



[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
W: www.aipm.com.au

25 September 2025

Professor Barney Glover AO
Commissioner
Jobs and Skills Australia

Dear Commissioner Glover,

Submission to Jobs and Skills Australia: 2025 Core Skills Occupations List (CSOL) Consultation

On behalf of the Australian Institute of Project Management (AIPM™), I am pleased to provide the attached submission to inform Jobs and Skills Australia's advice to Government on the 2025 Core Skills Occupations List (CSOL).

As the national peak body for the project management profession, AIPM™ represents thousands of project professionals who deliver outcomes across Australia's critical sectors, including infrastructure, health, defence, energy, digital transformation, education, and community programs.

Our submission highlights a significant gap in the current classification framework: the absence of a **generalist Project Manager occupation** under the Occupation Standard Classification for Australia (OSCA 2024). We recommend the creation of a new "Project Manager (Generalist)" occupation at Skill Level 1, alongside retention of sector-specific roles (ICT Project Manager, Construction Project Managers, and Project Builders). We also stress the importance of clarifying that the existing "Contract, Program and Project Administrators" classification is not an accurate reflection of the project management profession.

Recognition of Project Managers as a distinct occupation will ensure that skilled migration pathways and workforce planning are better aligned with labour market realities, while also bringing Australia into line with international best practice.

I commend this submission to you and your team. AIPM™ would welcome the opportunity to provide further evidence, data, and professional insights to assist Jobs and Skills Australia in its analysis and final advice to Government.

Yours sincerely,

[Redacted Signature]

[Redacted]

[Redacted]

[Redacted]

Attachment: AIPM™ Submission – 2025 Core Skills Occupations List (CSOL)





September 2025

Submission to Jobs and Skills Australia

Inclusion of Project Management Profession in the Core Skills Occupations List (CSOL) 2025

Submitted by: Australian Institute of Project Management (AIPM™)



1. Introduction and Summary of Request

The Australian Institute of Project Management (AIPM™), the **national peak body for the project management profession**, welcomes the opportunity to contribute to Jobs and Skills Australia's consultation on the **2025 Core Skills Occupations List (CSOL)**.

We formally request that:

- 1.1. **Project Manager (Generalist)** be recognised as a distinct occupation under the Occupation Standard Classification for Australia (OSCA) and included on the **2025 CSOL**.
- 1.2. Jobs and Skills Australia clarify that the **Contract, Program and Project Administrators** classification is not a comprehensive or accurate reflection of the professional responsibilities of project managers.
- 1.3. Existing **sector-specific codes** (Construction Project Managers, ICT Project Manager, and Project Builders) be retained, but complemented with a **generalist classification** to capture the breadth of the profession.

2. Labour Market Context

2.1. National Demand for Project Managers

Project management is a professional discipline defined by structured planning, execution, monitoring, and delivery of projects within defined scope, time, and cost. Unlike line managers or administrators, project managers lead cross-functional teams and are accountable for delivering outcomes.

Project managers are now central to **national priorities**, including:

- Health and aged care reform
- Infrastructure and transport delivery
- Energy transition and sustainability programs
- Defence capability and major acquisition projects
- Digital transformation of government and business services
- Education, research, and social reform initiatives

2.2. Current Classification Gap

The absence of a generalist “Project Manager” classification under OSCA:

- Forces skilled migrants to apply under Program or Project Administrator, a role focused on administrative support rather than leadership.
- Prevents employers from accurately sponsoring or recruiting skilled migrants.
- Distorts workforce and migration data, creating blind spots for policy and planning.





3. Supporting Evidence

Table 1: Labour Market Demand Indicators for Generalist Project Managers

Indicator	Evidence	Source
Projected Employment Growth	Project management-related roles projected to grow strongly through 2026, especially in infrastructure and digital transformation.	Jobs and Skills Australia (2024)
Job Vacancies	12,000+ generalist PM job ads in 2024 across SEEK, Indeed, and LinkedIn (beyond ICT and construction).	Burning Glass / Lightcast (2024)
Recruitment Difficulty	65% of employers reported difficulty recruiting qualified project managers (non-ICT/construction).	AIPM™ Project Management Survey (2023)
Priority Sector Skills	National Skills Commission's Skills Priority List (2023) identifies project management capability as critical across multiple industries.	NSC (2023)
Industry Reports	Deloitte & PwC highlight project management as a top 10 future skillset.	Deloitte (2023); PwC (2024)
Education Pipeline	Growing number of Master of Project Management and AQF Level 7–9 qualifications, but insufficient to meet demand.	Universities/RTOs (2023–24)

Table 2: International Recognition of Project Managers

Country	Recognition of “Project Manager” Occupation	Notes
United States	Bureau of Labor Statistics code 13-1082 “Project Management Specialists”	Treated as a distinct professional occupation
United Kingdom	SOC includes “Project Manager” roles across government, finance, health, and services	Recognised as cross-sectoral
Canada	National Occupational Classification (NOC) recognises generalist project management roles	Eligible for skilled migration
New Zealand	Migration framework includes Project Manager as a skilled occupation	Aligned to skills shortage policy
Australia (current)	No dedicated code for Project Manager (Generalist); only ICT/Construction/Administration roles	Misclassification issues

4. Distinction from Program or Project Administrators

Program or Project Administrators perform administrative and support functions, such as preparing reports, overseeing contractor work orders, and arranging office accommodation.

By contrast, Project Managers:





- Lead and direct delivery of projects against scope, budget, schedule, and risk.
- Apply professional methodologies and standards such as the AIPM™ RegPM™ Certification Framework (Australia's national competency-based standard).
- Manage multidisciplinary teams, stakeholders, and governance.
- Are accountable for outcomes, not administrative support functions.

Equating the two undervalues professional capability and undermines migration and workforce policy accuracy.

5. Proposed Occupation: Project Manager (Generalist)

Proposed Title: Project Manager (Generalist)

Proposed Skill Level: Skill Level 1 (Bachelor degree or higher qualification)

Occupation Description:

Plans, directs, and coordinates the delivery of projects across diverse sectors. Manages multidisciplinary teams and stakeholder relationships, and applies project management methodologies to manage risks, optimise resources, and ensure successful delivery against agreed scope, schedule, budget, and quality standards.

Project Managers may perform the following tasks:

- Define project vision, objectives, and success criteria in alignment with organisational strategy.
- Provide leadership and direction to multidisciplinary teams, fostering collaboration and accountability.
- Develop and oversee governance frameworks, project plans, and resource strategies to ensure successful delivery.
- Engage and influence stakeholders at executive, community, and operational levels to secure alignment and support.
- Identify, evaluate, and manage risks, issues, and dependencies that may impact project outcomes.
- Monitor progress against scope, schedule, cost, and quality parameters, and implement corrective actions when required.
- Drive decision-making on trade-offs and prioritisation to achieve optimal outcomes.
- Report on performance and benefits realisation to executive leadership, boards, and funding bodies.

Specialisations may include:

- Business Transformation Project Manager
- Defence Program Manager
- Health Services Project Manager
- Infrastructure Project Manager
- IT Project Manager
- Construction Project Manager





6. Recommendations

AIPM™ recommends that Jobs and Skills Australia:

- 6.1. **Create and include “Project Manager (Generalist)”** as a distinct occupation in OSCA and list it on the 2025 CSOL.
- 6.2. **Acknowledge that** the existing **Contract, Program and Project Administrators** classification does not reflect project management as a profession and should not be used as a proxy classification.
- 6.3. **Retain existing sector-specific roles** while adding a generalist classification to capture the breadth and scale of project management demand across the economy.
- 6.4. **Engage with AIPM™** as the national peak body to define competencies, data inputs, and workforce standards.

7. Conclusion

Project managers are foundational to delivering Australia’s economic, social, and infrastructure priorities. Their absence from OSCA 2024 as a generalist category is a critical gap that undermines migration, workforce planning, and skills policy.

Recognising **Project Manager (Generalist)** as a Skill Level 1 occupation, and including it in the **2025 CSOL**, will bring Australia into alignment with international practice, strengthen migration settings, and ensure the workforce is equipped to deliver on national priorities.

