

26 September 2025

Professor Barney Glover AO  
Jobs and Skills Australia Commissioner  
Department of Employment and Workplace Relations  
GPO Box 9828  
Canberra ACT 2601

Dear Professor Glover

**2025 Draft Core Skills Occupation List**

1. The Law Council of Australia is grateful for the opportunity to make a submission to Jobs and Skills Australia (**JSA**) on the 2025 Draft Core Skills Occupation List (**CSOL**).<sup>1</sup> This submission is informed by input from the Migration Law Committee of the Law Council's Federal Dispute Resolution Section, the Law Institute of Victoria (**LIV**) and the Law Society of Western Australia.
2. As expressed in our submission on the 2024 Draft CSOL,<sup>2</sup> the Law Council's position remains that:
  - a. A skilled occupation list should be abolished in favour of a skill level classification;
  - b. There should be clear and certain pathways to permanent residency for temporary skilled migrants; and
  - c. Skilled occupation lists need to be flexible and apply to areas of genuine shortage in a timely manner.
3. The Law Council understands that the CSOL will transition from the Australia and New Zealand Standard Classification of Occupations (**ANZSCO**) list to the Occupation Standard Classification for Australia (**OSCA**) list. It will be important that occupations that are specified as "Not Elsewhere Classified" (**NEC**) in the current CSOL, which uses ANZSCO codes, are not omitted from the updated list to enable emerging or evolving occupations to be included for skilled migration purposes.

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<sup>1</sup> Jobs and Skills Australia, [2025 Core Skills Occupations List \(CSOL\) Consultations](#) (Web Page, August 2025).

<sup>2</sup> Law Council of Australia, Submission to Jobs and Skills Australia, [Draft Core Skills Occupation List](#) (4 June 2024).

## The Draft Core Skills Occupation List

4. The Law Council understands that JSA has invited feedback on all OSCA Skill Level 1 to 3 occupations, but is particularly interested in those skilled occupations identified in the “Targeted for Consultation” group. With respect to that group, the Law Council makes the following submissions:
  - (a) Exercise Physiologist (OSCA 262231), Exercise and Sports Scientist (OSCA 262232) and Physiotherapist (OSCA 262431) should remain on the CSOL due to ongoing demand for these specific occupations and perpetual staff shortages in this sector. Employers expend substantial amounts in marketing fees to advertise these positions, and express concern that there are insufficient skilled Australian professionals in these disciplines to keep up with demand.
  - (b) Customer Service Manager (OSCA 172132), Graphic Designer (OSCA 242332) and Specialist Manager NEC (OSCA 149999) should also remain, or be included, on the CSOL given the ongoing market shortage, and ongoing demand for those occupations.
  - (c) It is not clear how a Senior Chef (OSCA 161631) is to be differentiated from a Chef (OSCA 321131), other than by reference to managerial responsibilities, which are themselves difficult to define in some contexts. Applicants and employers already have difficulty in establishing whether a position should be described as Cook (OSCA 322331) or Chef, and the addition of the occupation of Senior Chef is likely to cause further confusion. Detailed guidance should be issued to clearly define the difference between these occupations, so that practitioners can have confidence in advising clients.
5. Outside of the “Targeted for Consultation” group, we also suggest that the following occupations should remain, or be included, on the final CSOL list given the ongoing market shortage, and ongoing demand, for these roles:
  - (a) Disability Support Worker (OSCA 422231)
  - (b) Lift Mechanics (OSCA 381234)
  - (c) Sports Coaches and Outdoor Adventure Guides NEC (OSCA 462499), and
  - (d) Sports Centre Manager (OSCA 161335).
6. In addition, the occupation of Child Care Centre Manager (ANZSCO 134111) should be restored to the CSOL. Employers in this sector continue to see a significant shortage of qualified childcare workers across Australia. The equivalent OSCA occupation appears to be Children’s Education and Care Service Director (OSCA 142131).
7. With respect to the occupation of Café and Restaurant Manager (OSCA 161231), there is an apparent anomaly whereby the CSOL includes retail managers, but not café and restaurant managers. This anomaly permits large food corporations to sponsor retail managers, but excludes smaller cafés and restaurants, such as those that provide contemporary and fine dining, from sponsoring experienced staff. Further, cafés and restaurants with a turnover of \$2 million per annum are currently eligible to sponsor managers by way of labour agreements. However, those that

earn under this threshold are required to find other options to sponsor overseas employees for the same positions. The Law Council submits that Café and Restaurant Managers should be reintroduced to the CSOL to protect the hospitality sector from staff shortages and ensure business flexibility.

## **Additional matters**

### Misalignment between occupation lists

8. The Law Council has observed an apparent misalignment between occupation lists. When the Department of Home Affairs updated ANZSCO in 2022, some of the “new” occupations created by this update were added to the CSOL, but the occupation lists for General Skilled Migration (**GSM**) visas were last amended in or about 2019. This has created a situation where certain candidates who may wish to nominate a suitable occupation for the Skills in Demand (subclass 482) visa, subsequently have issues with reconciling it with an occupation for GSM purposes. This issue has impacted the following occupations:
  - Cyber Security Architect (OSCA 271134)
  - Cyber Security Analyst (OSCA 271133)
  - Cyber Security Engineer (OSCA 271135)
  - Data Analyst (OSCA 223231)
  - Data Scientist (OSCA 223234)
  - Dev Ops Engineer (OSCA 273332), and
9. Supply Chain Analyst (OSCA 223434).
10. Ideally, the CSOL should become the occupation list for subclasses 189, 407 and 491 family sponsored visas. Further, the Regional Occupation List should become the occupation list for subclasses 190 and 491 State and Territory sponsored visas, so that State and Territory governments have as much flexibility as possible to create their own skilled occupation lists.

### Application to other visa classes

11. The Law Council recommends that the skilled occupation lists for the Training (subclass 407) visa and the Skills in Demand (subclass 482) visa be the same (i.e. the CSOL). Based on feedback from the legal profession, we understand the difference in occupation lists is a major reason why the Training (subclass 407) visa is being used as a time-buying visa rather than a visa for genuine training opportunities.

### Caveat 14 occupations

12. On the current CSOL, Traditional Chinese Medicine Practitioner (ANZSCO 252214, now OSCA 269932), Private Tutors and Teachers NEC (ANZSCO 249299, now OSCA 259131) and Other Sports Coach or Instructor (Wushu Martial Arts Coach or Yoga Instructor Only) (ANZSCO 452317)<sup>3</sup> are subject to “Caveat 14” to give effect to Australia’s international trade obligations. This has been understood to mean that only applicants holding passports of countries with which Australia has free trade agreements providing for those occupations may be granted a visa on the basis of employment in such occupations. Members of the profession have expressed the

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<sup>3</sup> There is no reference to Wushu in OSCA. The most relevant occupations appear to be Martial Arts Instructor (OSCA 462436) and Yoga Teacher (OSCA 462232).

view that the nomination of overseas workers to those occupations should not be limited to workers who hold a specified passport.

**Contact**

13. If the Law Council can be of any further assistance, please

Yours sincerely