

# 2025 Core Skills Occupation List (CSOL) Targeted for Consultation Group

Submission from VETASSESS  
to Jobs and Skills Australia



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# Introduction

The Core Skills Occupation List (CSOL) was proposed in the Migration Strategy and designed to align migration with Australia's labour market. A well-conceived occupations list should have the potential to prioritise the entry of migrants with skills that will enhance Australia's future prosperity by informing and managing demand for migration, relieving skills shortages, facilitating labour market matching and developing the nation's human capital.

VETASSESS is Australia's largest skills assessment provider, authorised by the Commonwealth Government to assess more than 341 professional occupations across several different industries and 27 trade occupations. We are recognised for our expertise in assessments built up over two decades of assessing the credentials and work experience of prospective migrants, and supporting individuals' applications for employment, course entry and industry membership. As a stakeholder that is uniquely positioned to observe shifts in the labour markets of occupations related to CSOL, we provide comments on some occupations identified for targeted consultation and the rationale underlying the advocate for their retention on the list, based on a mass of evidence on emerging industry trends, evolving technologies, and labour market needs.

## Occupations Targeted for Consultation

### NEC Occupations

#### Background

Nec occupations are those that are not separately identified in ANZSCO, the Australian and New Zealand Standard Classification of Occupations used to determine the education and employment experience needed for a job role. Within each unit group, 'General' occupations are listed first. Residual 'not elsewhere classified' (nec) occupations are listed last. The Occupation Standard Classification for Australia (OSCA) officially replaced the Australian and New Zealand Standard Classification of Occupations (ANZSCO) in Australia on December 6, 2024. OSCA (Occupation Standard Classification for Australia) 2024 v1.0 contains 86 'not elsewhere classified' (nec) occupations. Each residual group is part of the OSCA structure used to classify jobs that do not meet design constraints and may be listed within each nec occupation.

NEC occupations are crucial for capturing and acknowledging specialised or non-standard roles that do not have a perfect fit elsewhere in the ANZSCO. In addition, they provide a pathway for skilled professionals to receive a skills assessment, even if their specific job title is not listed, as long as their qualifications and experience closely align with the broader professional group's description. Moreover, for immigration purposes, NEC codes allow skilled individuals in less common professions to apply for visas, contributing diverse talent to the workforce. Finally, the professional world is constantly evolving, and NEC categories are essential for keeping the ANZSCO/OSCA system up-to-date by allowing new or highly specialised roles to be recognised until they might become more defined.

### Education Managers nec 134499

Australia's education sector is a cornerstone of the nation's economy and society, offering rewarding career opportunities with competitive pay, flexibility, and strong prospects for growth. Currently, education and training employ around 1.25 million people representing 8.6% of the total Australian workforce. The demand for education and learning professionals in Australia is expected to grow significantly, with forecasts suggesting a 13.4% increase by 2026, according to Jobs and Skills Australia. Key findings in the employment projections indicate the structural shift in Australian employment towards services industries such as Education and Training will contribute significantly to the employment growth over the next decade.

The occupation Education Manager (nec) remains essential on the list, as it provides coverage for a wide range of senior and managerial roles within the education sector that do not align neatly with existing ANZSCO codes. Examples include International Student Manager, School Manager, Administration and Technical Services/Business Development Manager, Timetabling Manager, Laboratory and Technical Support

Manager, and Academic Manager.

By accommodating these legitimate yet diverse management positions, Education Manager (nec) ensures that critical leadership roles within education are properly recognised and supported.

### Information and Organisation Professionals nec 224999

This occupation covers professional business occupations not elsewhere classified on OSCA. As highlighted in the Emerging Roles report published by Jobs and Skills Australia, the fields of healthcare, data / technologies, net zero, science / technologies, and particularly artificial intelligence (AI), are gaining prominence in Australia's continued economic evolution.

Whilst some of the roles in these growth sectors are covered by occupations already classified by OSCA, we can also expect to see an emergence of new specialist occupations that are driven by economic / sectoral shifts. For example, in the field of AI, which is rapidly emerging, we see new roles developing out of application needs within various sectors taking on new technologies. Such roles include AI Trainers, who require specialist business domain knowledge, besides data analytics, to train AI models to operate accurately and meet business needs. Another emerging role, which is in the field of net zero, is that of a Carbon Analyst, who monitors, assesses, and manages carbon emissions and carbon-related data for organisations and industries. These roles are not classified on OSCA, and cannot be ruled out as non-priority for the CSOL list, given their increased prominence in recent years. Furthermore, it would be in our interest to continue attracting talent within these emerging sectors, and an omission of this occupation from the CSOL list would potentially be self-limiting in our development.

Also, taking a forward-thinking approach, it could be beneficial for the future economy in keeping the CSOL list open to new, and potentially undiscovered roles that may be described by this occupation.

### Science Technician nec 311499

VETASSESS recommends that Science Technicians nec remain on the Core Skills Occupations List. This occupation provides essential technical capability across environmental compliance, research and innovation, advanced manufacturing and calibration, public safety and forensics, water quality, and specialist materials and telecommunications. These functions are regulatory-driven, infrastructure-critical and geographically distributed, with persistent hiring demand evidenced in national vacancy series. Removing this occupation would create material gaps for employers who rely on niche and evolving technical roles that are not separately classified but are required by standards, licences and compliance regimes.

Regulatory and standards frameworks create non-discretionary demand for these roles:

Framework	Details
<b>Environmental monitoring and compliance</b>	National frameworks such as the National Environment Protection Measures (NEPMs) require systematic monitoring and reporting. This drives ongoing demand for qualified field and laboratory technicians, including Environmental Field Technicians.
<b>Water quality management</b>	The Australian Drinking Water Guidelines set rigorous sampling and verification protocols. National and state guidance specifies field sampling design, quality assurance, and calibration—functions undertaken by science technicians.
<b>Ecological monitoring</b>	The DCCEEW/TERN EMSA program standardises national ecological field methods. It explicitly relies on trained personnel to collect, calibrate, and manage field data at scale.
<b>Accredited measurement and calibration</b>	NATA accreditation to ISO/IEC 17025 underpins confidence in testing, sampling, and calibration across the economy. This sustains demand for Calibration Technicians in accredited laboratories and in situ work.
<b>Forensic capability</b>	Supported by the ANZPAA National Institute of Forensic Science and the AFSAB certification scheme for fingerprints and crime scene disciplines. These frameworks attest to a standards-based workforce pipeline where technical examiners and technicians are crucial to public safety.
<b>Continuing and expanding obligations</b>	Strengthened environmental regulation ensures stable, long-term demand for compliant technical labour rather than discretionary hiring.

Science Technicians nec also play a cross-sector role in supporting national priorities. They underpin research translation, industry productivity and compliance across sectors represented by Science & Technology Australia, the peak body for science and technology, and Science Industry Australia, the peak for organisations supplying and using scientific goods and services, including laboratories and diagnostics. Their member bases illustrate the breadth of activity reliant on technician capability.

NEC categories address classification lag for emerging, niche or cross-cutting occupations that do not yet warrant discrete codes but are recognised in the labour market. These categories exist because roles are not separately identified due to numerical significance, not because they are unimportant. Removal from the Core Skills Occupations List would hinder employers' ability to sponsor genuinely skilled technicians in critical but small specialisations.

Environmental field monitoring, water utilities, mining and resources, and large infrastructure projects create regional and remote hiring needs well suited to mid-skill science technicians. Peak bodies across science and industry, including STA and SIA, government departments such as DCCEEW, environmental protection authorities and NHMRC, and public safety agencies such as ANZPAA NIFS consistently rely on technician capability to fulfil policy, regulatory and operational objectives.

## Technical Sales Representatives nec 225499

The hospitality and retail sectors are rapidly changing, with a growing shift toward business models that extend beyond traditional business formats, such as non-standard accommodation and blended service-retail environments. The nec category is essential for recognising skilled professionals in these roles who do not fit neatly into existing occupation classifications.

In the technical sales space, the emergence of fast-evolving industries such as generative AI, green technology, and autonomous systems has introduced roles that fall outside traditional occupations and are not captured by current ANZSCO/OSCA codes. The nec classification is critical for including these emerging sectors and enabling skilled migrants to be assessed for roles that involve the promotion and sale of cutting-edge products and services. ABS data shows significant growth in R&D and technology adoption across industries. Retaining the nec group ensures the skilled migration program remains responsive to these changes and continues to support Australia's innovation and workforce needs.

Technical Sales Representatives nec 225499 should remain on the CSOL because it represents a specialised hybrid occupation that combines deep technical expertise with advanced commercial capability. Unlike general sales roles, these positions require the ability to interpret

complex product specifications and communicate them effectively to clients. This dual skillset is critical to Australia's strategic industries, including advanced manufacturing, renewable energy, and scientific products. Small and medium companies depend on technical sales staff to connect with domestic and international markets, making them essential contributors to innovation, export growth, and trade competitiveness.

Employers consistently report difficulties sourcing candidates who can operate effectively in both technical and commercial dimensions. Australia has limited domestic training pathways tailored to developing this hybrid expertise, meaning local supply alone cannot meet demand. Without appropriate recognition of this occupation, many roles risk being misclassified into unrelated sales categories that fail to capture their technical requirements, leading to workforce shortages and underutilisation of critical skills.

## Non-NEC Occupations

### Content Creator (Marketing) 225114

Besides being in the creative sector, the content creation industry is also culturally-driven. As highlighted in the latest available census report by the Australian Bureau of Statistics, cultural, religious, and linguistic diversity continues to grow in Australia, contributing to a complex and multifaceted national identity. Additionally, various industry reports highlight a continued growth in the content creation industry. With necessity at its core, we continue to require inclusive services to cater to an increasingly diverse Australian society. Hence, bearing in mind the continued growth and evolution of the content creation industry, this creates a need to develop content that is able to capture the attention of audiences and inform them through culturally nuanced messaging that are accurate and authentic. In being open to content creators internationally, we are able to develop a talent force of creatives and communicators that will meet the inclusivity needs of an increasingly diverse society.

### Environmental Research Scientist 234313

Environmental Research Scientists are at the forefront of addressing Australia's most pressing environmental challenges, including climate change, biodiversity loss and sustainable resource management. Their work underpins evidence-based policy, regulatory compliance and the development of strategies to protect and restore ecosystems.

Australia's environmental sector is driven by both necessity and national commitments. Government programs such as the National Environmental Science Program (NESP) fund multi-year research hubs focused on climate systems, resilient landscapes and threatened species recovery. Similarly, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) provides national capability in climate, water and ecosystem science, requiring highly skilled researchers to deliver solutions that inform policy and industry practice.

Peak bodies such as the Environment Institute of Australia and New Zealand (EIANZ) advocate for professional standards and certification, underscoring the recognised importance of this workforce in meeting Australia's sustainability and climate goals.

Given the combination of strong labour market demand, regulatory requirements and national research priorities, it is essential that Environmental Research Scientist remains on the CSOL. Inclusion supports skilled migration pathways that can help alleviate immediate shortages while domestic training and workforce strategies are implemented. Maintaining this occupation on the CSOL ensures Australia can continue to attract experienced environmental scientists to deliver on its environmental and climate commitments.

### Production Manager (Mining) 133513

Multiple industry and government analyses indicate ongoing difficulty recruiting experienced mining leaders. Skills shortages remain a top business risk for resources companies, and demand for experienced managers outstrips local supply, particularly in regional and FIFO locations. Enabling targeted skilled migration for this occupation is necessary to stabilise production, uphold safety and regulatory standards, and avoid costly delays.

Australia's push to expand critical minerals (lithium, rare earths, nickel, cobalt) and to move into downstream processing elevates the need for seasoned production leaders who can scale new and existing operations safely and efficiently. The Commonwealth's Critical Minerals Strategy 2023–2030 explicitly prioritises developing a skilled, diverse and growing workforce to meet these goals—implying additional demand at supervisory and management levels.

Peak bodies and workforce plans highlight sustained shortages across mining occupations and the need for rapid workforce growth over coming years. The Mining & Automotive Skills Alliance (AUSMASA) reports that 11 of the top 20 mining occupations by headcount are already in shortage, and that attraction and retention are critical to meeting project pipelines — pressures that sharpen for site leadership roles like Production Manager (Mining).

Even where student and trainee numbers improve, it takes years of on-site progression to reach production manager capability (multi-disciplinary technical expertise, WHS/EMS compliance, shift leadership, contractor management, cost control). JSA's employment outlook underscores broad employment growth, yet the mining sector continues to report recruitment difficulty for specialist roles—meaning domestic inflows alone are unlikely to fill near-term leadership gaps.

## Vocational Education Teacher (Non-Trades) 242211

Vocational Education and Training (VET) teachers play a critical role in equipping Australia's workforce with practical, job-ready skills across a wide range of industries. However, there is a persistent and growing shortage of qualified VET educators nationwide, impacting every state and territory.

The demand for education and learning professionals in Australia is expected to grow significantly, with forecasts suggesting a 13.4% increase by 2026, according to Jobs and Skills Australia.

Key findings in the employment projections indicate the structural shift in Australian employment towards services industries such as Education and Training, will contribute significantly to the employment growth over the next decade. An estimated 3,800 additional VET teachers will be required over the next five years to meet the needs of Australia's evolving skills landscape. Furthermore, employment in this occupation is forecast to grow by 21% by 2033, reflecting sustained demand across sectors such as construction, aged care, hospitality, and emerging technologies.

This shortage is compounded by the fact that many vocational fields are also experiencing critical skill shortages. Without a sufficient pipeline of VET educators, Australia risks a bottleneck in training future workers in these essential industries.

Future Skills Organisation (FSO) Workforce Plan 2025 further states that education and training systems are not keeping pace with industry demand. Addressing skill shortages in the business and tech sectors require the education and training system to provide these skills and pathways for businesses to prioritise the upskilling of existing workers, fostering collaboration with education and training organisations, and promoting lifelong learning opportunities.

# Conclusion

Among occupations assessed by VETASSESS that have been targeted for consultation, only a few were selected in this submission. Our recommendation is informed by an evidence-based approach that takes into account changing technologies, regulatory requirements, workforce needs, and industry trends. First of all, we emphasise that retaining NEC occupations is crucial to capture niche skills, attract professionals in less common specialisations, and recognise the emerging roles that are yet clearly defined due to evolving technology-driven trends. In addition, we posit that the non-NEC occupations included in this submission are in high demand and address the genuine and long-term skills needs that cannot be met by the local pipeline. Overall, removing these occupations, NEC or non-NEC alike, from CSOL will disadvantage qualified professionals with niche expertise, exacerbate the persistent skills shortages, hinder productivity growth, and adversely impact Australian organisations as a whole.

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