

## **PSO Submission - JSA 2025 Core Skills Occupations List Consultation**

Powering Skills Organisation (PSO) welcomes the opportunity to respond to the Jobs and Skills Australia consultation on the 2025 Core Skills Occupation List (CSOL). For any further information [REDACTED]

### **About PSO**

PSO is one of ten national Jobs and Skills Councils (JSCs) established in 2023 by the Australian Government. Each JSC strengthens the voice of the industries and training sector they represent to deliver better outcomes for learners and employers. PSO works specifically to address the workforce and skills challenges of the energy, gas and renewables sector and oversees four nationally accredited training packages, UEE (Electrotechnology), UET (Energy Transmission), UEP (Energy Generation) and UEG (Gas), which underpin the core skills across the sector.

PSO collaborates with governments, industry, unions, and training providers to build the skilled workforce needed to deliver the clean energy transition, meet Australia's net-zero targets, and support energy-related roles across the economy.

Our work is structured around four core functions: Workforce Planning, which identifies and responds to current and future workforce needs; Training Product Development, which creates flexible, high-quality training products; Implementation, Promotion and Monitoring, which ensures products are fit for purpose and support meaningful career outcomes; and Industry Stewardship, which provides strategic advice on skills priorities and Vocational, Education and Training (VET) system effectiveness.

### **List of Relevant Occupations**

- 399934 Gas Network Technician
- 399937 Railway Network Controller
- 351434 Electric Vehicle Technician
- 314199 ICT and Telecommunications Technicians nec
- 381232 Electrical Fitter
- 381233 Industrial Electrician
- 382233 Electronic Instrument Technician
- 243332 Rail Signalling Engineer

**\* Has your organisation received feedback (either directly or through surveys) from its members or persons it provides services to, on barriers to hiring Australian workers in the above occupation/s?**

Yes, to some of those occupations.

**If possible, please provide more information and evidence on these barriers to hiring Australian workers in the above occupation/s.**

- 399934 Gas Network Technician – Industry feedback noted National Construction Code restrictions and lack of clean gas training are a barrier to hiring Australian workers
- 314199 ICT and Telecommunications Technicians nec – Industry consultation noted that current qualification structures limit flexibility to integrate emerging tech and are a barrier to hiring Australian workers, as well as accommodating technicians with overseas qualifications

**\* Are entry-level pathways available to Australian workers for any of the above occupation/s?**

- 399934 Gas Network Technician – Yes
- 399937 Railway Network Controller - Yes
- 351434 Electric Vehicle Technician – Yes
- 314199 ICT and Telecommunications Technicians nec - Yes
- 381232 Electrical Fitter - Yes
- 381233 Industrial Electrician - Yes
- 382233 Electronic Instrument Technician – Yes
- 243332 Rail Signalling Engineer - No

**\* To what extent do persons in the above occupation/s need to be residing in Australia?**

- 399934 Gas Network Technician – Required due to Australian safety requirements. Predominately a place-based role that requires physical hands-on work to fulfill.
- 399937 Railway Network Controller - Required due to Australian safety requirements. Predominately a place-based role that requires physical hands-on work to fulfill.
- 351434 Electric Vehicle Technician – Highly desirable due to Australian safety standards. Predominately a place-based role that requires physical hands-on work to fulfill.
- 314199 ICT and Telecommunications Technicians nec – Somewhat desirable. Some support roles can be performed remotely.
- 381232 Electrical Fitter – Not required but desirable. Some system analysis may be done remotely, but broadly they require physical hands-on work to fulfill and are not suitable for remote workforces.
- 381233 Industrial Electrician - Not required but desirable. Some system analysis may be done remotely, but broadly they require physical hands-on work to fulfill and are not suitable for remote workforces.
- 382233 Electronic Instrument Technician - Not required but desirable. Some system analysis may be done remotely, but broadly they require physical hands-on work to fulfill and are not suitable for remote workforces.
- 243332 Rail Signalling Engineer – Required, especially for public sector rail jobs.

**If possible, can you explain why you answered {Required to be in Australia/Highly desirable to be in Australia/Somewhat desirable to be in Australia/No preference or requirement to be in Australia/Desirable to be outside Australia} for the above occupation/s?**

Based on desktop research.

**\* Generally, how much work experience do you understand Australian employers seek when looking for workers to fill vacancies in the above occupation/s?**

- 399934 Gas Network Technician – Normally requires 4+ years experience, or on-the-job training as apprentice
- 399937 Railway Network Controller - Normally requires 4+ years experience, or on-the-job training as apprentice
- 351434 Electric Vehicle Technician – Normally requires 4+ years experience, or on-the-job training as apprentice
- 314199 ICT and Telecommunications Technicians nec - Normally requires 3+ years experience, or on-the-job training as apprentice
- 381232 Electrical Fitter - Normally requires 4+ years experience, or on-the-job training as apprentice
- 381233 Industrial Electrician - Normally requires 4+ years experience, or on-the-job training as apprentice
- 382233 Electronic Instrument Technician - Normally requires 4+ years experience, or on-the-job training as apprentice
- 243332 Rail Signalling Engineer – Normally requires 3-5 years of relevant work experience, some jobs requiring Australian experience.

**\* Based on feedback from your members or the work of your organisations, how important is it that work experience in the above occupation/s to be Australian work experience?**

Unknown.

**\* What do you understand is the most common qualification level held by workers in the above occupation/s? Qualification level refers to the Australian Classifications Framework (AQF).**

Based on information from YourCareer and industry engagement:

- 399934 Gas Network Technician - Certificate III or IV
- 399937 Railway Network Controller - Certificate III or IV
- 351434 Electric Vehicle Technician - Certificate III
- 314199 ICT and Telecommunications Technicians nec - Mixed: University or VET (Bachelor, Cert I-Adv Dip)
- 381232 Electrical Fitter - Certificate III or IV
- 381233 Industrial Electrician - Certificate III or IV

- 382233 Electronic Instrument Technician - Certificate III or IV
- 243332 Rail Signalling Engineer – Certificate IV or University

**\* Based on feedback from your members or information collected by your organisation on visa intentions, are Employer Sponsored Skilled Visa holders recruited in any of the above occupation/s (either within or outside your organisation/members' organisations)?**

**For more information on employee sponsorship, please visit the Department of Home Affairs website.**

Unknown.

**Based on feedback from your members or information held by your organisation, what factors might lead to a business seeking to sponsor an applicant for a skilled visa in any of the above occupation/s?**

- 399934 Gas Network Technician – There is a national shortage (JSA OSL 2024).
- 399937 Railway Network Controller – There is a shortage in all jurisdictions except for the Northern Territory (JSA OSL 2024).
- 351434 Electric Vehicle Technician – There is a shortage in all jurisdictions except for Victoria (JSA OSL 2024).
- 314199 ICT and Telecommunications Technicians nec – There is a shortage in the Northern Territory (JSA OSL 2024).
- 381232 Electrical Fitter – There is a national shortage (JSA OSL 2024)
- 381233 Industrial Electrician – There is a national shortage (JSA OSL 2024)
- 382233 Electronic Instrument Technician – There is a shortage in all jurisdictions except for New South Wales and the Northern Territory (JSA OSL 2024)
- 243332 Rail Signalling Engineer – National shortage (JSA OSL 2024)

**\* Based on feedback from your members or information held by your organisation, do visa applicants or visa holders experience difficulties in having their qualifications recognised in any of the above occupation/s?**

Yes, on some occupations. In particular, licensing requirements that are tied to Australian nationally accredited training products, combined with a required knowledge of Australian Standards can lead to difficulties in recognition of overseas qualifications and experience.

**If applicable, please provide more information and evidence on the difficulties visa applicants or visa holders experience in having their qualification/s recognised in the above occupation/s.**

- 351434 Electric Vehicle Technician – Industry feedback noted that overseas technicians in this field face high costs and limited access to VET-assess and trade recognition services and often abandon the process. A more streamlined and employer-sponsored migration pathway would improve access and outcomes. It has

also been noted that it's financially challenging for skilled overseas electricians to enter a new country and work as a trade assistant before becoming fully qualified.

- 314199 ICT and Telecommunications Technicians nec – Industry feedback noted that current qualification structures limit flexibility to integrate emerging tech and are a barrier to accommodating technicians with overseas qualifications. Australian licensing and accreditation for some roles within this field can lead to additional difficulties.
- 381232 Electrical Fitter – Through industry feedback, it has been broadly mentioned that overseas electricians (of which this role falls under) face high costs and limited access to VET-assess and trade recognition services, often abandoning the process. A more streamlined and employer-sponsored migration pathway would improve access and outcomes. Has also been noted that it's financially challenging for skilled overseas electricians to enter a new country and work as a trade assistant before becoming fully qualified. Licensing requirements that are tied to Australian nationally accredited training products, combined with a required knowledge of Australian Standards, can lead to difficulties in recognition of overseas qualifications and experience.
- 381233 Industrial Electrician – Through industry feedback, it has been broadly mentioned that overseas electricians (of which this role falls under) face high costs and limited access to VET-assess and trade recognition services, often abandoning the process. A more streamlined and employer-sponsored migration pathway would improve access and outcomes. It has also been noted that it's financially challenging for skilled overseas electricians to enter a new country and work as a trade assistant before becoming fully qualified. Licensing requirements that are tied to Australian nationally accredited training products, combined with a required knowledge of Australian Standards can lead to difficulties in recognition of overseas qualifications and experience.

**\* Based on feedback from your members or information held by your organisation, are the employability, communication or other soft skills of visa holders in any of the above occupation/s at a different level to those of Australian workers?**

Unknown.

**\* Based on feedback from your members or information held by your organisation, are there other difficulties faced by skilled visa holders in any of the above occupation/s?**

No.

**\* Do you have knowledge of the wages paid to skilled visa holders for any of the above occupation/s?**

No.

**\* How much do employees in the skilled occupation/s above typically earn before tax or other approved deductions? Instructions: Only one payment breakdown is**

**required. Exclude superannuation, allowances, bonuses, commission and overtime. Specify in whole dollars, excluding spaces, commas, dollar sign (\$).**

Unknown.

**If applicable to your organisation, how are salaries generally determined for skilled visa holders and Australian workers for the above occupation/s? Is there a difference? (e.g. enterprise agreements, industrial awards)**

Unknown.

**\* Are you aware of any recent changes to registration and/or membership requirements for any of the above occupation/s?**

No.

**\* Based on feedback from your members or information held by your organisation, do you expect demand for skilled workers in any of the above occupation/s to increase, decrease or remain stable within the next 5 years?**

- 399934 Gas Network Technician – Unknown. Future demand is expected to be in line with the growth of the hydrogen and biogas industries, which is currently unclear.
- 399937 Railway Network Controller – Increase. Future demand is expected to be in line with rail expansion, particularly in Western Australia.
- 351434 Electric Vehicle Technician – Increase. A strong increase is expected due to demand related to the long-term rollout of EVs.
- 314199 ICT and Telecommunications Technicians nec – Increase. Future demand is expected to grow in line with digitisation, the rise of IOT, home automation and AI integration into homes and businesses, along with smart grid rollout.
- 381232 Electrical Fitter – Increase. Future demand is expected due to the rise in smart homes and the increased technical complexity of electrical systems.
- 381233 Industrial Electrician – Increase. Future demand is expected due to a rise in industrial automation and electrification, integration of energy efficiency and renewable energy technologies, digitisation of grid infrastructure and increased technical complexity of electrical systems.
- 382233 Electronic Instrument Technician – Increase. Future demand is expected due to the rise of smart homes, EV batteries, grid and solar connectivity and inverter technologies that will require additional skills in diagnosing and triaging faults in these systems.
- 243332 Rail Signalling Engineer – Increase. Future demand is expected to be in line with rail expansion and harmonisation, particularly in Western Australia. Emerging technology in rail, such as high-capacity signalling and electronic traction control systems (ECTS) is reshaping roles and required skills.