hardware Technician
313112	ICT Customer Support Officer♦
313113	Web Administrator
313199	ICT Support Technicians nec♦
313212	Telecommunications Field Engineer♦
313213	Telecommunications Network Planner
313214	Telecommunications Technical Officer or Technologist♦
321111	Automotive Electrician
321211	Motor Mechanic (General)♦
321212	Diesel Motor Mechanic
321213	Motorcycle Mechanic
321214	Small Engine Mechanic
322112	Electroplater♦
322113	Farrier
322114	Metal Casting Trades Worker♦
322211	Sheetmetal Worker
322311	Metal Fabricator
322312	Pressure Welder♦
322313	Welder (First Class)
323111	Aircraft Maintenance Engineer (Avionics)
323112	Aircraft Maintenance Engineer (Mechanical)
323113	Aircraft Maintenance Engineer (Structures)
323211	Fitter (General)
323212	Fitter and Turner
323213	Fitter-Welder
323214	Metal Machinist (First Class)
323215	Textile, Clothing and Footwear Mechanic
323299	Metal Fitters and Machinists nec
323313	Locksmith
323314	Precision Instrument Maker and Repairer♦
323411	Engineering Patternmaker
323412	Toolmaker♦
324111	Panelbeater♦
324211	Vehicle Body Builder♦
324212	Vehicle Trimmer♦

324311	Vehicle Painter
331111	Bricklayer♦
331112	Stonemason
331211	Carpenter and Joiner
331212	Carpenter
331213	Joiner
332111	Floor Finisher♦
332211	Painter♦
333111	Glazier♦
333211	Plasterer (Wall and Ceiling)♦
333212	Renderer (Solid Plaster)♦
333311	Roof Tiler♦
333411	Wall and Floor Tiler♦
334112	Airconditioning and Mechanical Services Plumber
334113	Drainer
334114	Gasfitter
334115	Roof Plumber♦
334116	Plumber (General)
334117	Fire Protection Plumber
341111	Electrician (General)
341112	Electrician (Special Class)♦
342111	Airconditioning and Refrigeration Mechanic
342211	Electrical Linesworker \ Electrical Line Mechanic
342212	Technical Cable Jointer
342311	Business Machine Mechanic♦
342313	Electronic Equipment Trades Worker
342314	Electronic Instrument Trades Worker (General)
342315	Electronic Instrument Trades Worker (Special Class)
342411	Cabler (Data and Telecommunications)
342412	Telecommunications Cable Jointer
342413	Telecommunications Linesworker \ Telecommunications Line Mechanic
342414	Telecommunications Technician
351111	Baker
351112	Pastrycook
351211	Butcher or Smallgoods Maker♦
351311	Chef*
351411	Cook
361111	Dog Handler or Trainer
361112	Horse Trainer
361311	Veterinary Nurse♦
362411	Nurseryperson♦
362511	Arborist
362512	Tree Worker
362711	Landscape Gardener
362712	Irrigation Technician

391111	Hairdresser♦
392111	Print Finisher
392112	Screen Printer♦
392211	Graphic Pre-press Trades Worker♦
392311	Printing Machinist
393114	Shoemaker♦
393311	Upholsterer♦
394112	Cabinet Maker
394113	Furniture Maker
394211	Furniture Finisher
394212	Picture Framer♦
394213	Wood Machinist
394299	Wood Machinists and Other Wood Trades Workers nec
399111	Boat Builder and Repairer
399112	Shipwright
399211	Chemical Plant Operator
399212	Gas or Petroleum Operator
399213	Power Generation Plant Operator
399513	Light Technician♦
399516	Sound Technician♦
399599	Performing Arts Technicians nec♦
399611	Signwriter♦
399911	Diver
399913	Optical Dispenser \ Dispensing Optician
399914	Optical Mechanic♦
399916	Plastics Technician♦
399918	Fire Protection Equipment Technician♦
399999	Technicians and Trades Workers nec♦
411111	Ambulance Officer
411112	Intensive Care Ambulance Paramedic
411211	Dental Hygienist
411212	Dental Prosthetist♦
411213	Dental Technician
411214	Dental Therapist♦
411311	Diversional Therapist♦
411411	Enrolled Nurse
411611	Massage Therapist♦
411711	Community Worker♦
411713	Family Support Worker
411715	Residential Care Officer♦
411716	Youth Worker
421111	Child Care Worker
421114	Out of School Hours Care Worker♦
431411	Hotel Service Manager
451111	Beauty Therapist♦
451412	Tour Guide♦

451612	Travel Consultant♦
451711	Flight Attendant♦
452311	Diving Instructor (Open Water)
452317	Other Sports Coach or Instructor (Wushu Martial Arts Coach or Yoga Instructor Only)* ²⁴
452321	Sports Development Officer
511111	Contract Administrator
511112	Program or Project Administrator
512111	Office Manager♦
521212	Legal Secretary♦
599111	Conveyancer♦
599211	Clerk of Court♦
599612	Insurance Loss Adjuster
599915	Clinical Coder
611211	Insurance Agent♦
639211	Retail Buyer

²⁴ International obligations are for ANZSCO Skill Level 1 to 3 positions within the occupation and are specific to nationals of FTA partner countries for Wushu Martial Arts Coach (China Australia FTA) and Yoga Instructor (Australia India ECTA).

Appendix B: Other Occupations

There are 16 occupations where the JSA Migration Model output needs to be considered in the context of poor data coverage (i.e. there is currently insufficient labour market data), and the stakeholder feedback was not compelling, resulting in JSA having very low confidence in recommending that they be on or off CSOL for the Core Skills Stream of the new temporary SID visa.

2022 ANZSCO Code	Occupation Title
361116	Track Rider
363111	Aquaculture Supervisor
363112	Fishing Leading Hand
363113	Forestry Operations Supervisor
363114	Horticultural Supervisor or Specialist
363115	Senior Broadacre Crop and Livestock Farm Worker
363116	Senior Broadacre Crop Farm Worker
363117	Vineyard Supervisor
363199	Senior Aquaculture, Crop and Forestry Workers nec
363211	Senior Beef Cattle Station Worker
363212	Senior Cattle and Sheep Farm Worker
363213	Senior Dairy Cattle Farm Worker
363214	Senior Piggery Stockperson
363215	Senior Sheep Farm Worker
363299	Senior Livestock Farm Workers nec
452412	Golfer

Appendix C: Off List

There are 232 occupations that — based on labour market analysis and comprehensive stakeholder engagement — Jobs and Skills Australia recommends should **not** be included on the CSOL for the Core Skills Stream of the employer-sponsored temporary SID visa.

Throughout the CSOL consultation process, stakeholders highlighted the importance of transition arrangements for occupations that are listed on the current March 2019 SMOL for the TSS visa, but not recommended for inclusion on the CSOL. Transition arrangements for these occupations may provide stability to businesses, visa applicants and visa holders, through a migration approval process that often takes many months for both the employer and the skilled migrant.

Of the 234 occupations that JSA recommends should not be included on the CSOL:

- None of the 234 occupations are on the [2023 SPL](#) and most have a combination of poor migrant employment outcomes; poor future demand; poor employment outcomes for domestic graduates; and/or have salaries below the Core Skills Stream Salary Threshold for the new temporary SID visa. Some of these occupations also have low visa grants under the current employer-sponsored TSS.
- 125 are on the current March 2019 SMOL for the TSS visa — this includes 45 occupations that are on the current March 2019 Regional Occupations List. JSA notes that as part of the implementation of the Migration Strategy, the Department of Home Affairs is currently undertaking stakeholder consultation on regional migration settings.
- * An asterisk indicates an occupation which is on the current March 2019 SMOL for the standard employer-sponsored TSS — transition arrangements may be required to meet stakeholder expectations if these occupations are not included on the CSOL.

2022 ANZSCO Code	Occupation Title
121312	Beef Cattle Farmer*
121314	Deer Farmer*
121316	Horse Breeder*
121322	Sheep Farmer*
121323	Mixed Cattle and Sheep Farmer*
121399	Livestock Farmers nec*
121511	Cotton Grower*
121512	Grain, Oilseed, Pulse or Pasture Grower / Field Crop Grower*
121513	Sugar Cane Grower*
121599	Broadacre Crop Growers nec*
121612	Fruit Grower*
121613	Nut Grower*
121614	Production Nursery Grower*
121615	Turf Grower
121616	Vegetable Grower*
121617	Wine Grape Grower*
121699	Horticultural Crop Growers nec*
121711	Broadacre Crop and Livestock Farmer*

121799	Mixed Production Farmers nec*
131114	Public Relations Manager*
133311	Importer or Exporter
133312	Wholesaler
133411	Manufacturer*
133513	Production Manager (Mining)*
134111	Child Care Centre Manager*
134214	Welfare Centre Manager*
134299	Health and Welfare Services Managers nec*
134412	Regional Education Manager*
139915	Sports Administrator*
139999	Specialist Managers nec*
141111	Cafe or Restaurant Manager*
141211	Caravan Park and Camping Ground Manager*
141911	Bed and Breakfast Operator
141912	Retirement Village Manager
142112	Antique Dealer
142113	Betting Agency Manager
142114	Hair or Beauty Salon Manager
142115	Post Office Manager*
149111	Amusement Centre Manager*
149112	Fitness Centre Manager*
149113	Sports Centre Manager*
149211	Call or Contact Centre Manager
149212	Customer Service Manager*
149311	Conference and Event Organiser*
149412	Railway Station Manager
149413	Transport Company Manager*
149913	Facilities Manager*
149914	Financial Institution Branch Manager*
211111	Actor
211112	Dancer or Choreographer*
211113	Entertainer or Variety Artist
211199	Actors, Dancers and Other Entertainers nec
211211	Composer
211213	Musician (Instrumental)*
211214	Singer
211299	Music Professionals nec*
211311	Photographer*
211411	Painter (Visual Arts)
211412	Potter or Ceramic Artist
211413	Sculptor
211499	Visual Arts and Crafts Professionals nec
212112	Media Producer (excluding Video)
212113	Radio Presenter
212114	Television Presenter

212211	Author
212212	Book or Script Editor*
212311	Art Director (Film, Television or Stage)
212312	Director (Film, Television, Radio or Stage)*
212313	Director of Photography
212314	Film and Video Editor*
212399	Film, Television, Radio and Stage Directors nec
212411	Copywriter*
212412	Newspaper or Periodical Editor*
221212	Corporate Treasurer
222111	Commodities Trader*
222199	Financial Brokers nec*
222211	Financial Market Dealer*
222212	Futures Trader
222213	Stockbroking Dealer*
222299	Financial Dealers nec*
222312	Financial Investment Manager*
223311	Training and Development Professional
224211	Archivist
224212	Gallery or Museum Curator*
224213	Health Information Manager*
224214	Records Manager*
224311	Economist*
224412	Policy Analyst*
224611	Librarian*
224912	Liaison Officer*
225112	Market Research Analyst*
225115	Digital Marketing Analyst*
231211	Master Fisher
231213	Ship's Master*
231214	Ship's Officer
231215	Marine Surveyor
231299	Marine Transport Professionals nec
232311	Fashion Designer*
232312	Industrial Designer*
232411	Graphic Designer*
234113	Forester \ Forest Scientist*
234311	Conservation Officer*
234313	Environmental Research Scientist*
234314	Park Ranger
234514	Biotechnologist*
234517	Microbiologist*
234611	Medical Laboratory Scientist*
234915	Exercise Physiologist*
242112	University Tutor
249111	Education Adviser*

249211	Art Teacher (Private Tuition)*
249212	Dance Teacher (Private Tuition)*
249213	Drama Teacher (Private Tuition)
249311	Teacher of English to Speakers of Other Languages*
251112	Nutritionist*
251311	Environmental Health Officer*
251911	Health Promotion Officer*
252111	Chiropractor*
252112	Osteopath*
252211	Acupuncturist*
252212	Homoeopath
252213	Naturopath*
254311	Nurse Manager*
261113	User Experience Designer (ICT)*
263212	ICT Support Engineer*
263311	Telecommunications Engineer*
272111	Careers Counsellor*
272113	Family and Marriage Counsellor*
272199	Counsellors nec*
272211	Minister of Religion
272411	Historian
272412	Interpreter*
272414	Archaeologist
272499	Social Professionals nec*
272611	Community Arts Worker*
272613	Welfare Worker*
311213	Medical Laboratory Technician*
311214	Operating Theatre Technician*
311216	Pathology Collector \ Phlebotomist*
311311	Fisheries Officer
311313	Quarantine Officer
311413	Life Science Technician*
311414	School Laboratory Technician
311415	Hydrographer
312115	Plumbing Inspector
312411	Electronic Engineering Draftsperson
312611	Safety Inspector*
313211	Radiocommunications Technician*
322111	Blacksmith
322115	Metal Polisher
323311	Engraver
323312	Gunsmith
323315	Saw Maker and Repairer
323316	Watch and Clock Maker and Repairer
341113	Lift Mechanic*
342312	Communications Operator

361114	Zookeeper*
362111	Florist*
362312	Sports Turf Manager*
362313	Sports Turf Trades Worker*
362611	Gardener (General)*
363311	Shearer
363312	Wool Classer
392312	Small Offset Printer
393111	Canvas Goods Fabricator
393112	Leather Goods Maker
393113	Sail Maker
393211	Apparel Cutter
393212	Clothing Patternmaker
393213	Dressmaker or Tailor*
393299	Clothing Trades Workers nec
394214	Wood Turner
399311	Gallery or Museum Technician
399312	Library Technician
399411	Jeweller*
399511	Broadcast Transmitter Operator
399512	Camera Operator (Film, Television or Video)*
399514	Make Up Artist*
399515	Musical Instrument Maker or Repairer
399517	Television Equipment Operator
399912	Interior Decorator
411412	Mothercraft Nurse
411712	Disabilities Services Officer*
423411	Child or Youth Residential Care Assistant
423413	Refuge Worker
441211	Emergency Service Worker*
442216	Security Consultant
451211	Driving Instructor*
451311	Funeral Director
451399	Funeral Workers nec*
451811	Civil Celebrant
451815	First Aid Trainer*
452211	Bungy Jump Master
452212	Fishing Guide
452213	Hunting Guide
452214	Mountain or Glacier Guide
452215	Outdoor Adventure Instructor
452216	Trekking Guide
452217	Whitewater Rafting Guide
452299	Outdoor Adventure Guides nec
452313	Horse Riding Coach or Instructor*
452314	Snowsport Instructor*

452318	Dog or Horse Racing Official
452322	Sports Umpire
452323	Other Sports Official
452411	Footballer*
452413	Jockey*
452414	Lifeguard
452499	Sportspersons nec*
512211	Health Practice Manager
512299	Practice Managers nec
521111	Personal Assistant
521211	Secretary (General)
541111	Call or Contact Centre Team Leader
551211	Bookkeeper
552111	Bank Worker
552211	Credit or Loans Officer
599112	Legal Executive
599212	Court Bailiff or Sheriff
599213	Court Orderly
599214	Law Clerk
599215	Trust Officer
599611	Insurance Investigator
599613	Insurance Risk Surveyor
611111	Auctioneer
611112	Stock and Station Agent
612111	Business Broker
612112	Property Manager*
612113	Real Estate Agency Principal \ Real Estate Agency Licensee
612114	Real Estate Agent
612115	Real Estate Representative*
639212	Wool Buyer

Appendix D: JSA Migration Model

JSA Migration Labour Market Indicator Model Methodology

The [Migration Strategy](#) establishes a formal role for Jobs and Skills Australia (JSA) in defining Australia's skills needs using labour market evidence and advice from tripartite mechanisms. Specifically, the Migration Strategy notes that JSA will:

- Monitor the labour market impacts of the Specialist Skills Stream for the Skills in Demand (SID) visa which will replace the Temporary Skills Shortage (TSS) visa program.
- Provide labour market advice on the Core Skills Occupations List (CSOL) for the Core Skills Stream of the SID visa. The Minister for Immigration, Citizenship and Multicultural Affairs is the decision maker on the composition of the CSOL.
- Provide labour market advice to inform the Essential Skills Stream of the SID visa.

JSA Labour Market Indicator Model

JSA has developed a new Migration Labour Market Indicator Model²⁵ (the JSA Migration Model) which informed the [draft CSOL](#) released for consultation on 20 March 2024. The JSA Model was developed to

- Provide advice on the CSOL for the Core Skills Stream of the SID visa.
- Target skilled migration to the current, longer-term and emerging skill needs of the Australian labour market, taking into consideration the contribution of vocational education and training (VET) and higher education to labour supply.

It is important to note that no one indicator or dataset is determinative in the JSA Migration Model.

Indicators and Datasets

The JSA Migration Model builds on the [SPL](#) ratings by analysing labour market indicators and datasets that are directly relevant to Australia's skill visa programs, including:

- **Domestic Indicators and datasets:**
 - [SPL](#) Skill Shortage and Future Demand Rating—JSA analysis.
 - Employment Growth Projections—JSA Occupation Projections.
 - Domestic Entry Employment Outcomes—Graduate Careers Australia: Graduate Outcomes Data and Field of Education Occupation Destination data, NCVET data.
 - Reliance on Primary Temporary Skill TSS Visa Holders—ABS Census, Department of Employment Occupation Trend Data, Department of Home Affairs' administrative (visa) data.

²⁵ The JSA Migration Model also includes a module to provide advice on the scope of Australia's international obligations on the movement of natural persons (MNP) or temporary entry under WTO GATS and Free Trade Agreements (FTAs).

- **Migration indicators and datasets:**

- Primary Skill Stream Migrant Employment Outcomes—Department of Home Affairs' Continuous Survey of Australia's Migrants (CSAM).
- Permanent and Temporary Primary Visa Labour Supply (Off-Shore)—Department of Home Affairs administrative data.
- Primary Skilled Migrant and Temporary Skill Visa Earnings—Department of Home Affairs administrative data, ABS Employee Earnings and Hours Survey; CSAM.
- Primary Skill Stream Migrant Unemployment—CSAM.

The JSA Migration Model also includes the following supplementary labour market indicators and datasets (to provide additional labour market intelligence):

- Full Time Employment Incidence—ABS Labour Force Estimates customised tables.
- Low visa grants—Department of Home Affairs administrative data.
- Primary Skill Stream Migrant Age—Department of Home Affairs administrative data.
- Workplace Risk—Safe Work Australia claims data and Fair Work Ombudsman data.
- Skills Match—ABS Survey of Education and Work.
- Internet Vacancies—JSA Internet Vacancy Index.

Scoring / Weightings

Once the datasets are incorporated into the JSA Migration Model, a points system is applied to each indicator, with an aggregate score generated for each occupation:

- This analysis is undertaken for ANZSCO Skill Level 1 to 3 occupations.
- There are a small number of occupations excluded from the JSA Migration Model (regardless of labour market analysis) as Australian citizenship is a pre-requisite for appointment, engagement or employment under the Australian Constitution; federal, state and territory laws; or to reflect other decisions of Government (e.g. for national security reasons).

The JSA Migration Model labour market indicator model uses a points system to generate advice on the draft CSOL where:

- Each indicator is assigned between 0 and 2 points.
- The Model is split into two main data groups: Domestic indicators and Migration indicators. Each group is weighted equally (50 per cent) in calculating the final scores for each occupation.
- Occupations meeting a benchmark are identified for inclusion on the CSOL. This benchmark is set at a level assessed to be a reliable indicator²⁶ and where most of the indicators support inclusion.

²⁶ That is, output of the labour market indicator model using relevant data from previous years, aligns to labour market intelligence (including skill shortage ratings) for occupations in subsequent years.

For occupations where there is insufficient data in the standard JSA Migration Model, supplementary data sources are analysed:

- Most in-scope occupations (approximately 80 per cent) have sufficient data for the primary JSA Migration Model.
- Approximately 15 per cent of skilled occupations require analysis of supplementary data sources in the JSA Migration Model, and some five (5) per cent of occupations cannot be accurately assessed through available data.

Treatment of Submission, Survey and Qualitative Analysis

The JSA website included [Submission Guidelines](#) (released on 20 March 2024 with the draft grouping of occupations at the commencement of CSOL consultation) to assist stakeholders to draft submissions that provide supplementary labour market data and intelligence. These guidelines refer to the use of 2022 ANZSCO at the 6-digit level in submissions and highlighted an interest in new datasets or surveys (e.g. of industry and professional association members) which were not part of the [SPL](#) or JSA Migration Model.

JSA triaged all submissions received both online through the Qualtrics portal and by email to streamline the assessment process (e.g. to remove duplicate submissions and those which were out-of-scope, which included a large number of resumes and job applications).

All submissions were assessed against a framework which analysed and provided a rating for or against migration (from least compelling to extremely compelling). The assessment considered the quantitative and qualitative content of each submission for four themes of “migrants in the labour market”; “the Australian labour market”; “wages and employment conditions” and “emerging or future of the occupation.”

The draft CSOL survey (which included different questions for industry and business, and for Australian and migrant workers and jobseekers) was also hosted through Qualtrics, and results had a similar treatment to the formal submissions. That is, the survey results were analysed considering the four themes above and scored appropriately on both “support for” or “do not support” migration, and by strength of support.

Submissions and surveys were aggregated by six-digit ANZSCO occupation, with an aggregate factor available for each of the themes. These thematic factors were compared to the evidence already available in the JSA Migration Model and weighted appropriately.

Thematic factors were collapsed into a “nudge factor” which would be used to calculate the CSOL advice (refer to the Mechanical Engineer, Bricklayer and External Auditor case studies to see the effect of these nudge factors).

JSA engaged Wallis Social Research to undertake qualitative research and stakeholder engagement on the draft CSOL, focussing on the “targeted for consultation” list. For each 6-digit ANZSCO occupation on this list that was relevant to their role, participants were asked questions on “how hard/easy it was to fill vacancies”; “changes to the labour market in the preceding 12 months”; “changes expected in the labour market in the next 12 months”; and the “impact of including/excluding an occupation on the CSOL.” The report from the social researcher provides the response to the final question (see **Appendix G**).

The output from the Wallis Social Research project was used to verify the findings from the surveys and submissions. Where the project’s findings strongly aligned with the surveys and submissions, the nudge factor was increased by 10 per cent. Where it was strongly

unaligned, the nudge factor was decreased by 10 per cent. The same pattern was repeated where the research was mostly aligned or mostly unaligned, but by a factor of 5 per cent.

Further Refinements to JSA Migration Model

JSA is committed to the ongoing refinement of the JSA Migration Model to support the implementation of the [Migration Strategy](#), including through:

- Analysis and incorporation of new labour market datasets and the outcomes of other JSA modelling projects (e.g. projections on the contribution to workforce supply from the higher education and vocational education and training sectors).
- Exploring additional ABS and administrative datasets which are assessed as being relevant to providing recommendations to Government on the CSOL. This recognises the investment that the Government is making in improving data access and maintaining and updating integrated datasets (such as PLIDA, ACTEID, ACMID and PITMID).

Appendix E: Qualitative Analysis Report

See – [CSOL qualitative research and stakeholder consultation project report | Jobs and Skills Australia](#)