

2024 Core Skills Occupations List

Key Findings Report

**August 2024**

Contents

[Introduction 2](#_Toc173835328)

[Background 2](#_Toc173835329)

[Labour Market Analysis to support CSOL Consultation 3](#_Toc173835330)

[Stakeholder Engagement and Qualitative Analysis 3](#_Toc173835331)

[Core Skills Occupations List (CSOL) Format 5](#_Toc173835332)

[Core Skills Stream Salary Threshold 6](#_Toc173835333)

[Specialist Skills Stream and Essential Skills Stream 6](#_Toc173835334)

[2024 Core Skills Occupations List 7](#_Toc173835335)

[Key findings 7](#_Toc173835336)

[CSOL and other JSA Analysis 8](#_Toc173835337)

[ANZSCO Major Group — Comparison of SMOL, Recommended CSOL and 2023 SPL 10](#_Toc173835338)

[Case Study 1 — Mechanical Engineer 10](#_Toc173835339)

[Case Study 2 — Graphic Designer 11](#_Toc173835340)

[Case Study 3 — Bricklayer 12](#_Toc173835341)

[Case Study 4 — External Auditor 13](#_Toc173835342)

[Case Study 5 — Registered Nurse 14](#_Toc173835343)

[International Obligations 15](#_Toc173835344)

[Themes from Stakeholder Consultations 16](#_Toc173835345)

[Appendices 18](#_Toc173835346)

[Appendix A: 2024 Core Skills Occupations List (CSOL) for temporary SID visa 18](#_Toc173835347)

[Appendix B: Other Occupations 29](#_Toc173835348)

[Appendix C: Off List 30](#_Toc173835349)

[Appendix D: JSA Migration Model 36](#_Toc173835350)

[JSA Migration Labour Market Indicator Model Methodology 36](#_Toc173835351)

[JSA Labour Market Indicator Model 36](#_Toc173835352)

[Indicators and Datasets 36](#_Toc173835353)

[Scoring / Weightings 38](#_Toc173835354)

[Treatment of Submission, Survey and Qualitative Analysis 39](#_Toc173835355)

[Further Refinements to JSA Migration Model 40](#_Toc173835356)

[Appendix E: Qualitative Analysis Report 41](#_Toc173835357)

# Introduction

## Background

The [Migration Strategy](https://immi.homeaffairs.gov.au/what-we-do/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 (JSA) 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 Core Skills Occupations List (CSOL), JSA is responsible for labour market analysis and stakeholder engagement which will inform the Government’s final decision on the CSOL that will target the Core Skills Stream of the Skills in Demand (SID) visa to Australia’s workforce needs.

JSA has developed a Migration Labour Market Indicator Model (JSA Migration Model) to give effect to statements in the Migration Strategy that for the employer-sponsored temporary SID visa, the CSOL will be a single consolidated list, developed by JSA, which:

* Starts with the Jobs and Skills Australia [Skills Priority List](https://www.jobsandskills.gov.au/data/skills-priority-list) (SPL), constructed through a comprehensive evidence-based process that takes account of a range of factors and includes extensive tripartite engagement and input from across Commonwealth and state and territory governments.
* Analyses whether migration is an appropriate path to address the identified shortages, considering how well migrants do in the labour market upon arrival, reliance on sponsored skilled visa holders relative to employment size and vacancy data, the likelihood of domestic supply for those occupations and the market salary for occupations.
* Follows proactive stakeholder engagement, including with business and unions, and a structured qualitative research component. This will involve semi-structured interviews with a range of labour market participants, targeting both those experiencing shortages and those that aren’t, to gain a broad range of views on the appropriateness of migration pathways for a range of occupations.
* Supplies a list of occupations that the Government considers are required to be on the list to fulfil Australia’s obligations under international trade agreements.

JSA will provide recommendations to the Australian Government on the CSOL on an annual basis (and more frequently if requested by the Government), following a refresh of the labour market analysis in the JSA Migration Model and comprehensive stakeholder engagement. Details on the indicators and datasets in the [JSA Migration Model](https://www.jobsandskills.gov.au/topics/migration-strategy/draft-core-skills-occupations-list-csol-consultation/jsa-migration-labour-market-indicator-model-methodology) are outlined on the JSA website and at **Appendix D**.

Occupations in scope of the CSOL analysis are those defined in the Australian and New Zealand Standard Classification of Occupations (ANZSCO) at the six-digit level and Skill Levels 1 to 3. The 2024 CSOL is benchmarked to 2022 ANZSCO, and future updates to CSOL will be benchmarked to the 2024 Occupational Standard Classification for Australia (OSCA) which will be the outcome of a review process that is currently in progress. The Australian Bureau of Statistics anticipates completing and publishing 2024 ANZSCO in December of this year.

The CSOL analysis does not include occupations for which Australian citizenship is a pre-requisite for employment, engagement or appointment under the Australian Constitution; federal, state or territory laws; and/or for national interest reasons.

The evidence used by JSA to generate recommendations to Government on the CSOL was wide ranging and diverse. In addition to labour market analysis in the JSA Migration Model, there was a comprehensive tripartite engagement process which canvassed the views of government, business, employee representatives (union), education and training providers, and Australian and migrant workers and job seekers. See **Stakeholder Engagement and Qualitative Analysis.**

## Labour Market Analysis to support CSOL Consultation

The JSA Migration Model was used to generate the draft grouping of occupations released for CSOL consultation on 20 March 2024. Information on the Model, including the indicators and related datasets is available on the JSA website (at [JSA Migration Labour Market Indicator Model Methodology | Jobs and Skills Australia](https://www.jobsandskills.gov.au/topics/migration-strategy/draft-core-skills-occupations-list-csol-consultation/jsa-migration-labour-market-indicator-model-methodology)) and at **Appendix D**.

Stakeholders were able to provide feedback on all ANZSCO Skill Level 1 to 3 occupations in scope of the CSOL analysis. However, to target the stakeholder engagement and qualitative analysis, JSA released analysis that assigned each occupation into one of three groups, in the following format:

* Confident On List—labour market analysis supports inclusion of occupations on CSOL.
* Targeted for Consultation—labour market analysis is less compelling and stakeholder feedback (including surveys and commissioned labour market research) would add to the evidence base to inform JSA’s advice to Government.
* Confident Off List—labour market analysis did not support inclusion of occupations on CSOL.

While stakeholder engagement focussed on the “targeted for consultation list”, the purpose of publishing three lists was to elicit stakeholder views on all skilled occupations, even those where the initial labour market analysis was compelling.

JSA will continue to refine the JSA Migration Model, as additional ABS and administrative datasets are identified and assessed as relevant to providing annually updated advice to Government on the CSOL. This recognises the investment that the Government is making in improving data access and maintaining and regularly updating integrated datasets (including the Person Level Integrated Data Asset (PLIDA), Australian Census and Temporary Entrants Integrated Dataset (ACTEID), Australian Census and Migrants Integrated Dataset (ACMID), and Personal Income Tax and Migrants Integrated Dataset (PITMID)).

JSA is also committed to working cooperatively with other Commonwealth, state and territory government with responsibility for jobs and skills, with a view to incorporating the findings of their workforce analysis into the JSA Migration Model.

## Stakeholder Engagement and Qualitative Analysis

The comprehensive tripartite stakeholder engagement process on the draft CSOL included:

* Structured surveys—this included a stream (or series of questions) for industry bodies and employers, and a stream for Australian and migrant workers and job seekers (whose views were not canvassed for previous migration occupation list review processes).
* Submissions—stakeholders were able to provide feedback on all skilled occupations (including those on the “confident on”, “targeted for consultation” and “confident off” lists of the draft CSOL released on the JSA website on 20 March 2024).
* Bilateral meetings—JSA met with a wide range of stakeholders including Commonwealth, state and territory government departments; industry bodies; business; Jobs and Skills Councils (JSCs); and occupation regulatory bodies.

JSA also provided updates on the CSOL process to the JSA Ministerial Advisory Board; the Ministerial Advisory Council on Skilled Migration (MACSM); MACSM Expert Sub Committee; Skilled Migration Officials Group (SMOG); Commonwealth, state and territory departments responsible for employment and training; and the JSCs.

The Qualtrics platform which hosted the CSOL survey and submission lodgement process had over 7,800 visits which generated over 1,200 valid survey responses and in excess of 500 submissions.

Some key findings from the employer stream of the 2024 Draft CSOL survey included that the most common:

* Occupations (ANZSCO 6-digit) identified by respondents were Chef (7.6 per cent); Motor Mechanic General (4.6 per cent); Cook (3.9 per cent); Café or Restaurant Manager (2.7 per cent).
* Industries (ANZSIC 3-digit) were Automotive Repair and Maintenance (12.8 per cent); Cafés, Restaurants and Takeaway Food Services (10.4 per cent); Professional Scientific and Technical Services nfd (5.4 per cent); and Residential Building and Construction (5.1 per cent).

For the Australian and migrant job seeker stream of the 2024 Draft CSOL survey, the most common:

* Occupations identified by respondents were Chef (13.7 per cent); Motor Mechanic General (6.2 per cent); Accountant General (4.5 per cent); ICT Business Analyst (3.6 per cent); and Mechanical Engineer (3.4 per cent).
* Industries were Cafés, Restaurants and Take Aways Food Services (11.1 per cent); Professional, Scientific and Technical Services nfd (4.5 per cent); Automotive Repair and Maintenance (4.5 per cent); and Other Services nfd (3.9 per cent).

The 515 submissions received on the draft CSOL were from a wide range of stakeholders with the following profile. Submissions mainly related to the “targeted for consultation” list.

* 140 (or 27 per cent) were from business.
* 84 (or 16 per cent) were from industry bodies.
* 51 (or 10 per cent) were from workers and their representatives.
* 14 (or 3 per cent) were from entities (e.g. education providers, skill assessing bodies).
* 7 (or 1 per cent) were from state/territory governments[[1]](#footnote-2).
* 5 (or 1 per cent) were from Commonwealth departments.[[2]](#footnote-3)
* 214 (or 42 per cent) were other/unknown (e.g. resumes and non-identifiable sources).

JSA will release on its website submissions where it has been confirmed the intention is for the evidence to be released publicly (with redactions to meet Privacy Act provisions).

JSA also engaged a consultant with experience in social research to undertake qualitative analysis on the draft CSOL, focussing on the “targeted for consultation” occupations:

* The qualitative methodology included bilateral meetings, group discussions and depth interviews. This included 145 participants (comprising 59 employers/employer bodies and 56 workers/jobseekers) and provided insights on 168 skilled occupations.
* The consultant’s report provides an overview of participants views on the impact of inclusion/exclusion of an occupation on the CSOL.
* The report also includes an overview of workforce themes raised by participants, and includes views on labour market issues associated with tertiary education pathways; regulatory frameworks; clean energy emissions and targets; building strategy and housing crisis; technology; ageing population; health and wellbeing; mining and minerals; and infrastructure projects.
* The consultant’s report that will be released on the JSA website is at **Appendix E**.

JSA appreciates the labour market advice and insights provided by stakeholders and looks forward to ongoing engagement for future updates to the CSOL.

## Core Skills Occupations List (CSOL) Format

JSA’s recommendations on the CSOL for the employer-sponsored temporary SID visa program is presented in the following format:

* CSOL—this list comprises 456 occupations which, based on labour market analysis and comprehensive stakeholder engagement, are determined to be appropriate for employer-sponsored temporary migration through the Core Skills Stream of the new SID visa. That is, JSA is confident the inclusion of these occupations on the CSOL would have positive labour market outcomes for both employers and workers. See **Appendix A** where asterisked occupations reflect international obligations – this includes two occupations not supported by labour market analysis or stakeholder engagement.
* Other Skilled Occupations (OSO)—this list comprises 16 occupations (mainly new or changed ANZSCO occupations) where there is insufficient labour market data and stakeholder feedback was not compelling, resulting in JSA having very low confidence in recommending that they either be on or off the CSOL for employer-sponsored temporary under the SID visa. See **Appendix B**.
* Off list—this list comprises 232 occupations which are **not** supported by labour market analysis and stakeholder feedback was not compelling. See **Appendix C**.

JSA’s recommendations on the CSOL for the Core Skills Stream of the new temporary SID visa is presented at the ANZSCO 6-digit level which recognises that:

* For many ANZSCO Unit Groups (4-digit) the labour market is not homogenous at the 6-digit level and/or that they have different registration and skill assessment authorities.
* Some 6-digit occupations in an ANZSCO Unit Group may require Australian citizenship.
* Collection by the Department of Home Affairs of administrative (visa) data at the 6-digit level is an important input to analysis of the labour market impact of migration (i.e. the potential of primary skill visa holders to labour supply). This is particularly important for new/changed ANZSCO occupations where there is insufficient labour market data.

## Core Skills Stream Salary Threshold

The JSA Migration Model analyses median salary data for the resident Australian workforce and primary skill visa applicants/holders. However, neither the Temporary Skilled Migration Income Threshold (TSMIT) or the future Core Skills Stream Salary Threshold for the SID visa of $73,150 per annum (from 1 July 2024) with annual indexation is determinative. That is, the CSOL include some occupations where the median salary for the resident workforce (as a proxy for the market salary) is below the salary threshold.

The JSA advice to the Government identifies those occupations where the median salary and/or the salary of primary visa holders (in 2023) was below the TSMIT[[3]](#footnote-4). The inclusion of these occupations on the CSOL recognises that there is variation in the salary within an occupation and that some positions/SID visa applicants may receive a salary above the future Core Skills Stream Salary Threshold.

That said, it is important to note that in practice only the positions within occupations which meet the Core Skills Stream Salary Threshold requirement will be eligible to use the CSOL for employer-sponsored visas. Employers will not be able to sponsor skilled migrants when they intend to pay less than the Core Skills Stream Salary Threshold, even if the occupation is listed on the CSOL.

## Specialist Skills Stream and Essential Skills Stream[[4]](#footnote-5)

It is important to note that while the CSOL is specific to the Core Skills Stream of the new SID visa, where the market salary for a CSOL position with a sponsoring business is:

* Above the Specialist Skills Stream salary threshold (of $135,000 per annum), the Specialist Stream may apply.
* Below the Core Skill Stream salary threshold (of $73,150 per annum with annual indexation), the Essential Skills Stream may apply.

The 2024 CSOL analysis is specific to the new employer-sponsored temporary SID visa program which will replace the TSS visa program in late 2024. The flexibility exists in the JSA Migration Model to provide advice to Government on occupations for and/or targeting of other skill-related visa programs to Australia’s workforce needs. For example advice could be generated on:

* Occupation list/s for the points-tested skill visa programs—the indicators and weightings in the Model can be varied to generate advice which recognises that visa applicants in these programs are not job-matched and that there is no assurance they would obtain employment in Australia with a salary commensurate with a pre-migration salary and/or the market salary in Australia for the skilled occupation for which their visa was granted.
* Occupations for the Essential Skills Stream of the SID visa—an initial module has been developed within the Model for ANZSCO Skill Level 4 occupations. JSA can explore a module for ANZSCO Skill Level 5 occupations, noting these are not currently covered by [SPL](https://www.jobsandskills.gov.au/data/skills-priority-list) analysis and there is limited labour market information in other data sources.

# 2024 Core Skills Occupations List

## Key findings

The 2024 CSOL is not readily comparable to the current March 2019 [Skilled Migration Occupation Lists](https://immi.homeaffairs.gov.au/visas/working-in-australia/skill-occupation-list) (SMOL) for temporary skill visa purposes[[5]](#footnote-6). These lists are based on different methodologies and reflect different policy settings, also noting the 2024 CSOL:

* Is benchmarked to [ANZSCO 2022](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/latest-release) (which includes new and changed occupations) and not ANZSCO 2013 (which preceded both the targeted Skill Level (2019) and phased reviews of ANZSCO (which came into effect over the period to November 2022)).
* 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.

Notwithstanding the above, **Figure 1** below provides a general overview of the flow of occupations from the March 2019 SMOL to the draft CSOL to the recommended 2024 CSOL based on JSA analysis and stakeholder engagement feedback.

Figure 1: Flow from 2019 SMOL to CSOL for Stakeholder Consultation to JSA Recommended 2024 CSOL

Figure 1 is a chart showing the pathways and associated number of occupations flowing from the March 2019 Skilled Migration Occupation Lists (SMOL) to the March 2024 Draft Core Skills Occupation Lists (CSOL), to the Jobs and Skills Australia recommended 2024 CSOL.

The chart shows that most occupations on the March 2019 Medium Long Term Strategic Skills List are recommended for the 2024 CSOL, and the majority of occupations on the March 2019 Short Term Skilled Occupations List are recommended for the 2024 CSOL. About half of occupations on the March 2019 Regional Occupations List are recommended for the 2024 CSOL.

Most occupations that were targeted for consultation were recommended for the CSOL.

## CSOL and other JSA Analysis

The CSOL analysis and stakeholder engagement is at the ANZSCO 6-digit level. However, many of the findings in the analysis align with other JSA analysis on the drivers of skill shortage (which are undertaken at the more aggregated 4-digit ANZSCO Unit Group level).

JSA has identified a ‘suitability gap’ category which identifies 4-digit ANZSCO occupations where there are enough qualified applicants, but they are not regarded as suitable by employers (e.g. a lack of relevant work experience and/or employability skills). For these occupations, increasing the throughput of qualified people may not mitigate skill shortages.

Examples of ‘suitability gap’ occupations which were in national shortage on the 2023 SPL and which were “targeted for consultation” in the draft grouping of occupations released for CSOL consultation on 20 March 2024 included:

* Auditors
* Financial Investment Advisers
* Marketing Specialists
* Architects and Landscape Architects
* Electronics Engineer
* Agricultural, Fisheries and Forestry Scientists
* Multimedia Specialists and Web Developers
* Software and Applications Programmers
* Computer Network Professionals.

JSA has also identified a ‘retention gap’ category, which reflects shortages where there are below average rates of retention, potentially reinforced by low numbers of new applicants per vacancy. Simply increasing the throughput of qualified applicants is unlikely to address skill shortages because of the lower likelihood of retaining them. Enhancing the attractiveness of the occupation through improved remuneration and/or working conditions, professional development and clearer career pathways may alleviate this kind of shortage.

Examples of ‘retention gap’ occupations which are in national shortage and which were “targeted for consultation” in the draft grouping of occupations released for CSOL consultation included:

* Construction sector occupations such as Glaziers; Plasterers and Renderers; Roof Tilers; and Wall and Floor Tilers.
* Hospitality sector occupations such as Chefs; Cooks; Bakers and Pastrycooks; and Butchers and Smallgoods Makers.
* Dental Therapists.
* Child Carers.

Conversely, some occupations which were in national shortage on the 2023 SPL were also on the “confident on-list” of the draft CSOL, as the JSA Migration shows strong outcomes for both migrant and domestic workers. Many, though not all, of the worker outcome findings in the JSA Migration Model align with occupations where JSA has identified a ‘training gap’ (either long or short) as part of its underlying drivers of skills shortages analysis.

Examples of ‘training gap’ occupations which are in national shortage which were included on the “confident on” list of the draft grouping of occupations released for CSOL consultation and which also appear on the recommended CSOL include:

* Health professionals such as General Practitioners, Registered Nurses and a range of medical specialists.
* Education professionals such Early Childhood, Primary School, Secondary School and Vocational Education Teachers.
* Clean energy occupations such as Electrician (General); Automotive Electrician; Geologist; Construction Project Manager; Metal Fitters and Machinists; Electronic Trades Workers; and various engineering professions.
* Surveyors and Spatial Scientists.
* Solicitors.
* Social Workers.

## ANZSCO Major Group — Comparison of SMOL, Recommended CSOL and 2023 SPL

**Table 1** outlines the number of occupations for most ANZSCO Major Groups for the 2019 SMOL for the TSS visa, recommended CSOL for the Core Skills Stream of the new employer-sponsored temporary SID visa program (where information is also provided on the number on the 2023 SPL).

The Core Skills Stream of the new SID visa will not be the only temporary employer-sponsored skill migration option available. That is, the Specialist Skills Stream of the new SID visa will be available for most occupations (other than ANZSCO Major Groups 3, 7 and 8 and where Australian citizenship is a pre-requisite for employment, engagement or appointment), where the salary is above $135,000 per annum. The Essential Skills Stream may be an option for priority sectors and occupations where the market salary is below the current Core Skills Stream Salary Threshold of $73,150 per annum with annual indexation.

Table 1: Comparison of SMOL, Recommended CSOL and 2023 Skills Priority List

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ANZSCO Major Group | 2019 SMOL for TSS[[6]](#footnote-7) | 2024 CSOL (includes international obligations) | 2024 Other Occupations | 2024 Off List | Number of CSOL in national shortage on 2023 SPL |
| Manager (Major Group 1) | 74 | 47 | 0 | 48 | 7 |
| Professional (Major Group 2) | 270 | 235[[7]](#footnote-8) | 0 | 88 | 153 |
| Technician and Trades Worker (Major Group 3) | 127 | 141 | 15 | 45 | 102 |
| Community and Personal Service Worker (Major Group 4) | 29 | 23 | 1 | 28 | 14 |
| Other (Major Groups 5 & 6) | 8 | 10 | 0 | 23 | 4 |
| **TOTAL** | **508** | **456** | **16** | **232** | **280** |

## Case Study 1 — Mechanical Engineer

In the Australian labour market, Mechanical Engineers[[8]](#footnote-9) (ANZSCO 233512) plan, design, organise and oversee the assembly, erection, operation and maintenance of mechanical and process plant and installations. Registration or licensing is required in some states.

The occupation has been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. Consistent with the SPL analysis showing the occupation is in national shortage for 2021, 2022 and 2023 there has been an increase in primary temporary skilled visas granted for Mechanical Engineer.

Table 2: Primary Employer Sponsored Temporary Skill Visa Grant — Mechanical Engineer

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| ACT | <5 |  | <5 | <5 | <5 | <5 | <5 |
| NSW | 73 | 89 | 65 | 116 | 97 | 133 | 135 |
| NT | 20 | 8 | <5 | 6 | <5 | <5 | <5 |
| Qld | 25 | 40 | 26 | 30 | 34 | 86 | 54 |
| SA | <5 | 7 | 8 | 7 | 18 | 8 | 8 |
| Tasmania | <5 |  |  |  | <5 | <5 |  |
| Victoria | 51 | 81 | 76 | 53 | 66 | 117 | 87 |
| WA | 46 | 86 | 73 | 74 | 62 | 128 | 185 |
| Other | 14 |  |  |  |  |  |  |
| **Total** | **236** | **311** | **252** | **288** | **282** | **477** | **473** |

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from [www.data.gov.au](http://www.data.gov.au)).

Mechanical Engineer was identified as “targeted for consultation” on the draft CSOL as the JSA Migration Model identified concerns with the employment outcomes of skilled migrants; the reliance on primary temporary skill visa holders; migrant salaries[[9]](#footnote-10); soft future demand and poor employment outcomes for domestic graduates in the occupation, which is consistent with the ‘suitability gap’ that JSA has identified as a key driver of skills shortages for Industrial, Mechanical and Production Engineers (ANZSCO Unit Group 2335).

The consultation process resulted in Mechanical Engineer being recommended for inclusion on the 2024 CSOL. Feedback across the spectrum (i.e. survey, submissions and qualitative analysis) generally supported the inclusion of the occupation on CSOL with reference to future demand including to support infrastructure projects, migrant experiences in the labour market, and wages and employment conditions.

As part of commissioned qualitative research, stakeholders flagged Mechanical Engineering jobs as difficult to fill, particularly in Perth and Sydney and in the energy, water, dams and hydro power space. In contrast, migrant job seekers felt that it was very hard to get a job as a Mechanical Engineer because of the importance that employers placed on applicants having Australian industry experience.

## Case Study 2 — Graphic Designer

Graphic Designers[[10]](#footnote-11) (ANZSCO 232411, also known as Graphic Artists) plan, design, develop and prepare information for publication and reproduction using text, symbols, pictures, colours and layout to achieve commercial and communication needs with particular emphasis on tailoring the message for the intended audience.

The occupation has been on the Short Term Skilled Occupations List (STSOL) since the SMOL framework was introduced in April 2017. Consistent with the SPL analysis which found no shortages for Graphic Designer in 2021, 2022 and 2023, primary temporary skilled visas granted for the occupation declined while international borders were closed, but has shown some recovery in recent years.

Table 3: Primary Employer Sponsored Temporary Skill Visa Grant — Graphic Designer

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| ACT |  |  | <5 |  |  |  | <5 |
| NSW | 102 | 81 | 56 | 41 | 33 | 62 | 56 |
| NT |  |  | <5 | <5 |  |  | <5 |
| Qld | <5 | 8 | 7 | 7 | 5 | 11 | 10 |
| SA | 14 | <5 | <5 |  | <5 |  | <5 |
| Victoria | 37 | 58 | 19 | 15 | 25 | 26 | 28 |
| WA | <5 | 6 | <5 | 5 | <5 | 5 | <5 |
| **Total** | **158** | **154** | **89** | **69** | **67** | **104** | **104** |

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from [www.data.gov.au](http://www.data.gov.au)).

Graphic Designer was identified as “confident off list” on the draft CSOL as the JSA Migration Model identified concerns with employment outcomes of skilled migrants; migrant salaries[[11]](#footnote-12); moderate future demand and poor employment outcomes for domestic graduates.

Graphic Designer attracted some mixed feedback in the consultation process and as such there was no change to its status and the occupation is not recommended for inclusion on CSOL.

## Case Study 3 — Bricklayer

Bricklayers[[12]](#footnote-13) (ANZSCO 331111) lay bricks, pre-cut stone and other types of building blocks in mortar to construct and repair walls, partitions, arches and other structures.

The occupation has been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. While SPL analysis shows the occupation as in national shortage for 2021, 2022 and 2023, the number of primary temporary skilled visas granted for the occupation declined while international borders were closed, but has recovered in recent years.

Table 4: Primary Employer Sponsored Temporary Skill Visa Grant — Bricklayer

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| ACT | <5 | <5 | <5 |  |  |  |  |
| NSW | 70 | 83 | 12 | 10 | 17 | 56 | 32 |
| NT | <5 |  | <5 |  |  | <5 | <5 |
| Qld | 7 | <5 | <5 | <5 | <5 | 8 | 11 |
| SA | <5 |  | <5 |  |  |  | <5 |
| Victoria | 7 | 18 | 13 | 12 | 8 | 19 | 19 |
| WA | 5 | 13 | <5 | 7 | 12 | 19 | 20 |
| **Total** | **92** | **119** | **33** | **32** | **38** | **103** | **86** |

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from [www.data.gov.au](http://www.data.gov.au)).

Bricklayer was identified as “targeted for consultation” on the draft CSOL as the JSA Migration Model identified concerns with the employment outcomes of skilled migrants; employment growth projections; the reliance on primary temporary skill visa holders; migrant salaries[[13]](#footnote-14); and poor employment outcomes for domestic graduates in the occupation.

The consultation process resulted in Bricklayer being recommended for inclusion on the 2024 CSOL for the temporary SID visa. While feedback, including from various construction industry bodies, supported the new SID visa being available for Bricklayer, the labour market information was not compelling (i.e. the focus of stakeholder input was on current skill shortages rather than migrant outcomes and investing in domestic training).

As part of commissioned qualitative research, construction businesses referred to the chronic shortage of Bricklayers in all states and territories and in regional locations. Businesses also acknowledged the decline in apprenticeships as impacting on future labour supply, while also noting the impact on the industry of the National Construction Code.

## Case Study 4 — External Auditor

External Auditors[[14]](#footnote-15) (ANZSCO 221213) design and operate information and reporting systems, procedures and controls to meet external financial reporting requirements. Registration or licensing is required to practice in the Auditor occupations in Australia.

The occupation has been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. Consistent with SPL analysis which shows the occupation as in national shortage for 2021, 2022 and 2023, the number of primary temporary skilled visas granted for the occupation has increased significantly in recent years and is notably higher than prior to the pandemic.

Table 5: Primary Employer Sponsored Temporary Skill Visa Grant — External Auditor

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| ACT |  |  |  |  | <5 | 9 |  |
| NSW | 78 | 220 | 149 | 49 | 362 | 490 | 262 |
| NT |  |  |  |  | 5 | 10 | 6 |
| Qld | 18 | 29 | 52 | 7 | 70 | 92 | 57 |
| SA | <5 | 10 | <5 | <5 | 14 | 24 | 17 |
| Tasmania |  |  |  | <5 | <5 | <5 |  |
| Victoria | 34 | 77 | 67 | 16 | 220 | 244 | 110 |
| WA | 14 | 27 | 34 | 6 | 58 | 92 | 66 |
| **Total** | **148** | **363** | **306** | **80** | **732** | **963** | **518** |

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from [www.data.gov.au](http://www.data.gov.au)).

External Auditor was identified as “targeted for consultation” on the draft CSOL as the JSA Migration Model identified concerns with the employment outcomes of skilled migrants; the reliance on primary temporary skill visa holders; migrant salaries[[15]](#footnote-16); future demand, and poor employment outcomes for domestic graduates in the occupation, which is consistent with the ‘suitability gap’ that JSA has identified as a key driver of skills shortages for Auditors, Company Secretaries and Corporate Treasurers (ANZSCO Unit Group 2212).

The consultation process resulted in External Auditor being recommended for inclusion on the 2024 CSOL for the temporary SID visa. While feedback, including from industry bodies, supported the new SID visa being available for External Auditor, the labour market information in submissions was not compelling (i.e. the focus of stakeholder input was on current skill shortages rather than investing in graduates and professional development to meet workforce needs and improving migrant employment outcomes).

As part of commissioned qualitative research, accounting businesses noted that vacancies for External Auditors were difficult to fill (with reference to a member survey, presumably by an industry body, which found that most vacancies are filled by migrants). Other insights from the consultation group was that mandatory auditing requirements (including regulated climate related reporting) would place a high priority on the occupation.

## Case Study 5 — Registered Nurse

Registered Nurses (ANZSCO Unit Group 2544)[[16]](#footnote-17),[[17]](#footnote-18) provide nursing care to patients in hospitals, aged care and other health care facilities, and in the community. Other than Registered Nurse (Developmental Disability) (ANZSCO 254416) which was “targeted for consultation” on the draft CSOL, the other 6-digit occupations were “confident on list”.

All of the 6-digit occupations in the Registered Nurse Unit Group have been on the Medium Long Term Strategic Skills List (MLTSSL) since the SMOL framework was introduced in April 2017. Consistent with SPL analysis which shows each of the 6-digit occupations as in national shortage for 2022 and 2023 (but no shortage in 2021), in recent years the number of primary temporary skilled visas granted for the Registered Nurse Unit Group has increased.

While most Registered Nurse occupations were on the Priority Skilled Migration Occupations List (PMSOL) which allowed visa holders to enter Australia, primary TSS visa grant for these occupations declined while international borders were closed.

Table 6: Primary Employer Sponsored Temporary Skill Visa Grant — Registered Nure (Unit Group)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Unit Group | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| ACT | 50 | 76 | 39 | 12 | 20 | 19 | 17 |
| NSW | 386 | 413 | 537 | 334 | 352 | 308 | 390 |
| NT | 71 | 57 | 30 | 24 | 34 | 10 | 19 |
| Qld | 157 | 162 | 124 | 91 | 102 | 169 | 225 |
| SA | 12 | 19 | 10 | 17 | 35 | 50 | 52 |
| Tasmania | 42 | 47 | 25 | <5 | 39 | 25 | 24 |
| Victoria | 366 | 317 | 269 | 139 | 283 | 794 | 643 |
| WA | 60 | 47 | 34 | 46 | 102 | 112 | 120 |
| **Total** | **1,144** | **1,138** | **1,068** | **666** | **967** | **1,487** | **1,490** |

Source: Department of Home Affairs Pivot Table: Temporary Resident (Skilled) visa granted 2023-24 to 30 June 2024 – comparison with previous years (accessed 31 July 2024 from [www.data.gov.au](http://www.data.gov.au)).

There is some variation in the JSA Migration Model outcomes for the 6-digit occupations in the Registered Nurse Unit Group. However, using Registered Nurse (Medical) (ANZSCO 254418) as an example, the outcome of the Model shows strong migrant employment outcomes; strong employment growth projections; low reliance on primary temporary skill visa holders and low migrant unemployment[[18]](#footnote-19). These findings are consistent with the ‘long training gap’ that JSA has identified as a key driver of skills shortages for Registered Nurses.

The Model targeted the 6-digit occupation of Registered Nurse (Developmental Disability) for consultation, in part because it is a very small-employing occupation (of less than 100 workers at the 2021 Census) which has flow-on effects to data coverage. As such, and noting there was limited feedback on this occupation as part of the CSOL consultations, the occupation is recommended for the CSOL for the temporary SID visa. Department of Home Affairs’ administrative data shows zero TSS visa grants for this occupation in recent years (with less than 5 visas granted in 2018-19 and 2019-20).

As part of consultations on the draft CSOL, the Commonwealth Department of Health and Aged Care noted that Registered Nurse (Developmental Disability)—which it estimates has national employment of less than 50 workers—contributes to the provision of coordinated health care for people with developmental needs, including those with complex needs.

JSA will also explore options to incorporate into the JSA Migration Model, the output of the Department of Health and Ageing’s upscaled national health workforce supply and demand modelling.

# International Obligations

There are 13 occupations[[19]](#footnote-20),[[20]](#footnote-21),[[21]](#footnote-22),[[22]](#footnote-23) that must remain on the CSOL in order to meet Australia’s international obligations under its Free Trade Agreements. Australia has also committed to providing temporary entry pathways to eligible skilled workers in certain service sectors under the World Trade Organisation’s (WTO) General Agreement on Trade in Services (GATS).

JSA understands that these obligations can be implemented through CSOL and the SID visa. The Department of Home Affairs will engage with the Department of Foreign Affairs and Trade (DFAT) to determine the most appropriate course of action to meet Australia’s international trade commitments.

# Themes from Stakeholder Consultations

The comprehensive tripartite engagement process on the draft CSOL, identified a number of themes which—notwithstanding the direction in the [Migration Strategy](https://immi.homeaffairs.gov.au/what-we-do/migration-strategy/the-migration-strategy) for a single CSOL list for the Core Skills Stream for the SID visa—are relevant to decisions on the CSOL:

* **Sector specific workforce** — the higher education and research sector proposed the retention of existing concessions, while other sectors in anticipation of changes outlined in submissions to the ANZSCO proposed the recognition of new occupations (such as Executive or Senior Chef).
* **Regional Occupations List (ROL)** — some stakeholders noted support for a ROL which reflects the skill needs of regional and remote Australia, in circumstances where these differ from the national skills needs that are reflected in the CSOL.
* **Transition Arrangements** — to provide stability to businesses and visa applicants and visa holders, some stakeholders proposed transition arrangements for any occupations that are listed under the current March 2019 SMOL for the standard TSS visa, but not recommended for inclusion on the CSOL.
* **Integrity Caveats** — some stakeholders proposed that some occupations should only be available for sponsoring businesses with a minimum annual turnover and/or a minimum number of employees and/or for positions with a salary above the indexed Core Skills Stream Salary threshold.
* **Alternate frameworks for assessing CSOL eligibility** — some stakeholders proposed alternate frameworks for assessing CSOL eligibility to those outlined in the Migration Strategy. These stakeholder-proposed frameworks were diverse in nature, ranging from a focus on Gross Domestic Product impacts of disrupted supply chains, to community cohesion and other Australian societal impacts, to global and geostrategic impacts. While JSA found that the occupations proposed for inclusion on the CSOL were usually well-aligned with the alternate framework proposed by the relevant stakeholder, JSA’s CSOL recommendations to Government reflect those occupations which fulfil the criteria as outlined in the Migration Strategy.
* **Potential relationship between CSOL and employer-sponsored permanent skilled migration** — during the consultation process on the draft CSOL, JSA received questions on how the CSOL will apply to the permanent Employer Nomination Scheme (ENS, subclass 186) visa, and to other temporary and permanent skill visas:
* Some stakeholders are aware the current SMOL apply to 10 temporary, provisional and permanent skill-related visa programs.
* The Migration Strategy did not outline a specific role for JSA in *permanent* migration settings. However, it is important to note that the current March 2019 SMOL for the standard temporary skill shortage (TSS) visa (which will effectively be replaced by the CSOL and SID visa) have a relationship with the skilled occupations that are eligible for permanent employer-sponsored migration, through the ENS visa.[[23]](#footnote-24)
* While the Migration Strategy foreshadowed reform to the permanent migration system and consultation on a discussion paper released by the Department of Home Affairs is currently in progress, it is possible that there may need to be a relationship between the CSOL and occupations that are eligible for *permanent* employer-sponsored migration through the ENS visa – at least in the short-term.
* If requested by Government, JSA is able to provide advice on an occupation list for the purpose of the permanent ENS and other temporary and permanent skill visas.

# Appendices

## Appendix A: 2024 Core Skills Occupations List (CSOL) for temporary SID visa

There are 456 occupations that were assessed—following labour market analysis and comprehensive stakeholder engagement—to be appropriate for the Core Skills Stream of the new employer-sponsored temporary SID visa which will replace the TSS visa in late 2024.

This includes 13 occupations (asterisked) to meet Australia’s international obligations, of which two are not supported by labour market or stakeholder feedback (i.e. Private Tutors and Teachers nec (ANZSCO 249299) and Traditional Chinese Medicine Practitioner (ANZSCO 252214)).

The 133 occupations with a diamond (t) are those where the labour market analysis and/or stakeholder engagement feedback was less compelling on the need for inclusion on CSOL.

|  |  |
| --- | --- |
| **2022 ANZSCO Code** | **Occupation Title** |
| 111111 | Chief Executive or Managing Director\* |
| 111211 | Corporate General Manager\* |
| 121111 | Aquaculture Farmer |
| 121311 | Apiarist⧫ |
| 121313 | Dairy Cattle Farmer |
| 121315 | Goat Farmer |
| 121318 | Pig Farmer |
| 121321 | Poultry Farmer |
| 121611 | Flower Grower⧫ |
| 131112 | Sales and Marketing Manager\* |
| 131113 | Advertising Manager\* |
| 132111 | Corporate Services Manager\* |
| 132211 | Finance Manager\* |
| 132311 | Human Resource Manager\*⧫ |
| 132411 | Policy and Planning Manager⧫ |
| 132511 | Research and Development Manager |
| 133111 | Construction Project Manager |
| 133112 | Project Builder |
| 133211 | Engineering Manager |
| 133511 | Production Manager (Forestry) |
| 133512 | Production Manager (Manufacturing) |
| 133611 | Supply and Distribution Manager\* |
| 133612 | Procurement Manager |
| 134211 | Medical Administrator \ Medical Superintendent |
| 134212 | Nursing Clinical Director⧫ |
| 134213 | Primary Health Organisation Manager⧫ |
| 134311 | School Principal |
| 134411 | Faculty Head |
| 134499 | Education Managers nec |
| 135111 | Chief Information Officer\* |
| 135112 | ICT Project Manager⧫ |
| 135199 | ICT Managers nec |
| 139911 | Arts Administrator or Manager |
| 139912 | Environmental Manager |
| 139913 | Laboratory Manager⧫ |
| 139916 | Quality Assurance Manager |
| 139917 | Regulatory Affairs Manager |
| 141311 | Hotel or Motel Manager |
| 141411 | Licensed Club Manager |
| 141999 | Accommodation and Hospitality Managers nec |
| 142111 | Retail Manager (General)⧫ |
| 142116 | Travel Agency Manager⧫ |
| 149411 | Fleet Manager⧫ |
| 149911 | Boarding Kennel or Cattery Operator⧫ |
| 149912 | Cinema or Theatre Manager |
| 149915 | Equipment Hire Manager |
| 149999 | Hospitality, Retail and Service Managers nec⧫ |
| 211212 | Music Director |
| 212111 | Artistic Director |
| 212315 | Program Director (Television or Radio) |
| 212316 | Stage Manager⧫ |
| 212317 | Technical Director |
| 212318 | Video Producer |
| 212413 | Print Journalist⧫ |
| 212414 | Radio Journalist⧫ |
| 212415 | Technical Writer⧫ |
| 212416 | Television Journalist |
| 212499 | Journalists and Other Writers nec⧫ |
| 221111 | Accountant (General) |
| 221112 | Management Accountant⧫ |
| 221113 | Taxation Accountant |
| 221211 | Company Secretary |
| 221213 | External Auditor⧫ |
| 221214 | Internal Auditor |
| 222112 | Finance Broker |
| 222113 | Insurance Broker⧫ |
| 222311 | Financial Investment Adviser⧫ |
| 223111 | Human Resource Adviser |
| 223112 | Recruitment Consultant |
| 223113 | Workplace Relations Adviser⧫ |
| 224111 | Actuary |
| 224112 | Mathematician⧫ |
| 224114 | Data Analyst |
| 224115 | Data Scientist |
| 224116 | Statistician |
| 224511 | Land Economist |
| 224512 | Valuer⧫ |
| 224712 | Organisation and Methods Analyst |
| 224713 | Management Consultant |
| 224714 | Supply Chain Analyst |
| 224914 | Patents Examiner |
| 224999 | Information and Organisation Professionals nec |
| 225111 | Advertising Specialist |
| 225113 | Marketing Specialist |
| 225114 | Content Creator (Marketing) |
| 225211 | ICT Account Manager |
| 225212 | ICT Business Development Manager |
| 225213 | ICT Sales Representative |
| 225311 | Public Relations Professional |
| 225411 | Sales Representative (Industrial Products)⧫ |
| 225412 | Sales Representative (Medical and Pharmaceutical Products) |
| 225499 | Technical Sales Representatives nec |
| 231111 | Aeroplane Pilot⧫ |
| 231113 | Flying Instructor |
| 231114 | Helicopter Pilot⧫ |
| 231199 | Air Transport Professionals nec⧫ |
| 231212 | Ship's Engineer |
| 232111 | Architect |
| 232112 | Landscape Architect |
| 232212 | Surveyor |
| 232213 | Cartographer⧫ |
| 232214 | Other Spatial Scientist |
| 232313 | Jewellery Designer |
| 232412 | Illustrator |
| 232413 | Multimedia Designer⧫ |
| 232414 | Web Designer |
| 232511 | Interior Designer⧫ |
| 232611 | Urban and Regional Planner |
| 233111 | Chemical Engineer⧫ |
| 233112 | Materials Engineer⧫ |
| 233211 | Civil Engineer |
| 233212 | Geotechnical Engineer |
| 233213 | Quantity Surveyor |
| 233214 | Structural Engineer |
| 233215 | Transport Engineer |
| 233311 | Electrical Engineer |
| 233411 | Electronics Engineer⧫ |
| 233511 | Industrial Engineer |
| 233512 | Mechanical Engineer |
| 233513 | Production or Plant Engineer |
| 233611 | Mining Engineer (excluding Petroleum) |
| 233612 | Petroleum Engineer |
| 233911 | Aeronautical Engineer |
| 233912 | Agricultural Engineer |
| 233913 | Biomedical Engineer⧫ |
| 233914 | Engineering Technologist⧫ |
| 233915 | Environmental Engineer |
| 233916 | Naval Architect \ Marine Designer |
| 233999 | Engineering Professionals nec |
| 234111 | Agricultural Consultant |
| 234114 | Agricultural Research Scientist |
| 234115 | Agronomist |
| 234116 | Aquaculture or Fisheries Scientist |
| 234211 | Chemist⧫ |
| 234212 | Food Technologist |
| 234213 | Wine Maker⧫ |
| 234312 | Environmental Consultant |
| 234399 | Environmental Scientists nec |
| 234411 | Geologist |
| 234412 | Geophysicist |
| 234413 | Hydrogeologist |
| 234511 | Life Scientist (General) |
| 234513 | Biochemist |
| 234515 | Botanist |
| 234516 | Marine Biologist |
| 234521 | Entomologist |
| 234522 | Zoologist |
| 234599 | Life Scientists nec⧫ |
| 234612 | Respiratory Scientist⧫ |
| 234711 | Veterinarian |
| 234911 | Conservator⧫ |
| 234912 | Metallurgist |
| 234913 | Meteorologist |
| 234914 | Physicist |
| 234999 | Natural and Physical Science Professionals nec⧫ |
| 241111 | Early Childhood (Pre-primary School) Teacher |
| 241213 | Primary School Teacher |
| 241311 | Middle School Teacher \ Intermediate School Teacher⧫ |
| 241411 | Secondary School Teacher |
| 241511 | Special Needs Teacher⧫ |
| 241512 | Teacher of the Hearing Impaired |
| 241513 | Teacher of the Sight Impaired⧫ |
| 241599 | Special Education Teachers nec |
| 242111 | University Lecturer |
| 242211 | Vocational Education Teacher \ Polytechnic Teacher |
| 249112 | Education Reviewer |
| 249214 | Music Teacher (Private Tuition)⧫ |
| 249299 | Private Tutors and Teachers nec\* |
| 251111 | Dietitian |
| 251211 | Medical Diagnostic Radiographer |
| 251212 | Medical Radiation Therapist |
| 251213 | Nuclear Medicine Technologist |
| 251214 | Sonographer |
| 251312 | Occupational Health and Safety Adviser |
| 251411 | Optometrist |
| 251412 | Orthoptist |
| 251511 | Hospital Pharmacist |
| 251512 | Industrial Pharmacist⧫ |
| 251513 | Retail Pharmacist |
| 251912 | Orthotist or Prosthetist |
| 251999 | Health Diagnostic and Promotion Professionals nec |
| 252214 | Traditional Chinese Medicine Practitioner\* |
| 252299 | Complementary Health Therapists nec⧫ |
| 252311 | Dental Specialist |
| 252312 | Dentist |
| 252411 | Occupational Therapist |
| 252511 | Physiotherapist |
| 252611 | Podiatrist |
| 252711 | Audiologist |
| 252712 | Speech Pathologist \ Speech Language Therapist |
| 253111 | General Practitioner |
| 253112 | Resident Medical Officer |
| 253211 | Anaesthetist |
| 253311 | Specialist Physician (General Medicine) |
| 253312 | Cardiologist |
| 253313 | Clinical Haematologist |
| 253314 | Medical Oncologist |
| 253315 | Endocrinologist |
| 253316 | Gastroenterologist |
| 253317 | Intensive Care Specialist |
| 253318 | Neurologist |
| 253321 | Paediatrician |
| 253322 | Renal Medicine Specialist |
| 253323 | Rheumatologist |
| 253324 | Thoracic Medicine Specialist |
| 253399 | Specialist Physicians nec |
| 253411 | Psychiatrist |
| 253511 | Surgeon (General) |
| 253512 | Cardiothoracic Surgeon⧫ |
| 253513 | Neurosurgeon |
| 253514 | Orthopaedic Surgeon |
| 253515 | Otorhinolaryngologist |
| 253516 | Paediatric Surgeon |
| 253517 | Plastic and Reconstructive Surgeon |
| 253518 | Urologist⧫ |
| 253521 | Vascular Surgeon |
| 253911 | Dermatologist |
| 253912 | Emergency Medicine Specialist |
| 253913 | Obstetrician and Gynaecologist |
| 253914 | Ophthalmologist |
| 253915 | Pathologist |
| 253917 | Diagnostic and Interventional Radiologist |
| 253918 | Radiation Oncologist |
| 253999 | Medical Practitioners nec |
| 254111 | Midwife |
| 254211 | Nurse Educator⧫ |
| 254212 | Nurse Researcher |
| 254411 | Nurse Practitioner |
| 254412 | Registered Nurse (Aged Care) |
| 254413 | Registered Nurse (Child and Family Health) |
| 254414 | Registered Nurse (Community Health) |
| 254415 | Registered Nurse (Critical Care and Emergency) |
| 254416 | Registered Nurse (Developmental Disability)⧫ |
| 254417 | Registered Nurse (Disability and Rehabilitation) |
| 254418 | Registered Nurse (Medical) |
| 254421 | Registered Nurse (Medical Practice) |
| 254422 | Registered Nurse (Mental Health) |
| 254423 | Registered Nurse (Perioperative) |
| 254424 | Registered Nurse (Surgical) |
| 254425 | Registered Nurse (Paediatrics) |
| 254499 | Registered Nurses nec |
| 261111 | ICT Business Analyst |
| 261112 | Systems Analyst |
| 261211 | Multimedia Specialist⧫ |
| 261212 | Web Developer⧫ |
| 261311 | Analyst Programmer⧫ |
| 261312 | Developer Programmer |
| 261313 | Software Engineer |
| 261314 | Software Tester |
| 261315 | Cyber Security Engineer⧫ |
| 261316 | Devops Engineer⧫ |
| 261317 | Penetration Tester |
| 261399 | Software and Applications Programmers nec |
| 262111 | Database Administrator |
| 262113 | Systems Administrator |
| 262114 | Cyber Governance Risk and Compliance Specialist |
| 262115 | Cyber Security Advice and Assessment Specialist |
| 262116 | Cyber Security Analyst |
| 262117 | Cyber Security Architect |
| 262118 | Cyber Security Operations Coordinator |
| 263111 | Computer Network and Systems Engineer |
| 263112 | Network Administrator |
| 263113 | Network Analyst |
| 263211 | ICT Quality Assurance Engineer |
| 263213 | ICT Systems Test Engineer⧫ |
| 263299 | ICT Support and Test Engineers nec⧫ |
| 263312 | Telecommunications Network Engineer |
| 271111 | Barrister⧫ |
| 271214 | Intellectual Property Lawyer |
| 271299 | Judicial and Other Legal Professionals nec |
| 271311 | Solicitor |
| 272112 | Drug and Alcohol Counsellor |
| 272114 | Rehabilitation Counsellor |
| 272115 | Student Counsellor⧫ |
| 272311 | Clinical Psychologist |
| 272312 | Educational Psychologist |
| 272313 | Organisational Psychologist |
| 272314 | Psychotherapist⧫ |
| 272399 | Psychologists nec |
| 272413 | Translator⧫ |
| 272511 | Social Worker |
| 272612 | Recreation Officer \ Recreation Coordinator⧫ |
| 311112 | Agricultural and Agritech Technician⧫ |
| 311113 | Animal Husbandry Technician⧫ |
| 311114 | Aquaculture or Fisheries Technician⧫ |
| 311115 | Irrigation Designer⧫ |
| 311211 | Anaesthetic Technician |
| 311212 | Cardiac Technician |
| 311215 | Pharmacy Technician |
| 311217 | Respiratory Technician |
| 311299 | Medical Technicians nec |
| 311312 | Meat Inspector |
| 311314 | Primary Products Quality Assurance Officer |
| 311399 | Primary Products Assurance and Inspection Officers nec |
| 311411 | Chemistry Technician⧫ |
| 311412 | Earth Science Technician⧫ |
| 311499 | Science Technicians nec⧫ |
| 312111 | Architectural Draftsperson |
| 312112 | Building Associate |
| 312113 | Building Inspector |
| 312114 | Construction Estimator⧫ |
| 312116 | Surveying or Spatial Science Technician |
| 312199 | Architectural, Building and Surveying Technicians nec |
| 312211 | Civil Engineering Draftsperson |
| 312212 | Civil Engineering Technician |
| 312311 | Electrical Engineering Draftsperson |
| 312312 | Electrical Engineering Technician⧫ |
| 312412 | Electronic Engineering Technician |
| 312511 | Mechanical Engineering Draftsperson⧫ |
| 312512 | Mechanical Engineering Technician⧫ |
| 312911 | Maintenance Planner |
| 312912 | Metallurgical or Materials Technician |
| 312913 | Mine Deputy |
| 312914 | Other Draftsperson |
| 312999 | Building and Engineering Technicians nec |
| 313111 | Hardware Technician |
| 313112 | ICT Customer Support Officer⧫ |
| 313113 | Web Administrator |
| 313199 | ICT Support Technicians nec⧫ |
| 313212 | Telecommunications Field Engineer⧫ |
| 313213 | Telecommunications Network Planner |
| 313214 | Telecommunications Technical Officer or Technologist⧫ |
| 321111 | Automotive Electrician |
| 321211 | Motor Mechanic (General)⧫ |
| 321212 | Diesel Motor Mechanic |
| 321213 | Motorcycle Mechanic |
| 321214 | Small Engine Mechanic |
| 322112 | Electroplater⧫ |
| 322113 | Farrier |
| 322114 | Metal Casting Trades Worker⧫ |
| 322211 | Sheetmetal Worker |
| 322311 | Metal Fabricator |
| 322312 | Pressure Welder⧫ |
| 322313 | Welder (First Class) |
| 323111 | Aircraft Maintenance Engineer (Avionics) |
| 323112 | Aircraft Maintenance Engineer (Mechanical) |
| 323113 | Aircraft Maintenance Engineer (Structures) |
| 323211 | Fitter (General) |
| 323212 | Fitter and Turner |
| 323213 | Fitter-Welder |
| 323214 | Metal Machinist (First Class) |
| 323215 | Textile, Clothing and Footwear Mechanic |
| 323299 | Metal Fitters and Machinists nec |
| 323313 | Locksmith |
| 323314 | Precision Instrument Maker and Repairer⧫ |
| 323411 | Engineering Patternmaker |
| 323412 | Toolmaker⧫ |
| 324111 | Panelbeater⧫ |
| 324211 | Vehicle Body Builder⧫ |
| 324212 | Vehicle Trimmer⧫ |
| 324311 | Vehicle Painter |
| 331111 | Bricklayer⧫ |
| 331112 | Stonemason |
| 331211 | Carpenter and Joiner |
| 331212 | Carpenter |
| 331213 | Joiner |
| 332111 | Floor Finisher⧫ |
| 332211 | Painter⧫ |
| 333111 | Glazier⧫ |
| 333211 | Plasterer (Wall and Ceiling)⧫ |
| 333212 | Renderer (Solid Plaster)⧫ |
| 333311 | Roof Tiler⧫ |
| 333411 | Wall and Floor Tiler⧫ |
| 334112 | Airconditioning and Mechanical Services Plumber |
| 334113 | Drainer |
| 334114 | Gasfitter |
| 334115 | Roof Plumber⧫ |
| 334116 | Plumber (General) |
| 334117 | Fire Protection Plumber |
| 341111 | Electrician (General) |
| 341112 | Electrician (Special Class)⧫ |
| 342111 | Airconditioning and Refrigeration Mechanic |
| 342211 | Electrical Linesworker \ Electrical Line Mechanic |
| 342212 | Technical Cable Jointer |
| 342311 | Business Machine Mechanic⧫ |
| 342313 | Electronic Equipment Trades Worker |
| 342314 | Electronic Instrument Trades Worker (General) |
| 342315 | Electronic Instrument Trades Worker (Special Class) |
| 342411 | Cabler (Data and Telecommunications) |
| 342412 | Telecommunications Cable Jointer |
| 342413 | Telecommunications Linesworker \ Telecommunications Line Mechanic |
| 342414 | Telecommunications Technician |
| 351111 | Baker |
| 351112 | Pastrycook |
| 351211 | Butcher or Smallgoods Maker⧫ |
| 351311 | Chef\* |
| 351411 | Cook |
| 361111 | Dog Handler or Trainer |
| 361112 | Horse Trainer |
| 361311 | Veterinary Nurse⧫ |
| 362411 | Nurseryperson⧫ |
| 362511 | Arborist |
| 362512 | Tree Worker |
| 362711 | Landscape Gardener |
| 362712 | Irrigation Technician |
| 391111 | Hairdresser⧫ |
| 392111 | Print Finisher |
| 392112 | Screen Printer⧫ |
| 392211 | Graphic Pre-press Trades Worker⧫ |
| 392311 | Printing Machinist |
| 393114 | Shoemaker⧫ |
| 393311 | Upholsterer⧫ |
| 394112 | Cabinet Maker |
| 394113 | Furniture Maker |
| 394211 | Furniture Finisher |
| 394212 | Picture Framer⧫ |
| 394213 | Wood Machinist |
| 394299 | Wood Machinists and Other Wood Trades Workers nec |
| 399111 | Boat Builder and Repairer |
| 399112 | Shipwright |
| 399211 | Chemical Plant Operator |
| 399212 | Gas or Petroleum Operator |
| 399213 | Power Generation Plant Operator |
| 399513 | Light Technician⧫ |
| 399516 | Sound Technician⧫ |
| 399599 | Performing Arts Technicians nec⧫ |
| 399611 | Signwriter⧫ |
| 399911 | Diver |
| 399913 | Optical Dispenser \ Dispensing Optician |
| 399914 | Optical Mechanic⧫ |
| 399916 | Plastics Technician⧫ |
| 399918 | Fire Protection Equipment Technician⧫ |
| 399999 | Technicians and Trades Workers nec⧫ |
| 411111 | Ambulance Officer |
| 411112 | Intensive Care Ambulance Paramedic |
| 411211 | Dental Hygienist |
| 411212 | Dental Prosthetist⧫ |
| 411213 | Dental Technician |
| 411214 | Dental Therapist⧫ |
| 411311 | Diversional Therapist⧫ |
| 411411 | Enrolled Nurse |
| 411611 | Massage Therapist⧫ |
| 411711 | Community Worker⧫ |
| 411713 | Family Support Worker |
| 411715 | Residential Care Officer⧫ |
| 411716 | Youth Worker |
| 421111 | Child Care Worker |
| 421114 | Out of School Hours Care Worker⧫ |
| 431411 | Hotel Service Manager |
| 451111 | Beauty Therapist⧫ |
| 451412 | Tour Guide⧫ |
| 451612 | Travel Consultant⧫ |
| 451711 | Flight Attendant⧫ |
| 452311 | Diving Instructor (Open Water) |
| 452317 | Other Sports Coach or Instructor (Wushu Martial Arts Coach or Yoga Instructor Only)\* [[24]](#footnote-25) |
| 452321 | Sports Development Officer |
| 511111 | Contract Administrator |
| 511112 | Program or Project Administrator |
| 512111 | Office Manager⧫ |
| 521212 | Legal Secretary⧫ |
| 599111 | Conveyancer⧫ |
| 599211 | Clerk of Court⧫ |
| 599612 | Insurance Loss Adjuster |
| 599915 | Clinical Coder |
| 611211 | Insurance Agent⧫ |
| 639211 | Retail Buyer |

## Appendix B: Other Occupations

There are 16 occupations where the JSA Migration Model output needs to be considered in the context of poor data coverage (i.e. there is currently insufficient labour market data), and the stakeholder feedback was not compelling, resulting in JSA having very low confidence in recommending that they be on or off CSOL for the Core Skills Stream of the new temporary SID visa.

|  |  |
| --- | --- |
| **2022 ANZSCO Code** | **Occupation Title** |
| 361116 | Track Rider |
| 363111 | Aquaculture Supervisor |
| 363112 | Fishing Leading Hand |
| 363113 | Forestry Operations Supervisor |
| 363114 | Horticultural Supervisor or Specialist |
| 363115 | Senior Broadacre Crop and Livestock Farm Worker |
| 363116 | Senior Broadacre Crop Farm Worker |
| 363117 | Vineyard Supervisor |
| 363199 | Senior Aquaculture, Crop and Forestry Workers nec |
| 363211 | Senior Beef Cattle Station Worker |
| 363212 | Senior Cattle and Sheep Farm Worker |
| 363213 | Senior Dairy Cattle Farm Worker |
| 363214 | Senior Piggery Stockperson |
| 363215 | Senior Sheep Farm Worker |
| 363299 | Senior Livestock Farm Workers nec |
| 452412 | Golfer |

## Appendix C: Off List

There are 232 occupations that — based on labour market analysis and comprehensive stakeholder engagement — Jobs and Skills Australia recommends should **not** be included on the CSOL for the Core Skills Stream of the employer-sponsored temporary SID visa.

Throughout the CSOL consultation process, stakeholders highlighted the importance of transition arrangements for occupations that are listed on the current March 2019 SMOL for the TSS visa, but not recommended for inclusion on the CSOL. Transition arrangements for these occupations may provide stability to businesses, visa applicants and visa holders, through a migration approval process that often takes many months for both the employer and the skilled migrant.

Of the 234 occupations that JSA recommends should not be included on the CSOL:

* + None of the 234 occupations are on the [2023 SPL](https://www.jobsandskills.gov.au/data/skills-shortages-analysis/skills-priority-list) and most have a combination of poor migrant employment outcomes; poor future demand; poor employment outcomes for domestic graduates; and/or have salaries below the Core Skills Stream Salary Threshold for the new temporary SID visa. Some of these occupations also have low visa grants under the current employer-sponsored TSS.
  + 125 are on the current March 2019 SMOL for the TSS visa — this includes 45 occupations that are on the current March 2019 Regional Occupations List. JSA notes that as part of the implementation of the Migration Strategy, the Department of Home Affairs is currently undertaking stakeholder consultation on regional migration settings.

**\*** An asterisk indicates an occupation which is on the current March 2019 SMOL for the standard employer-sponsored TSS — transition arrangements may be required to meet stakeholder expectations if these occupations are not included on the CSOL.

|  |  |
| --- | --- |
| **2022 ANZSCO Code** | **Occupation Title** |
| 121312 | Beef Cattle Farmer\* |
| 121314 | Deer Farmer\* |
| 121316 | Horse Breeder\* |
| 121322 | Sheep Farmer\* |
| 121323 | Mixed Cattle and Sheep Farmer\* |
| 121399 | Livestock Farmers nec\* |
| 121511 | Cotton Grower\* |
| 121512 | Grain, Oilseed, Pulse or Pasture Grower / Field Crop Grower\* |
| 121513 | Sugar Cane Grower\* |
| 121599 | Broadacre Crop Growers nec\* |
| 121612 | Fruit Grower\* |
| 121613 | Nut Grower\* |
| 121614 | Production Nursery Grower\* |
| 121615 | Turf Grower |
| 121616 | Vegetable Grower\* |
| 121617 | Wine Grape Grower\* |
| 121699 | Horticultural Crop Growers nec\* |
| 121711 | Broadacre Crop and Livestock Farmer\* |
| 121799 | Mixed Production Farmers nec\* |
| 131114 | Public Relations Manager\* |
| 133311 | Importer or Exporter |
| 133312 | Wholesaler |
| 133411 | Manufacturer\* |
| 133513 | Production Manager (Mining)\* |
| 134111 | Child Care Centre Manager\* |
| 134214 | Welfare Centre Manager\* |
| 134299 | Health and Welfare Services Managers nec\* |
| 134412 | Regional Education Manager\* |
| 139915 | Sports Administrator\* |
| 139999 | Specialist Managers nec\* |
| 141111 | Cafe or Restaurant Manager\* |
| 141211 | Caravan Park and Camping Ground Manager\* |
| 141911 | Bed and Breakfast Operator |
| 141912 | Retirement Village Manager |
| 142112 | Antique Dealer |
| 142113 | Betting Agency Manager |
| 142114 | Hair or Beauty Salon Manager |
| 142115 | Post Office Manager\* |
| 149111 | Amusement Centre Manager\* |
| 149112 | Fitness Centre Manager\* |
| 149113 | Sports Centre Manager\* |
| 149211 | Call or Contact Centre Manager |
| 149212 | Customer Service Manager\* |
| 149311 | Conference and Event Organiser\* |
| 149412 | Railway Station Manager |
| 149413 | Transport Company Manager\* |
| 149913 | Facilities Manager\* |
| 149914 | Financial Institution Branch Manager\* |
| 211111 | Actor |
| 211112 | Dancer or Choreographer\* |
| 211113 | Entertainer or Variety Artist |
| 211199 | Actors, Dancers and Other Entertainers nec |
| 211211 | Composer |
| 211213 | Musician (Instrumental)\* |
| 211214 | Singer |
| 211299 | Music Professionals nec\* |
| 211311 | Photographer\* |
| 211411 | Painter (Visual Arts) |
| 211412 | Potter or Ceramic Artist |
| 211413 | Sculptor |
| 211499 | Visual Arts and Crafts Professionals nec |
| 212112 | Media Producer (excluding Video) |
| 212113 | Radio Presenter |
| 212114 | Television Presenter |
| 212211 | Author |
| 212212 | Book or Script Editor\* |
| 212311 | Art Director (Film, Television or Stage) |
| 212312 | Director (Film, Television, Radio or Stage)\* |
| 212313 | Director of Photography |
| 212314 | Film and Video Editor\* |
| 212399 | Film, Television, Radio and Stage Directors nec |
| 212411 | Copywriter\* |
| 212412 | Newspaper or Periodical Editor\* |
| 221212 | Corporate Treasurer |
| 222111 | Commodities Trader\* |
| 222199 | Financial Brokers nec\* |
| 222211 | Financial Market Dealer\* |
| 222212 | Futures Trader |
| 222213 | Stockbroking Dealer\* |
| 222299 | Financial Dealers nec\* |
| 222312 | Financial Investment Manager\* |
| 223311 | Training and Development Professional |
| 224211 | Archivist |
| 224212 | Gallery or Museum Curator\* |
| 224213 | Health Information Manager\* |
| 224214 | Records Manager\* |
| 224311 | Economist\* |
| 224412 | Policy Analyst\* |
| 224611 | Librarian\* |
| 224912 | Liaison Officer\* |
| 225112 | Market Research Analyst\* |
| 225115 | Digital Marketing Analyst\* |
| 231211 | Master Fisher |
| 231213 | Ship's Master\* |
| 231214 | Ship's Officer |
| 231215 | Marine Surveyor |
| 231299 | Marine Transport Professionals nec |
| 232311 | Fashion Designer\* |
| 232312 | Industrial Designer\* |
| 232411 | Graphic Designer\* |
| 234113 | Forester \ Forest Scientist\* |
| 234311 | Conservation Officer\* |
| 234313 | Environmental Research Scientist\* |
| 234314 | Park Ranger |
| 234514 | Biotechnologist\* |
| 234517 | Microbiologist\* |
| 234611 | Medical Laboratory Scientist\* |
| 234915 | Exercise Physiologist\* |
| 242112 | University Tutor |
| 249111 | Education Adviser\* |
| 249211 | Art Teacher (Private Tuition)\* |
| 249212 | Dance Teacher (Private Tuition)\* |
| 249213 | Drama Teacher (Private Tuition) |
| 249311 | Teacher of English to Speakers of Other Languages\* |
| 251112 | Nutritionist\* |
| 251311 | Environmental Health Officer\* |
| 251911 | Health Promotion Officer\* |
| 252111 | Chiropractor\* |
| 252112 | Osteopath\* |
| 252211 | Acupuncturist\* |
| 252212 | Homoeopath |
| 252213 | Naturopath\* |
| 254311 | Nurse Manager\* |
| 261113 | User Experience Designer (ICT)\* |
| 263212 | ICT Support Engineer\* |
| 263311 | Telecommunications Engineer\* |
| 272111 | Careers Counsellor\* |
| 272113 | Family and Marriage Counsellor\* |
| 272199 | Counsellors nec\* |
| 272211 | Minister of Religion |
| 272411 | Historian |
| 272412 | Interpreter\* |
| 272414 | Archaeologist |
| 272499 | Social Professionals nec\* |
| 272611 | Community Arts Worker\* |
| 272613 | Welfare Worker\* |
| 311213 | Medical Laboratory Technician\* |
| 311214 | Operating Theatre Technician\* |
| 311216 | Pathology Collector \ Phlebotomist\* |
| 311311 | Fisheries Officer |
| 311313 | Quarantine Officer |
| 311413 | Life Science Technician\* |
| 311414 | School Laboratory Technician |
| 311415 | Hydrographer |
| 312115 | Plumbing Inspector |
| 312411 | Electronic Engineering Draftsperson |
| 312611 | Safety Inspector\* |
| 313211 | Radiocommunications Technician\* |
| 322111 | Blacksmith |
| 322115 | Metal Polisher |
| 323311 | Engraver |
| 323312 | Gunsmith |
| 323315 | Saw Maker and Repairer |
| 323316 | Watch and Clock Maker and Repairer |
| 341113 | Lift Mechanic\* |
| 342312 | Communications Operator |
| 361114 | Zookeeper\* |
| 362111 | Florist\* |
| 362312 | Sports Turf Manager\* |
| 362313 | Sports Turf Trades Worker\* |
| 362611 | Gardener (General)\* |
| 363311 | Shearer |
| 363312 | Wool Classer |
| 392312 | Small Offset Printer |
| 393111 | Canvas Goods Fabricator |
| 393112 | Leather Goods Maker |
| 393113 | Sail Maker |
| 393211 | Apparel Cutter |
| 393212 | Clothing Patternmaker |
| 393213 | Dressmaker or Tailor\* |
| 393299 | Clothing Trades Workers nec |
| 394214 | Wood Turner |
| 399311 | Gallery or Museum Technician |
| 399312 | Library Technician |
| 399411 | Jeweller\* |
| 399511 | Broadcast Transmitter Operator |
| 399512 | Camera Operator (Film, Television or Video)\* |
| 399514 | Make Up Artist\* |
| 399515 | Musical Instrument Maker or Repairer |
| 399517 | Television Equipment Operator |
| 399912 | Interior Decorator |
| 411412 | Mothercraft Nurse |
| 411712 | Disabilities Services Officer\* |
| 423411 | Child or Youth Residential Care Assistant |
| 423413 | Refuge Worker |
| 441211 | Emergency Service Worker\* |
| 442216 | Security Consultant |
| 451211 | Driving Instructor\* |
| 451311 | Funeral Director |
| 451399 | Funeral Workers nec\* |
| 451811 | Civil Celebrant |
| 451815 | First Aid Trainer\* |
| 452211 | Bungy Jump Master |
| 452212 | Fishing Guide |
| 452213 | Hunting Guide |
| 452214 | Mountain or Glacier Guide |
| 452215 | Outdoor Adventure Instructor |
| 452216 | Trekking Guide |
| 452217 | Whitewater Rafting Guide |
| 452299 | Outdoor Adventure Guides nec |
| 452313 | Horse Riding Coach or Instructor\* |
| 452314 | Snowsport Instructor\* |
| 452318 | Dog or Horse Racing Official |
| 452322 | Sports Umpire |
| 452323 | Other Sports Official |
| 452411 | Footballer\* |
| 452413 | Jockey\* |
| 452414 | Lifeguard |
| 452499 | Sportspersons nec\* |
| 512211 | Health Practice Manager |
| 512299 | Practice Managers nec |
| 521111 | Personal Assistant |
| 521211 | Secretary (General) |
| 541111 | Call or Contact Centre Team Leader |
| 551211 | Bookkeeper |
| 552111 | Bank Worker |
| 552211 | Credit or Loans Officer |
| 599112 | Legal Executive |
| 599212 | Court Bailiff or Sheriff |
| 599213 | Court Orderly |
| 599214 | Law Clerk |
| 599215 | Trust Officer |
| 599611 | Insurance Investigator |
| 599613 | Insurance Risk Surveyor |
| 611111 | Auctioneer |
| 611112 | Stock and Station Agent |
| 612111 | Business Broker |
| 612112 | Property Manager\* |
| 612113 | Real Estate Agency Principal \ Real Estate Agency Licensee |
| 612114 | Real Estate Agent |
| 612115 | Real Estate Representative\* |
| 639212 | Wool Buyer |

## Appendix D: JSA Migration Model

## JSA Migration Labour Market Indicator Model Methodology

The [Migration Strategy](https://immi.homeaffairs.gov.au/what-we-do/migration-strategy) establishes a formal role for Jobs and Skills Australia (JSA) in defining Australia’s skills needs using labour market evidence and advice from tripartite mechanisms. Specifically, the Migration Strategy notes that JSA will:

* Monitor the labour market impacts of the Specialist Skills Stream for the Skills in Demand (SID) visa which will replace the Temporary Skills Shortage (TSS) visa program.
* Provide labour market advice on the Core Skills Occupations List (CSOL) for the Core Skills Stream of the SID visa. The Minister for Immigration, Citizenship and Multicultural Affairs is the decision maker on the composition of the CSOL.
* Provide labour market advice to inform the Essential Skills Stream of the SID visa.

## JSA Labour Market Indicator Model

JSA has developed a new Migration Labour Market Indicator Model[[25]](#footnote-26) (the JSA Migration Model) which informed the [draft CSOL](https://www.jobsandskills.gov.au/topics/migration-strategy/draft-core-skills-occupations-list-csol-consultation) released for consultation on 20 March 2024. The JSA Model was developed to

* Provide advice on the CSOL for the Core Skills Stream of the SID visa.
* Target skilled migration to the current, longer-term and emerging skill needs of the Australian labour market, taking into consideration the contribution of vocational education and training (VET) and higher education to labour supply.

It is important to note that no one indicator or dataset is determinative in the JSA Migration Model.

## Indicators and Datasets

The JSA Migration Model builds on the [SPL](https://www.jobsandskills.gov.au/data/skills-priority-list) ratings by analysing labour market indicators and datasets that are directly relevant to Australia’s skill visa programs, including:

* **Domestic Indicators and datasets:**
* [SPL](https://www.jobsandskills.gov.au/data/skills-priority-list) Skill Shortage and Future Demand Rating—JSA analysis.
* Employment Growth Projections—JSA Occupation Projections.
* Domestic Entry Employment Outcomes—Graduate Careers Australia: Graduate Outcomes Data and Field of Education Occupation Destination data, NCVER data.
* Reliance on Primary Temporary Skill TSS Visa Holders—ABS Census, Department of Employment Occupation Trend Data, Department of Home Affairs’ administrative (visa) data.
* **Migration indicators and datasets:**
* Primary Skill Stream Migrant Employment Outcomes—Department of Home Affairs’ Continuous Survey of Australia’s Migrants (CSAM).
* Permanent and Temporary Primary Visa Labour Supply (Off-Shore)—Department of Home Affairs administrative data.
* Primary Skilled Migrant and Temporary Skill Visa Earnings—Department of Home Affairs administrative data, ABS Employee Earnings and Hours Survey; CSAM.
* Primary Skill Stream Migrant Unemployment—CSAM.

The JSA Migration Model also includes the following supplementary labour market indicators and datasets (to provide additional labour market intelligence):

* Full Time Employment Incidence—ABS Labour Force Estimates customised tables*.*
* Low visa grants—Department of Home Affairs administrative data.
* Primary Skill Stream Migrant Age—Department of Home Affairs administrative data.
* Workplace Risk—Safe Work Australia claims data and Fair Work Ombudsman data.
* Skills Match—ABS Survey of Education and Work*.*
* Internet Vacancies—JSA Internet Vacancy Index.

## Scoring / Weightings

Once the datasets are incorporated into the JSA Migration Model, a points system is applied to each indicator, with an aggregate score generated for each occupation:

* + This analysis is undertaken for ANZSCO Skill Level 1 to 3 occupations.
  + There are a small number of occupations excluded from the JSA Migration Model (regardless of labour market analysis) as Australian citizenship is a pre-requisite for appointment, engagement or employment under the Australian Constitution; federal, state and territory laws; or to reflect other decisions of Government (e.g. for national security reasons).

The JSA Migration Model labour market indicator model uses a points system to generate advice on the draft CSOL where:

* + Each indicator is assigned between 0 and 2 points.
  + The Model is split into two main data groups: Domestic indicators and Migration indicators. Each group is weighted equally (50 per cent) in calculating the final scores for each occupation.
  + Occupations meeting a benchmark are identified for inclusion on the CSOL. This benchmark is set at a level assessed to be a reliable indicator[[26]](#footnote-27) and where most of the indicators support inclusion.

For occupations where there is insufficient data in the standard JSA Migration Model, supplementary data sources are analysed:

* + Most in-scope occupations (approximately 80 per cent) have sufficient data for the primary JSA Migration Model.
  + Approximately 15 per cent of skilled occupations require analysis of supplementary data sources in the JSA Migration Model, and some five (5) per cent of occupations cannot be accurately assessed through available data.

## Treatment of Submission, Survey and Qualitative Analysis

The JSA website included [Submission Guidelines](https://www.jobsandskills.gov.au/topics/migration-strategy/draft-core-skills-occupations-list-csol-consultation/submission-guidelines) (released on 20 March 2024 with the draft grouping of occupations at the commencement of CSOL consultation) to assist stakeholders to draft submissions that provide supplementary labour market data and intelligence. These guidelines refer to the use of 2022 ANZSCO at the 6-digit level in submissions and highlighted an interest in new datasets or surveys (e.g. of industry and professional association members) which were not part of the [SPL](https://www.jobsandskills.gov.au/data/skills-priority-list) or JSA Migration Model.

JSA triaged all submissions received both online through the Qualtrics portal and by email to streamline the assessment process (e.g. to remove duplicate submissions and those which were out-of-scope, which included a large number of resumes and job applications).

All submissions were assessed against a framework which analysed and provided a rating for or against migration (from least compelling to extremely compelling). The assessment considered the quantitative and qualitative content of each submission for four themes of “migrants in the labour market”; “the Australian labour market”; “wages and employment conditions” and “emerging or future of the occupation.”

The draft CSOL survey (which included different questions for industry and business, and for Australian and migrant workers and jobseekers) was also hosted through Qualtrics, and results had a similar treatment to the formal submissions. That is, the survey results were analysed considering the four themes above and scored appropriately on both “support for” or “do not support” migration, and by strength of support.

Submissions and surveys were aggregated by six-digit ANZSCO occupation, with an aggregate factor available for each of the themes. These thematic factors were compared to the evidence already available in the JSA Migration Model and weighted appropriately.

Thematic factors were collapsed into a “nudge factor” which would be used to calculate the CSOL advice (refer to the Mechanical Engineer, Bricklayer and External Auditor case studies to see the effect of these nudge factors).

JSA engaged Wallis Social Research to undertake qualitative research and stakeholder engagement on the draft CSOL, focussing on the “targeted for consultation” list. For each 6-digit ANZSCO occupation on this list that was relevant to their role, participants were asked questions on “how hard/easy it was to fill vacancies”; “changes to the labour market in the preceding 12 months”; “changes expected in the labour market in the next 12 months”; and the “impact of including/excluding an occupation on the CSOL.” The report from the social researcher provides the response to the final question (see **Appendix G**).

The output from the Wallis Social Research project was used to verify the findings from the surveys and submissions. Where the project’s findings strongly aligned with the surveys and submissions, the nudge factor was increased by 10 per cent. Where it was strongly unaligned, the nudge factor was decreased by 10 per cent. The same pattern was repeated where the research was mostly aligned or mostly unaligned, but by a factor of 5 per cent.

## Further Refinements to JSA Migration Model

JSA is committed to the ongoing refinement of the JSA Migration Model to support the implementation of the [Migration Strategy](https://immi.homeaffairs.gov.au/what-we-do/migration-strategy), including through:

* Analysis and incorporation of new labour market datasets and the outcomes of other JSA modelling projects (e.g. projections on the contribution to workforce supply from the higher education and vocational education and training sectors).
* Exploring additional ABS and administrative datasets which are assessed as being relevant to providing recommendations to Government on the CSOL. This recognises the investment that the Government is making in improving data access and maintaining and updating integrated datasets (such as PLIDA, ACTEID, ACMID and PITMID).

## Appendix E: Qualitative Analysis Report

1. Includes but is not limited to South Australian Department of Primary Industries and Regions; Queensland Health; Northern Territory Department of Industry, Tourism and Trade; and South Australian Department of Industry, Innovation and Science. [↑](#footnote-ref-2)
2. Includes but is not limited to Australian Institute of Marine Sciences; Australian Maritime Safety Authority and CSIRO. [↑](#footnote-ref-3)
3. TSMIT was increased from $53,900 per annum (set in July 2013) to $70,000 per annum (from July 2023) and to $173,150 per annum (from July 2024). [↑](#footnote-ref-4)
4. The [Migration Strategy](https://immi.homeaffairs.gov.au/what-we-do/migration-strategy) notes that, in addition to its labour market advisory role for the CSOL for the SID visa, JSA will have resourcing to monitor the labour market impacts of the Specialist Skills Stream of the new SID visa (to ensure it supports job creation and upskilled of local workers) and to provide advice on appropriate sectors and occupations for the Essential Skills Stream of the new SID visa. [↑](#footnote-ref-5)
5. The March 2019 SMOL for the TSS visa program comprises 508 occupations (i.e. Short Term Skilled Occupations List (STSOL) of 215 occupations; Medium Long Term Strategic Skills List (MLTSSL) of 216 occupations and a Regional Occupations List (ROL) of 77 occupations). The SMOL for other skill visa programs—such as the list for the Regional Sponsored Migration Scheme of 673 occupations and for the Skilled Employer Sponsored Regional Provisional Visa of 650 occupations)—for legacy reasons does not reflect labour market analysis or stakeholder feedback. [↑](#footnote-ref-6)
6. Figures in this column refer to the current legislative instrument for the TSS visa program which is benchmarked to 2013 ANZSCO. [↑](#footnote-ref-7)
7. Includes two occupations to support international obligations which are not supported by JSA Migration Model labour market analysis or stakeholder feedback. [↑](#footnote-ref-8)
8. [Unit Group 2335 Industrial, Mechanical and Production Engineers | Australian Bureau of Statistics (abs.gov.au)](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2/23/233/2335) [↑](#footnote-ref-9)
9. For Mechanical Engineers, primary temporary skill visa holders earn $17,659 and permanent skill migrants earn $30,515 less than the Australian average for the occupation of $118,007. [↑](#footnote-ref-10)
10. [Unit Group 2324 Graphic and Web Designers, and Illustrators | Australian Bureau of Statistics (abs.gov.au)](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2/23/232/2324) [↑](#footnote-ref-11)
11. For Graphic Designers, primary temporary skill visa holders earn $6,195 and permanent skill migrants earn $4,838 less than the Australian average for the occupation of 72,849 which is also below the 1 July 2024 TSMIT. [↑](#footnote-ref-12)
12. [Minor Group 331 Bricklayers, and Carpenters and Joiners | Australian Bureau of Statistics (abs.gov.au)](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/3/33/331) [↑](#footnote-ref-13)
13. For Bricklayers, primary temporary skill visa holders earn $4,089 more and permanent skill migrants earn $3,011 more than Australian average for the occupation of $63,066 which is below the TSMIT. [↑](#footnote-ref-14)
14. [Unit Group 2212 Auditors, Company Secretaries and Corporate Treasurers | Australian Bureau of Statistics (abs.gov.au)](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2/22/221/2212) [↑](#footnote-ref-15)
15. For External Auditors, primary temporary skill visa holders earn $10,141 less and permanent skill migrants earn $3,930 more than Australian average for the occupation of $87,994 which is above the TSMIT but below the salary threshold for the Specialist Skills Stream of the new SID visa. [↑](#footnote-ref-16)
16. The Registered Nurse Unit Group includes 14 occupations (6-digit ANZSCO). [↑](#footnote-ref-17)
17. [Unit Group 2544 Registered Nurses | Australian Bureau of Statistics (abs.gov.au)](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2/25/254/2544) [↑](#footnote-ref-18)
18. For Registered Nurse (Medical), primary temporary skill visa holders earn $30,391 less and permanent skill migrants earn $26,566 less than Australian average for the occupation of $113,641 which is above the TSMIT but below the salary threshold for the Specialist Skills Stream of the new SID visa. [↑](#footnote-ref-19)
19. Home Affairs website notes that WTO GATS commitments cover Chief Executive or Managing Director; Corporate General Manager, Sales and Marketing Manager, Advertising Manager, Corporate Services Manager, Finance Manager, Human Resource Manager, Supply and Distribution Manager, and Chief Executive Officer. See <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-market-testing> [↑](#footnote-ref-20)
20. Thailand Australia Free Trade Agreement includes an occupation specific commitment for Thai nationals nominated as Chefs specialising in Thai cuisine. See <https://www.dfat.gov.au/trade/agreements/in-force/tafta/Pages/key-outcomes-of-the-thailand-australia-free-trade-agreement> [↑](#footnote-ref-21)
21. China Australia Free Trade Agreement includes occupation specific commitments for Chinese nationals nominated for positions as Traditional Chinese Medicine Practitioner, Chef specialising in Chinese cuisine, Private Tutors and Teacher nec—Mandarin Language Tutor, and Other Sports Coach or Instructor—Wushu Martial Arts Coach. See <https://www.dfat.gov.au/trade/agreements/in-force/chafta/fact-sheets/Pages/chafta-fact-sheet-movement-of-natural-persons> [↑](#footnote-ref-22)
22. Australia India Economic Cooperation and Trade Agreement includes occupation specific commitments for Indian nationals nominated for Chefs specialising in Indian cuisine and Other Sports Coach or Instructor—Yoga Instructor. See <https://www.dfat.gov.au/trade/agreements/in-force/australia-india-ecta/outcomes/australia-india-ecta-benefits-australia-overview> [↑](#footnote-ref-23)
23. The 216 occupations on the current March 2019 Medium and Long Term Strategic Skills List (MLTSSL) are available for the TSS visa program and for both the on-shore (transition stream) and off-shore (direct entry stream) of the permanent ENS visa program. As such, there are labour market risks and sensitivities with providing a pathway to the ENS for some occupations on the recommended CSOL. [↑](#footnote-ref-24)
24. International obligations are for ANZSCO Skill Level 1 to 3 positions within the occupation and are specific to nationals of FTA partner countries for Wushu Martial Arts Coach (China Australia FTA) and Yoga Instructor (Australia India ECTA). [↑](#footnote-ref-25)
25. The JSA Migration Model also includes a module to provide advice on the scope of Australia’s international obligations on the movement of natural persons (MNP) or temporary entry under WTO GATS and Free Trade Agreements (FTAs). [↑](#footnote-ref-26)
26. That is, output of the labour market indicator model using relevant data from previous years, aligns to labour market intelligence (including skill shortage ratings) for occupations in subsequent years. [↑](#footnote-ref-27)