

Core Skills Occupations List – Frequently Asked Questions

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Frequently Asked Questions

This section will be updated as stakeholder feedback is received.

What is the Core Skills Occupations List (CSOL)?

The [Migration Strategy](#) notes the Government will replace the Temporary Skill Shortage (TSS) visa with a new Skills in Demand (SID) visa, which will include a Specialist Skills Pathway, a Core Skills Pathway and an Essential Skills Pathway.

The CSOL is one of the criteria for the SID visa and will target the Core Skills Pathway to Australia's workforce needs. The CSOL will operate in a similar manner to the [Skilled Migration Occupation Lists](#) for the TSS visa.

How was the draft CSOL developed?

Jobs and Skills Australia has developed a Migration Labour Market Indicator Model, that it will use alongside deep stakeholder engagement, to develop and then provide advice to the Government on the CSOL. This model builds on the [Skills Priority List](#), also taking into consideration how well migrants do in the labour market on arrival, reliance on sponsored skilled visa holders relative to employment size, vacancy data, domestic labour market supply and other relevant factors.

It is important to note that no one factor in the Model is determinative.

A methodology paper will be released on the Jobs and Skills Australia website.

How does the draft CSOL relate to ANZSCO?

The draft CSOL—and the Jobs and Skills Australia Migration Labour Market Indicator Model—is benchmarked to the November 2022 release of the Australian and New Zealand Standard Classification of Occupations ([ANZSCO 2022](#)).

ANZSCO 2022 includes a number of new and changed occupations which resulted from a targeted ANZSCO Skill Level review (results released in November 2019) and a phased review of ANZSCO (results released in November 2021 and November 2022).

The recognition of an occupation in ANZSCO is not a guarantee that an occupation will be included on the CSOL. Rather, ANZSCO is a statistical classification framework (or taxonomy) that is used

for the collection of survey and administrative data which is input to the Migration Labour Market Indicator Model.

How does the CSOL relate to the Skills Priority List (SPL)?

The [Skills Priority List](#) analysis is an input to the JSA Migration Labour Market Indicator Model, but is not determinative for the CSOL. For example:

- Occupations are excluded where Australian citizenship is a prerequisite for employment, engagement or appointment under the Australian Constitution; federal, state or territory laws; or for national interest reasons.
- Some occupations that are in shortage on the SPL do not have a strong evidence base to support inclusion on the draft CSOL. This may occur where migrants have poor longer-term employment outcomes and/or where there is significant scope to improve the outcomes for domestic graduates.
- Some occupations that are not in shortage on the SPL do have strong overall evidence to support inclusion on the CSOL. This can occur where employment outcomes for both migrant and domestic students in the occupation are strong, highlighting that migration and domestic education and training systems are working in a complementary way, which is a key principle of the [Migration Strategy](#).

What are “international obligations” and what role do they play in the draft and final CSOL?

Australia’s international obligations on the temporary entry of foreign nationals reflect commitments in the World Trade Organization (WTO) General Agreement on Trade in Services (GATS) and in Free Trade Agreements (FTAs).

These commitments cover Intra Corporate Transferees (ICTs) and Contractual Service Suppliers (CSS), and are currently supported by the Temporary Work Short Stay Specialist (Subclass 400) and the Temporary Skill Shortage (TSS).

The draft CSOL does not reflect international obligations (i.e. occupation specific and sector based temporary entry commitments) and other policy considerations.

Jobs and Skills Australia is working with the Department of Foreign Affairs and Trade and the Department of Home Affairs on how to present the scope of these international obligations. These obligations often explain the differences between the current SMOL and the 2018 Skill Shortage List and other labour market research released by the Department of Employment, and which preceded the establishment of the National Skills Commission and Jobs and Skills Australia.

What information should be included in a submission on the draft CSOL?

Submissions can be made on any skilled (i.e. ANZSCO Skill Level 1 to 3) occupation. However, we are particularly interested in submissions on those skilled occupations appearing in the “targeted for consultation” list.

Submissions should be evidenced based (e.g. industry body surveys of members), benchmarked to [ANZSCO 2022](#), and relate to the Australian labour market.

Jobs and Skills Australia will develop Submission Guidelines to assist stakeholders.

How can I participate in the tripartite stakeholder engagement on the draft CSOL?

The Jobs and Skills Australia website (at [Migration Strategy | Jobs and Skills Australia](#)) will be updated with details on the tripartite engagement approach for the draft CSOL, which includes:

- Online survey and submission process to capture labour market data and intelligence not covered in ABS, other survey and administrative datasets.

- Bilateral and group meetings with tripartite partners including government agencies and regulatory authorities, industry bodies, businesses, unions and employee bodies; and with migration specific bodies.
- Focus Groups of individuals to capture diverse views across industries, businesses (including those that employ skilled migrants and those that do not), union members and workers.
- In-depth interviews to obtain qualitative feedback, including views and experiences of Australian and migrant workers and job seekers.

For information on the consultation process please email CoreSkillsList@jobsandskills.gov.au.

When will the occupation lists for other skill visa programs be updated?

The Department of Home Affairs website includes an [Action Plan](#) for the [Migration Strategy](#). This Action Plan refers to a review of the points-test for the permanent skilled visa programs and for which the [Skilled Migration Occupation Lists](#) is an eligibility criteria.

The Jobs and Skills Australia Migration Labour Market Indicator Model has been designed to generate advice on a new skilled occupations list for both employer-sponsored and non-employer-sponsored skilled visa programs.

The Minister for Immigration, Citizenship and Multicultural Affairs is the decision maker on the application of occupation lists for different skill-related visa programs.

Why is the CSOL specific to ANZSCO Skill Level 1 to 3 occupations?

The scope of the draft CSOL is consistent with the findings of the [Review of the Migration System](#) which informed the [Migration Strategy](#), and which meets the objective of ensuring that Australia's skilled visa framework complements domestic employment and training initiatives to meet Australia's current, future and emerging workforce needs.

What employer-sponsored migration options are available for occupations not on the CSOL?

The Department of Home Affairs' website includes information on the [Visa Options](#) (see Work Tab) available to Australian businesses with vacancies which cannot be filled from the Australian labour market.

How will the feedback from tripartite engagement be reflected in Jobs and Skills Australia's advice to Government on the CSOL?

Jobs and Skills Australia will develop a stakeholder weighting method for stakeholder feedback which—similar to the approach for the [Skills Priority List](#) (SPL)—will take into consideration:

- Submission strength—this is a measure of the evidence base in a submission, survey feedback, consultations etc.
- Coverage—is the feedback specific to a particular state or region. This will be weighted to get an accurate assessment of the national labour market (which is consistent with the purpose of the CSOL).
- ANZSCO—for stakeholder feedback benchmarked to previous editions of ANZSCO will be mapped to [ANZSCO 2022](#). Jobs and Skills Australia will also consult the Australian Bureau of Statistics on the most appropriate ANZSCO classification for submissions or feedback received on occupation titles not recognised in [ANZSCO 2022](#) (e.g. new and emerging occupations).

The CSOL methodology paper will provide detail on the weighting process and how other feedback will be reflected in Jobs and Skills Australia's advice to Government on the CSOL.

What about new and emerging occupations?

The draft CSOL is benchmarked to [ANZSCO 2022](#) and as such does not include occupations that are new or which have emerged in the Australian labour market since the November 2022 release of ANZSCO. It also excludes the Māori specific occupations in [ANZSCO 2022](#) that relate to the New Zealand labour market.

- There is limited labour market data and research for many of the new occupations recognised in ANZSCO in the November 2021 and November 2022 updates. Jobs and Skills Australia would welcome labour market evidence on these occupations (e.g. employer surveys which meet good practice guidelines).
- Jobs and Skills Australia will consult the Australian Bureau of Statistics on the most appropriate classification for submissions or feedback received as part of CSOL consultation, which refer to occupation titles not recognised in [ANZSCO 2022](#).

The ABS is undertaking a comprehensive review of ANZSCO to reflect the contemporary labour market (see [ANZSCO Review](#)). The updated ANZSCO will be released by December 2024, in time for use by Census 2026.

Who is the decision maker on the final CSOL?

The [Migration Strategy](#) notes that the Minister for Immigration, Citizenship and Multicultural Affairs retains the decision making power on the final CSOL and could provide any variations to Jobs and Skills Australia's advice.

How does the salary threshold relate to the draft CSOL?

The draft CSOL is based on labour market analysis for ANZSCO Skill Level 1 to 3 occupations and does not reflect other temporary skill migration measures in the [Migration Strategy](#). For example, occupations where the median salary in the Australian labour market is above \$135,000 (i.e. salary threshold for the Specialist Skills Stream of the Skills in Demand (SID) visa) and below \$70,000 (i.e. salary threshold for the Core Skills Stream of the SID visa) may appear on the draft CSOL.

What about international input?

The draft CSOL relates to the Australian labour market and is benchmarked to [ANZSCO 2022](#) where the ANZSCO Skill Levels refer to the [Australian Qualifications Framework](#) (AQF).

International businesses operating in Australia are able to participate in the survey and submission process for the draft CSOL. Jobs and Skills Australia will work with the Department of Foreign Affairs and Trade (DFAT) and the Department of Home Affairs to ensure the CSOL is implemented in a manner consistent with Australia's international obligations.