



Australian Government



Jobs and Skills Australia

Core Skills Occupations List – Web Site Content – 14 March 2024 Release

Publish date	Thursday 14 March 2024
Headline	Draft Core Skills Occupations List for Consultation
Teaser	Jobs and Skills Australia has released the draft Core Skills Occupations List (CSOL) for consultation. While consultation covers all skilled occupations, we are particularly interested in feedback on occupations where your surveys and recruitment experiences could supplement our labour market analysis and research.
Homepage tile	Add to Migration Strategy Jobs and Skills Australia

Text – Draft Core Skills Occupations List (CSOL) for Consultation

The [Migration Strategy](#) released on 11 December 2023 provides a roadmap for the future reform of Australia's migration system. The Strategy also establishes a formal role for Jobs and Skills Australia in defining Australia's skill needs using evidence and advice from tripartite mechanisms.

The Strategy notes that while the Minister for Immigration, Citizenship and Multicultural Affairs is the decision maker on the final CSOL, Jobs and Skills Australia is responsible for labour market analysis and stakeholder engagement which will inform the Government's final decisions on the CSOL that will target the temporary skilled migration system to Australia's workforce needs.

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.

The consultation process on the CSOL includes surveys, submissions, bilateral meetings and qualitative analysis (including focus groups and in-depth interviews). Jobs and Skills Australia is interested in obtaining feedback from businesses both with and without skill shortages, and from Australian and migrant workers and job seekers. We will also consult with state and territory governments, academics and researchers, unions and employee bodies, and organisations providing services to potential and recent migrants (such as skill assessing and licensing bodies).

Draft CSOL Format

The draft CSOL is released for consultation purposes only. It does not represent the final advice that Jobs and Skills Australia will provide to Government, nor is it a decision of Government. The draft list is categorised into three groups:

- Skilled occupations the JSA Migration Model is confident should be on the CSOL—stakeholders are able to provide feedback on these occupations.
- Skilled occupations the JSA Migration Model suggests should be targeted for stakeholder feedback—for these occupations we are particularly interested in labour market surveys and independent research, business recruitment experiences, and the views of Australian and migrant workers and jobseekers.
- Skilled occupations the JSA Migration Model suggests should not be on the CSOL—stakeholders are able to provide feedback on these occupations.

Any comparison between the draft CSOL and the current March 2019 [Skilled Migration Occupation Lists](#) (SMOL) for temporary skill visa purposes, should take into consideration that the draft CSOL:

- Is benchmarked to [ANZSCO 2022](#) (which includes new and changed occupations) and not ANZSCO 2013 (which preceded the targeted Skill Level and phased reviews of ANZSCO).
- Does not reflect international obligations (i.e. occupation specific and sector based temporary entry commitments in WTO GATS and Free Trade Agreements) and policy objectives in effect at the time the current SMOL was released (e.g. the National Innovation and Science Agenda).

We are 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.

- Is generated from the most up-to-date and/or 2023 datasets, while the current SMOL is generated from 2018 datasets and stakeholder consultations (i.e. pre-COVID pandemic).
- Does not include occupations for which Australian citizenship is a pre-requisite for employment, engagement or appointment under the Australian Constitution; federal, state and territory laws and/or for national interest reasons etc.

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.

CSOL Flow Chart

Please click or tab/enter through the below diagram to see each step. The current stage is Stage 1.

- Stage 1 Commence review – Release of draft CSOL
- Stage 2 Survey and stakeholder submission period opens
- Stage 3 Stakeholder consultation process opens
- Stage 4 Stakeholder survey and submission period closes
- Stage 5 Analysis of surveys, submissions, themes and data from consultation

Commented [s22]: Digital Team to develop interactive flow chart

Stage 6 Jobs and Skills Australia Commissioner provides formal advice to Government on CSOL

Stage 7 Jobs and Skills Australia releases CSOL analysis on its website.

Stage 8 Minister for Immigration, Citizenship and Multicultural Affairs releases the final CSOL.

Stage 1

Release draft CSOL (based on the JSA Migration Model which includes analysis of relevant labour market data and indicators).

Stage 2

Survey and stakeholder submission period opens (includes separate surveys for businesses and workers/jobseekers).

Stage 3

Stakeholder consultation process opens (includes bilateral meetings, focus groups and in-depth interviews including with Australian and migrant workers and job seekers).

Stage 4

The submission period closes. For the 2024 CSOL, the submission period is from March to 31 May 2024. Submissions should have an evidence base and not refer to Jobs and Skills Australia or National Skills Commission research and analysis (which is already available as input to CSOL).

Stage 5

Jobs and Skills Australia will analyse survey results and submissions received, including data and evidence provided, to inform its advice to Government. Jobs and Skills Australia will also refresh the Jobs and Skills Australia Migration Model to reflect recently released datasets and preliminary 2024 SPL analysis.

Stage 6

The Jobs and Skills Australia Commissioner provides advice on the composition of the CSOL to the Government, including the Minister for Employment and Workplace Relations, the Minister for Skills and Training, the Minister for Home Affairs and the Minister for Immigration, Citizenship and Multicultural Affairs.

Stage 7

Jobs and Skills Australia will release on its website the labour market analysis and tripartite engagement feedback that informed its advice to Government on the composition of the CSOL.

Stage 8

The Minister for Immigration, Citizenship and Multicultural Affairs releases the final CSOL with legislative instruments on the [Federal Register of Legislation](#). The Minister for Immigration, Citizenship and Multicultural Affairs is the decision maker on the CSOL and may release reasons for variations to the advice from Jobs and Skills Australia.