



FEEDBACK ON THE DRAFT CSOL – INDUSTRY SKILLS AUSTRALIA SUBMISSION 2025



Overview

Industry Skills Australia (ISA) is the Jobs and Skills Council for the nation's Transport and Logistics, Rail, Aviation and Maritime industries and the emerging sectors of Omnichannel Logistics and Distribution, and Air and Space Transport and Logistics. ISA welcomes the opportunity to provide feedback on the draft Core Skills Occupation List (CSOL).

This submission provides feedback on the transport-related occupations targeted for consultation in the <u>draft CSOL</u> and other eligible roles.

How we assessed the occupations

The below framework explains the approach used to assess each occupation and to form recommendations about inclusion on the list.

1. OSCA/ANZSCO Mapping

We first establish how the OSCA occupation aligns to ANZSCO¹. For every occupation we state the ANZSCO code and title and classify the mapping as either a partial or full match.

2. Occupational Shortage List (OSL) status

We identify whether the mapped ANZSCO occupation appears on the current Jobs and Skills Australia Occupational Shortage List, and whether it is listed as a national or state/territory shortage. OSL status is treated as a high-weight signal in the assessment.

3. Evidence base

We assembled current, supporting evidence about shortage and labour market pressure from multiple sources. The evidence set may include:

- Workforce Plans
- Annual ISA survey
- Consultation insights from industry, regional and RTO roundtables
- Media/government reports in 2025
- Anecdotal evidence

4. Recommendation categories

Each occupation concludes with one of the following:

- On list: Clear case for shortage based on OSL status and/or multiple high-quality evidence sources.
- **Off list**: Insufficient contemporary evidence of shortage or misalignment between OSCA and ANZSCO that prevents a reliable case.

¹ Australian Bureau of Statistics. (2024). OSCA correspondence tables [Data set]. In OSCA – Occupation Standard Classification for Australia, Version 1.0: Data downloads. ABS. https://www.abs.gov.au/statistics/classifications/osca-occupation-standard-classification-australia/2024-version-1-0/data-downloads



Aviation

Two aviation-related occupations, Airport Manager (OSCA 149931) and Air Transport Professionals nec (OSCA 299199), have been targeted for consultation in the Core Skills Occupation List (CSOL) process. As a Skill Level 1 occupation, 299132 Air Traffic Controller meets the criteria for inclusion on the CSOL, but is not currently on the list, nor is it targeted for consultation.

Data from internal sources, alongside national shortage lists, provide insight into the appropriateness of their inclusion.

Targeted for consultation

1. Airport Manager (OSCA 149931)

- The closest ANZSCO match is 139999 Specialist Managers nec, but this is only a partial match to the Airport Manager role.
- 139999 Specialist Managers nec is listed in the Occupation Shortage List (OSL) for Victoria and Northern Territory only.²
- ISA stakeholder feedback suggests shortages are most acute in regional areas, though this is only from a single source.

Recommendation: On list.

2. Air Transport Professionals nec (OSCA 299199)

- Directly matches ANZSCO 231199 Air Transport Professionals nec.
- 231199 Air Transport Professionals nec identified as a national shortage on the Occupation Shortage List.
- This group covers niche occupations such as Aircraft Navigator, Airworthiness Inspector, Balloonist, and Flight Engineer Inspector.³
- While shortages for the equivalent ANZSCO occupation are recognised nationally, consultation data has not specifically highlighted which niche occupations within the group face the greatest demand.

Recommendation: On list.

² Jobs and Skills Australia, Occupation Shortage List 2024, Occupation Shortage List | Jobs and Skills Australia.

³ Australian Bureau of Statistics, Unit Group 2311 Air Transport Professionals, <u>1220.0 - ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</u> and Visa Envoy Com, <u>Air Transport Professionals nec - ANZSCO</u> 231199.



Currently off list

3. Air Traffic Controller (OSCA 299132)

- Directly matches ANZSCO 231112 Air Traffic Controller.
- Shortages of Air Traffic Controllers were discussed at length in the Aviation Workforce Plan⁴.
- Reporting on Air Traffic Controller shortages is extensive⁵;⁶;⁷.
- ISA stakeholder feedback suggests shortages are most acute in the ACT, which aligns with the 2024 Occupation Shortage List.8

Recommendation: On list.

⁴ Industry Skills Australia. (2025, July). Aviation Industry 2025 Workforce Plan (p. 11). https://isa-files.azureedge.net/2025-07/2025%20Aviation%20Workforce%20Plan 0.pdf#page=11

⁵ Sambul, N. (2025, March 3). Fears Asia-Pacific aviation boom could outpace capacity to keep passengers safe. ABC News. https://www.abc.net.au/news/2025-03-03/asia-pacific-aviation-boom-safety-concerns-staff-shortage/104993742

⁶ Consequences of impaired decision-making could be catastrophic: Alarm raised over exhausted air traffic controllers. (2025, February 21.). Herald Sun. <a href="https://www.heraldsun.com.au/news/victoria/consequences-of-impaired-decision-making-could-be-decision-making-c catastrophic-alarm-raised-over-exhausted-air-traffic-controllers/news-story/749ca6e63f53eeaafb8496a474e115c4

Visontay E. (2025, September 12). Sydney Airport braces for delays due to air traffic controller shortage. Brisbane Times. https://www.brisbanetimes.com.au/national/nsw/sydney-airport-braces-for-delays-due-to-air-traffic-controller-shortage-20250912-p5mul7.html

⁸ Jobs and Skills Australia, Occupation Shortage List | Jobs and Skills Australia.



Rail

Five rail-related occupations have been targeted for consultation in the Core Skills Occupation List (CSOL) process.

Data from internal sources, alongside national shortage lists, provide insight into the appropriateness of their inclusion.

Targeted for consultation

1. Rail Engineer (OSCA 243233)

- The closest ANZSCO match is 233215 Transport Engineer, but this is only a partial match to the Rail Engineer role.
- 233215 Transport Engineer is listed in national shortage on the Occupation Shortage List (OSL).⁹
- 87.5% of respondents to ISA's survey agreed that occupational shortages are a challenge in operational, engineering, technical, and training roles 10.
- ISA stakeholder feedback suggests engineering (signalling, electrical and civil) are key skills in demand for the Rail Industry.
- The National Transport Commission's Future Skills Framework¹¹ has identified 8 engineering roles as critical to the Rail Industry over the next five years.

Recommendation: On list.

2. Rail Signalling Engineer (OSCA 243332)

- The closest ANZSCO match is 233311 Electrical Engineer, but this is only a partial match to the Rail Signalling Engineer role.
- ISA stakeholder feedback suggests engineering (signalling, electrical and civil) are key skills in demand for the Rail Industry.
- As part of industry consultation for the Rail Industry 2025 Workforce Plan¹², signalling engineers were identified as facing shortages.¹³

13 Ibid.

⁹ Jobs and Skills Australia, Occupation Shortage List | Jobs and Skills Australia.

¹⁰ Industry Skills Australia. (2025, July). Rail Industry 2025 Workforce Plan (p. 34) https://isa-files.azureedge.net/2025-07/2025%20Rail%20Workforce%20Plan.pdf#page=34

¹¹ National Transport Commission. (n.d.). Meeting future rail skills demand. https://www.ntc.gov.au/project/meeting-future-rail-skills-demand

¹² Industry Skills Australia. (2025, July). Rail Industry 2025 Workforce Plan (p. 10) https://isa-files.azureedge.net/2025-07/2025%20Rail%20Workforce%20Plan.pdf#page=10



 The National Transport Commission's Future Skills Framework¹⁴ has identified eight engineering roles, including Signalling Engineer, as critical to the Rail Industry over the next five years.

Recommendation: On list.

3. Railway Network Controller (OSCA 399937)

- Directly matches ANZSCO 712918 Train Controller.
- 712918 Train Controller is listed in national shortage on the Occupation Shortage List (OSL).¹⁵
- The National Transport Commission's Future Skills Framework has identified Train Controllers among the 16 critical rail roles needed over the next five years.¹⁶

Recommendation: On list.

4. Freight Train Driver (OSCA 711331)

- The closest ANZSCO match is 731311 Train Driver, which combines both Freight and Passenger Train Drivers in OSCA. This is a partial match.
- ANZSCO 731311 Train Driver is listed as a national as well as a regional shortage on the OSL¹⁷.
- Anecdotal feedback indicates that Freight Train Drivers in particular, are difficult to recruit.

Recommendation: On list.

5. Passenger Train Driver (OSCA 711332)

- The closest ANZSCO match is 731311 Train Driver, which combines both Freight and Passenger Train Drivers in OSCA. This is a partial match.
- ANZSCO 731311 Train Driver is listed as a national shortage on the OSL.¹⁸
- Anecdotal feedback indicates that Passenger Train Drivers are **not** difficult to recruit.

Recommendation: Off list.

¹⁴ National Transport Commission. (n.d.). Meeting future rail skills demand. https://www.ntc.gov.au/project/meeting-future-rail-skills-demand

¹⁵ Jobs and Skills Australia, Occupation Shortage List | Jobs and Skills Australia, Occupations 712918.

¹⁶ Meeting future rail skills demand | National Transport Commission, Rail – Changing Workforce Demand.

¹⁷ Occupation Shortage List | Jobs and Skills Australia, Occupations 731311.

¹⁸ Occupation Shortage List | Jobs and Skills Australia



Transport and Logistics

Four transport and logistics-related occupations have been targeted for consultation in the Core Skills Occupation List (CSOL) process. As a Skill Level 3 occupation, 461531 Driving Instructor meets the criteria for inclusion on the CSOL, but is not currently on the list, nor is it targeted for consultation. Similarly, 223434 Supply Chain Analyst meets the criteria for inclusion, but is only a partial match to ANZSCO 224711 Management Consultant which is currently on the CSOL.

Data from internal sources, alongside national shortage lists, provide insight into the appropriateness of their inclusion.

Targeted for consultation

1. Customs Broker (OSCA 599932)

- The closest ANZSCO match is 591212 Import Export Clerk, but this is only a partial match.
- 591212 Import Export Clerk is listed as a shortage in New South Wales only on the OSL. 19
- Shortages of Customs Brokers were discussed at length in the Transport and Logistics Industry Workforce Plan²⁰.
- About 90% of stakeholders surveyed agreed that shortages of custom brokers have been impacting the industry.²¹

Recommendation: On list.

2. Articulated Truck Driver (OSCA 713231)

- The closest ANZSCO match is 733111 Truck Driver (General), but this is only a partial match.
- ANZSCO 733111 Truck Driver (General) is listed as a shortage nationally except in Victoria on the OSL.22
- Shortages of Truck Drivers were discussed at length in the Transport and Logistics Industry Workforce Plan²³.

¹⁹ Occupation Shortage List | Jobs and Skills Australia, ANZSCO 591212.

²⁰ Industry Skills Australia. (2025, July). Transport and Logistics Industry 2025 Workforce Plan (p. 19). https://isafiles.azureedge.net/2025-07/2025%20Transport%20and%20Logistics%20Workforce%20Plan.pdf#page=10

²¹ 2025 Transport and Logistics Workforce Plan.pdf, p. 87, Industry Skills Australia.

²² Occupation Shortage List | Jobs and Skills Australia

ANZSCO 733111.

²³ Industry Skills Australia. (2025, July). Transport and Logistics Industry 2025 Workforce Plan (p. 24). https://isafiles.azureedge.net/2025-07/2025%20Transport%20and%20Logistics%20Workforce%20Plan.pdf#page=13



- About 90% of stakeholders surveyed agreed that shortages of heavy vehicle drivers, custom brokers and warehouse workers have been impacting the industry.²⁴
- Reporting on Truck Driver shortages is extensive.²⁵;²⁶;²⁷
- The Australian Trucking Association supports the addition of this occupation on the CSOL.²⁸
- All the thirteen Designated Area Migration Agreements (DAMA) currently include heavy vehicle driver occupations for visa applications.²⁹

Recommendation: On list.

3. Tanker Truck Driver (OSCA 713232)

- Directly matches ANZSCO 733114 Tanker Driver.
- No shortages reported in all jurisdictions for Occupation Shortage List 2024.³⁰
- The Australian Trucking Association supports the addition of this occupation on the CSOL.³¹

Recommendation: On list.

4. Warehouse Supervisor (OSCA 721132)

- The closest ANZSCO match is 741111 Storeperson, but this is only a partial match.
- 741111 Storeperson is listed as a shortage in New South Wales and the Northen Territory on the OSL.³²

²⁴ 2025 Transport and Logistics Workforce Plan.pdf, p. 87, Industry Skills Australia.

²⁵ Clark, W. (2025, August 14). A ticking time bomb. National Road Transport Association. https://www.natroad.com.au/a-ticking-time-bomb/

²⁶ Catalano, A. (2024, November 19). *NatRoad proposes driver shortage plan*. PowerTorque.

https://powertorque.com.au/natroad-proposes-driver-shortage-plan/

²⁷ National Heavy Vehicle Regulator. (2025, March 10). 'Accelerating action': Promoting gender diversity across the heavy vehicle industry this International Women's Day. https://www.nhvr.gov.au/news/2025/03/10/accelerating-action-promoting-gender-diversity-international-womens-day-2025

²⁸ Australian Trucking Association. (2025). 2025 ATA election policy platform (p. 6).

https://www.truck.net.au/sites/default/files/page-

attachments/2025%20ATA%20Election%20Policy%20Platform%20FINAL.pdf#page=6

²⁹ Department of Home Affairs. <u>Designated area migration agreements</u>

³⁰ Occupation Shortage List | Jobs and Skills Australia, ANZSCO 733114.

³¹ Australian Trucking Association. (2025). 2025 ATA election policy platform (p. 6). https://www.truck.net.au/sites/default/files/page-

attachments/2025%20ATA%20Election%20Policy%20Platform%20FINAL.pdf#page=6

³² Occupation Shortage List | Jobs and Skills Australia, ANZSCO 733111.



• No explicit evidence for supervisory roles was mentioned in the consultation data, but the shortage of warehouse workers more broadly was mentioned.

Recommendation: Off list.



Currently on list

5. Supply Chain Analyst (OSCA 223434)

- Partial match with ANZSCO 224711 Management Consultant which is currently on the CSOL.
- 224711 Management Consultant is listed as a shortage in the Northern Territory on the OSL³³.
- Lack of ISA stakeholder feedback to suggest shortage.

Recommendation: Off list.

Currently off list

5. Driving Instructor (OSCA 461531)

- Directly matches ANZSCO 451211 Driving Instructor, though Driving Instructor references both heavy and light vehicles.
- 451211 Driving Instructor is not listed as a shortage on the OSL.
- Industry sources also highlight ongoing shortages of qualified driving instructors across Australia.³⁴
- Extensive evidence of shortages of *Truck* Driving Instructors/driver trainers in the consultation data.

Recommendation: On list.

³³ Occupation Shortage List | Jobs and Skills Australia, ANZSCO 224711.

³⁴ EzLicence. (January 2025). Driving instructor shortages. EzLicence. https://www.ezlicence.com.au/driving-instructor-shortages



Maritime

Two maritime-related occupations, Marine Pilot (OSCA 313432) and Marine Transport Masters, Officers and Technicians nec (OSCA 313499), have been targeted for consultation in the Core Skills Occupation List (CSOL) process.

Data from internal sources, alongside national shortage lists, provide insight into the appropriateness of their inclusion.

Targeted for consultation

- 1. Marine Pilot (OSCA 313432)
 - Partial match with ANZSCO 231213 Ship's Master.
 - Lack of ISA stakeholder feedback to suggest shortage, however, the Australasian Marine Pilots Institute has indicated they will provide a direct response to JSA.

Recommendation: Off list.

- 2. Marine Transport Masters, Officers and Technicians nec (OSCA 313499)
 - Directly matches ANZSCO 231299 Marine Transport Professionals nec.
 - 231299 Marine Transport Professionals nec is listed in the Occupation Shortage List (OSL) for New South Wales and Western Australia only.³⁵
 - Occupation includes Boating Safety Officer, Marine Safety Officer, Vessel Traffic Officer.
 - Lack of ISA stakeholder feedback to suggest shortage.

Recommendation: Off list.



Appendix 1. Summary table of ISA feedback

| Industry | Occupation | Consultation evidence | Recommendation | CSOL Status |
|----------|--|---|----------------|---------------------------|
| Aviation | Airport Manager | Limited direct evidence specific to Airport Managers | On list | Targeted for consultation |
| Aviation | Air Transport Professionals (not elsewhere classified) | Currently listed as a national shortage, consultation hasn't identified which specific roles are in greatest demand | On list | Targeted for consultation |
| Aviation | Air Traffic Controller | Extensive reporting and the Aviation Workforce Plan discuss shortages | On list | Currently off list |
| Rail | Rail Engineer | 87.5% of ISA survey respondents cite shortages across operational/engineering/technical/training roles; NTC Future Skills Framework flags 8 engineering roles as critical over next 5 years | On list | Targeted for consultation |
| Rail | Rail Signalling Engineer | Industry consultation for Rail Industry 2025 Workforce Plan flagged signalling engineer shortages; NTC Future Skills Framework includes Signalling Engineer among critical roles | On list | Targeted for consultation |
| Rail | Railway Network Controller | NTC Future Skills Framework lists Train Controllers among 16 critical rail roles over next 5 years | On list | Targeted for consultation |
| Rail | Freight Train Driver | Train Drivers are listed as a national shortage, and stakeholders indicate that this is particularly affecting freight train drivers. | On list | Targeted for consultation |
| Rail | Passenger Train Driver | No internal stakeholder feedback or contemporary reporting indicating shortage | Off list | Targeted for consultation |



| T&L | Customs Broker | Discussed extensively in Transport & Logistics Industry Workforce Plan; ~90% surveyed stakeholders report shortages in customs brokers | On list | Targeted for consultation |
|----------|---|--|----------|---------------------------|
| T&L | Articulated Truck Driver | Shortages discussed extensively in the Transport & Logistics Industry Workforce Plan; ~90% of surveyed stakeholders report shortages in heavy vehicle drivers; all 13 DAMAs include heavy vehicle driver occupations. Australian Trucking Association support for inclusion of occupation on CSOL. | On list | Targeted for consultation |
| T&L | Tanker Truck Driver | Australian Trucking Association support for inclusion of occupation on CSOL. | On list | Targeted for consultation |
| T&L | Warehouse Supervisor | No explicit evidence for supervisory roles; broader warehouse worker shortages discussed in Workforce Plan and mentioned in consultation | Off list | Targeted for consultation |
| T&L | Supply Chain Analyst | No internal stakeholder feedback or contemporary reporting indicating shortage | Off list | Currently on list |
| T&L | Driving Instructor | Consultation shows extensive evidence of shortages for <i>truck</i> driving instructors/driver trainers. Industry source also reports ongoing shortages. | On list | Currently off list |
| Maritime | Marine Pilot | No internal stakeholder feedback or contemporary reporting indicating shortage | Off list | Targeted for consultation |
| Maritime | Marine Transport Masters, Officers and Technicians (not elsewhere classified) | No internal stakeholder feedback or contemporary reporting indicating shortage | Off list | Targeted for consultation |

