



26 September 2025

Jobs and Skills Australia
Department of Employment and Workplace Relations
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By email: CoreSkillsList@jobsandskills.gov.au

Dear Core Skills List Team

2025 Core Skills Occupations List (CSOL) for consultation

Thank you for the opportunity to comment on 2025 Core Skills Occupations List (CSOL).¹

The skilled migration program is a crucial mechanism for addressing ongoing skills shortages and tight labour market conditions that affect the attraction and retention of core skills. Within the minerals industry, skilled migrants comprise a modest but critical part of the industry's 320,00 highly paid, highly skilled, and secure jobs, largely in regional and remote Australia.²

Since March 2022, the use of skilled migrants in the minerals industry workforce has increased sharply. The sector has experienced a 92 per cent increase in the number of skilled migrants employed, rising from an average of 0.57 per cent of the total minerals industry workforce in 2022 to 1.16 per cent in 2024–25.³ This rapid escalation reflects the urgency of the skills deficit and ongoing need for the inclusion of core minerals related occupations on the CSOL.

Consistent with previous recommendations, the MCA strongly advocates for the inclusion of the Production Manager (Mining) to the 2025 CSOL. A core function of any mining operation, this occupation provides operational management of physical and human resources, including production, safety, resourcing and environmental considerations. The necessity of securing talent for this role is underscored by the predicted growth in demand in the four years leading up to 2029.⁴

There are several essential, non-substitutable occupations also listed for consultation. The following are of particular importance to the mining industry:

- Driller (399231) – Projected to experience growth exceeding 7 per cent by 2029, this occupation faces increasing attrition as skilled drillers transition from exploration into other enduring sectors such as geotechnical and water well drilling. This trend underscores the urgency of retaining talent within mining operations.⁵
- Mine surveyor (241235) – Demand for surveying professionals is accelerating, driven by sustained infrastructure development and major upcoming events like the 2032 Brisbane Olympics.⁶ Their expertise is essential for ensuring precision and compliance across mining projects.
- Work Health Safety Adviser (222332) – Rising demand reflects the need to navigate evolving regulatory frameworks, deliver complex projects, and address emerging WHS risks linked to technological advancements. WHS advisers play a crucial role in safeguarding workforce wellbeing and operational integrity.

A number of key occupations listed for consultation are instrumental in driving the technological evolution of the mining industry. These roles are central to enabling innovation, automation, and data-driven decision-making across mining operations and include the following:

- Data engineer (223233) – Vital to unlocking the full potential of autonomous systems, data engineers convert vast volumes of raw operational data into actionable insights that enhance efficiency, safety, and strategic planning
- Mechatronics Engineer (243937) – Essential for the end-to-end lifecycle of mining machinery, mechatronics engineers design, build, operate, and maintain the advanced equipment that underpins autonomous and digitally integrated mining environments.

Based on previous member survey data, direct feedback from member companies and industry state chambers, there are several occupations on the 2024 CSOL not listed for consultation, which remain core to the minerals industry's workforce needs. The MCA recommends the following occupations remain on the 2025 CSOL:

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| • Automotive electrician (321111) | • Geophysicist (244532) |
| • Chemical engineer (233111) | • Geotechnical engineer (243232) |
| • Civil engineer (233211) | • Hydrogeologist (244533) |
| • Civil engineering draftsman (312211) | • Maintenance planner (313331) |
| • Civil engineering technician (312212) | • Mechanical engineer (243532) |
| • Data analyst (223231) | • Mechanical engineering draftsman (313933) |
| • Data scientist (223234) | • Metallurgical or materials technician (313935) |
| • Diesel motor mechanic (351433) | • Metallurgist (243132) |
| • Earth Science Technician (311532) | • Mine deputy (313531) |
| • Electrical engineer (243331) | • Mining engineer (243631) |
| • Electrician (382331) | • Power generation plant operator (399133) |
| • Engineering manager (131231) | • Production engineer (243533) |
| • Engineering technologist (243934) | • Sheetmetal worker (331936) |
| • Environmental engineer (243935) | • Software engineer (273333) |
| • Environmental manager (149331) | • Welder (331133). |
| • Fitter (322231) | |
| • Geologist (244531) | |

Including these occupations on the Core Skills Occupation List is essential to safeguarding the long-term stability of the pipeline, ensuring continued access to skilled migration pathways for roles that are critical yet consistently hard to fill. While the industry remains firmly committed to prioritising local talent, access to responsive and future-focused skilled migration streams is vital to sustaining productivity, innovation, and global competitiveness.

The minerals industry looks forward to the release of the 2025 CSOL and would be pleased to further discuss the minerals industry workforce profile and projected future demand. If the team has any questions, [REDACTED]

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- ¹ Jobs and Skills Australia, [2025 Core Skills Occupations List \(CSOL\) Consultation](#), Australian Government, 2025.
- ² ABS, [Labour Force, Australia, Detailed](#), Table 06. Employed persons by Industry sub-division of main job (ANZIC) and Sex, Australian Government, 25 September 2025, MCA calculations, four-quarter average.
- ³ Department of Home Affairs, [Temporary Resident \(skilled\) report – table 1.22](#), Australian Government, 30 June 2025, MCA calculations, 2024-25 four-quarter average and 2022 four-quarter average.
- ⁴ La Trobe University, [Minerals Industry Workforce Profile Power BI Dashboard](#), 2025.
- ⁵ La Trobe University, [Minerals Industry Workforce Profile Power BI Dashboard](#), 2025; and Australian Mining and Automotive Skills Alliance, [Insight for tomorrow: 2025 Mining Workforce Plan](#), July 2025, p. 11.
- ⁶ RM Surveys, [WA Surveying Skills Shortage: Addressing the Future of the Profession](#), online announcement, 8 September 2025, WA; and Consulting Surveyors, [Consulting Surveyors National launch of BIS Oxford Economics Research](#), media release, 16 March 2023.