Core Skills Occupations List Submission

Submitted by: MYSKILLSmanager

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Introduction

MYSKILLSmanager welcomes the opportunity to contribute to the Core Skills Occupations List (CSOL) consultation.

Our submission draws on the development of the **Integrated Safety, Leadership, Quality and Qualification (ISLQ2) framework** and our **Performance Skills Generator** — tested solutions that bridge the gap between education, training, and workplace performance.

These tools are benchmarked to **OSCA-24 (unit group level, 421 groups)** and provide new evidence on how performance-based skills recognition can accelerate workforce development and skilled migration.

Methodology

Over the past three years, MYSKILLSmanager has built and tested a **universal skills matrix** supported by industry pilots in construction, aged care, disability services, and SMEs.

- **14 workplace performance skills** categorised as foundation, core, and technical.

- **Six performance levels per skill** → 78 billion possible job specifications.

- **141,000 industry-specific performance statements**, AI-generated and indexed to OSCA-24 unit groups.

- Validation through case studies, workplace pilots, and mapping to qualification standards.

This approach provides **reliable, recent, and scalable evidence** of workplace performance requirements across all industries and nations.

The ISLQ2 Framework

The ISLQ2 framework connects education outcomes (domestic or international) with actual workplace needs. It enables:

- Alignment of **overseas qualifications** to Australian standards.

- A **scalable model** for developing high-performance workers and teams.

- Integration of **safety, leadership, quality, and qualifications** into job-specific capability standards.

Key Tools

1. Universal Skills Matrix

- Defines exact workplace requirements for any role, project, or qualification.

- Indexed to OSCA-24 at unit group level for national consistency.

- Adoption of Job evaluation science to support the development of Job Cards (employers) and Skill Cards (individuals).

2. Workplace Learning Catalyst (WLC)

- Embeds learning into work by linking performance skills with competency standards.

- Creates clear, measurable **Work Level Standards** for hiring, training, and compliance.

3. JOBskills Projects

- Structured projects that validate workplace skills.

- Evidence is transparent, timestamped, and geolocated.

- Supports Recognition of Prior Learning (RPL), Recognition of Current Competency (RCC), and **Recognition of Prior Performance (RPP)**.

Application to Skilled Migration

The MYSKILLSmanager platform can streamline migration and skills assessment by:

- Documenting migrant workers' skills directly against OSCA-24 aligned performance statements.

- Allowing **faster, evidence-based recognition** of overseas skills through JOBskills projects.

- Providing employers with a **single platform** for onboarding, performance, and compliance.

This reduces duplication, shortens assessment timelines, and ensures migrants are fully engaged with Australian workplace systems from day one.

Additional Benefits

- **Improved skills mobility** – portable JOBcodes and SKILLcodes follow workers between jobs.

- **Safety and compliance alignment** – integrated into role definitions.

- **Data-driven workforce planning** – using ratings and Work Level Structures.

- **Support for recognition and credentialing** – workplace evidence becomes formal recognition.

Additional Resources

- **The Skills Matrix Revolution** *This is a quick overview of the (approx 5mins)* into the future of work with when, we explore the revolutionary shift from "push" to "pull" learning models and introduce the **Workplace Performance Skills Matrix** (WPSM) - a game-changing system based on 30+ years of workforce performance research.
- **The New System for Coding Skills with JOBcodes** – *This is a very deep dive (approx 35mins)* into **JOBcodes & Skill Codes**: Understand how job evaluation science quantifies job demands and individual capabilities on a universal 0-100 index, bringing radical transparency to roles and personal growth and the **Workplace Performance Skills Matrix** (WPSM): Learn about the 14 core performance skills, defined across six proficiency levels, that provide unparalleled precision in skill assessment.

Conclusion

MYSKILLSmanager offers a proven, scalable, and data-backed approach to workforce capability. By embedding OSCA-24 alignment into our tools, we provide practical solutions to:

- Improve workforce planning and skills mobility.

- Accelerate the recognition of overseas qualifications.

- Ensure CSOL reflects **integrated, performance-based skills recognition**.

We recommend that Jobs and Skills Australia recognise performance-driven tools like MYSKILLSmanager in shaping the CSOL, particularly in industries where traditional qualifications do not fully capture workplace capability.