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Core Skills Occupation List (CSOL)

Qualitative research and stakeholder consultation project report

Prepared for Jobs and Skills Australia

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Accreditations

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ISO 20252: ISO 20252 is the international standard for market, opinion and social research, and ensures all stages of the research project are delivered to a quality that can be relied upon.

The Research Society member: The Research Society is Australia's largest research and insights community. Members have access to the latest industry knowledge, tools, quality assurances and professional standards.

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Wallis acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and waters throughout Australia. We pay our respects to Elders, past, present and those emerging into the future.



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1 Introduction

Jobs and Skills Australia (JSA) commissioned Wallis Social Research (Wallis) to conduct qualitative research and stakeholder consultations with employers, workers and industry stakeholders familiar with occupations listed on the draft Core Skills Occupations List (CSOL).¹ This report presents the findings from this research, with insights aligned to 168 skilled occupations for which feedback was received during this process.

1.1 Context

1.1.1 The role of Jobs and Skills Australia

The Migration Strategy for Australia's Future (The Strategy), released on 11 December 2023, provides a roadmap for the future reform of Australia's migration system. The Strategy established a formal role for Jobs and Skills Australia (JSA) in defining Australia's skill needs using evidence and advice from tripartite mechanisms.²

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

The comprehensive, tripartite stakeholder consultation includes (i) surveys, (ii) submissions, and (iii) qualitative research conducted by Wallis (i.e., this project).

1.1.2 The draft CSOL

The draft CSOL was released on the JSA website on 20 March 2024. There are over 700 occupations in scope for potential inclusion on the CSOL. These occupations have been allocated to one of three lists, as follows:

- A 'Confident On List', which contains skilled occupations that the JSA Migration Model is confident should be on the CSOL
- A 'Confident Off List', which features skilled occupations that the JSA Migration Model suggests should not be on the CSOL
- A 'Targeted for Consultation List', which contains 307 occupations targeted for stakeholder feedback, including through the current project.

1.2 Research purpose and objectives

The purpose of the research was to explore and collate employers', workers' and stakeholders' insights on occupations focusing on the draft 'Targeted for Consultation' list. The research explored their perceptions of:

- The relative ease with which employers could recruit staff for these occupations (and workers could find work in these roles)
- Trends or changes that had influenced recruitment of staff over the previous 12 months
- Expected demand for workers in these occupations over the next 12 months
- The expected impact of including (or excluding) these occupations from the final CSOL.

The use of qualitative analysis demonstrates JSA's commitment to the Migration Strategy for Australia's Future (Migration Strategy) to ensure that advice on the CSOL would have a strong evidence base and reflects tripartite engagement.

This project also fulfils both the legislative consultation requirements in the Jobs and Skills Australia Act 2022 and the Australian Government's commitment to increased transparency and more effective engagement with stakeholder in the design and implementation of services and policies.

¹ Information about the characteristics of employers, workers and industry stakeholders participating in this research is provided in Section 2.4.1.

² Draft Core Skills Occupations List (CSOL) for Consultation (2024). Jobs and Skills Australia, Accessed 25 June 2024 from <https://www.jobsandskills.gov.au/topics/migration-strategy/draft-core-skills-occupations-list-csol-consultation>

2 Methodology

2.1 Research design and target audience

The qualitative methodology involved group discussions, interviews and bilateral stakeholder meetings. These qualitative methods were employed to enable research participants to provide deep and nuanced insights to complement the data drawn through JSA's other mechanisms.

The target audience for the research was employers, workers and stakeholders, focusing on those with knowledge of the occupations on the Targeted for Consultation list.

- To be eligible to participate in the research, employers needed to be responsible for recruitment of staff from at least one of one of the occupations on this list. This cohort largely comprised business owners, human resources managers and/or directors and managers.
- The worker cohort included Australians and migrants working in one of the skilled occupations on this list, and Australian and migrant job seekers looking for skilled employment.
- Stakeholders representing industry sectors employing workers from the occupations on this draft list were also selected.³

The original methodology involved 30 focus groups and 30 one-on-one interviews (with an even split between employers and workers) and 24 bilateral meetings with stakeholders. This methodology was amended during fieldwork in response to challenges encountered with the recruitment of employers and workers in focus groups. Fewer stakeholder consultations were completed due to difficulties accessing sufficient and representative stakeholder sample.

Key challenges with the employer and worker research involved accessing participants who had hired, or who worked in, one of the roles on the Targeted for Consultation list. It was necessary to exclude prospective research participants who

worked in a similar field but who lacked direct experience with these occupations. In addition, recruiting a minimum of 5 participants for a focus group was challenging for employers and workers working in more specialised areas. Cohorts such as migrant workers and job seekers were also harder to find. These recruitment challenges were further compounded by a relatively high rate of 'no shows' in research activities.

To overcome these focus group recruitment challenges, a contingency plan was implemented. This plan allowed for the following changes to be made to the focus group component of the methodology:

- A group attended by a minimum of 3 participants would be counted as a focus group
- Groups attended by 2 participants were renamed 'paired interviews'
- Groups attended by one participant were renamed 'one-on-one interviews'. A second interview was conducted to supplement this initial interview.

The final methodology comprised 10 focus groups, 6 paired interviews and 51 one-on-one interviews with the employer and worker cohorts and 14 bilateral meetings with stakeholders.

2.2 Recruitment and sample structure

Employers and workers were primarily recruited via a specialist qualitative research recruitment agency using their opt-in database. This recruitment approach was supplemented by Wallis' in-house recruitment team, with recruitment methods including use of the following activities:

- Wallis' in-house recruitment panel
- Wallis team members' networks
- Targeted advertisements on Facebook and Instagram seeking expressions of interest
- Cold-calling employers that were currently advertising for staff via platforms such as SEEK.

³ Stakeholders consulted during this research were professional and other industry associations. This cohort was narrower in scope than the use of this term by JSA, which also encompasses state and territory governments, academics and researchers, unions

and employee bodies, and organisations providing services to potential and recent migrants such as assessing and licencing bodies.

Sample for the bilateral stakeholder meetings was provided by JSA.

A total of 145 participants took part in this research. This sample size for each participant cohort was as follows:

- 59 employers
- 56 workers (including both citizen and migrant workers and job seekers)

- 30 stakeholders who were representatives of 14 professional and other industry organisations.

Details of the number of research participants from the three cohorts by qualitative research method is show in Table 1.

Participants from all cohorts came from varied backgrounds, with representation from all Australian jurisdictions and from a mix of metropolitan, regional and rural locations.

Table 1 CSOL participant sample structure

Method by cohort		Focus groups (3-6 per group)	Paired interviews	One-on-one interviews	Bilateral stakeholder meetings (1-5 per group)	Total participant sample size
Employers		6	2	23	-	59 participants
Workers	Local workers	1	2	12	-	21 participants
	Local job seekers	2	-	6	-	15 participants
	Migrant workers	1	-	3	-	9 participants
	Migrant job seekers	-	2	7	-	11 participants
Stakeholders		-	-	-	14	30 stakeholders
Total		10 focus groups	6 paired interviews	51 one-on-one interviews	14 bilateral meetings	145 participants

2.3 Fieldwork conduct

Fieldwork was conducted between 2 May and 21 June 2024. All data was collected using remote methods, i.e., MS Teams or telephone. Focus groups, bilateral meetings and paired interviews lasted around 90 minutes while one-on-one interviews were of approximately 60 minutes' duration.

A discussion guide, with areas for exploration tailored to each of the three audiences for this research, was used to guide discussions (see Appendix 1).

All discussions were audio-recorded (with participants' consent) to allow for transcription. Detailed notes were taken at the completion of each interview and group discussion. Copies of these research summaries and

transcripts were provided to the JSA project team as separate deliverables.

Employers and workers were provided with reimbursement for their time in the form of eGift vouchers. The rate of reimbursement for employers was \$150. Workers were provided with \$100 for focus groups and \$80 for interviews.

Stakeholders were not provided with reimbursement as their participation in the research took part in the course of their paid employment.

Some of the employer focus groups and bilateral meetings with stakeholders were attended by Jobs and Skills Australia staff (with observer status).

2.4 Analysis and reporting

The analysis commenced with a review of summaries completed for each of the 176 occupations on the Targeted for Consultation List for which insights were collected. For occupations involving more than one data source, the insights were assessed according to each data source's familiarity with the occupation.

The findings from the research are presented in a matrix. The data source(s) for each occupation are provided. Insights are reported for each of the following four areas:

- How hard/easy is the role to fill?
- Changes in the last 12 months
- Changes expected over the next 12 months
- Impact of inclusion/exclusion on CSOL.

The final version of this matrix will be provided to JSA in an Excel file to support its CSOL analysis.

2.5 Limitations of the research

There were four key limitations of this research, which are outlined below. The results of the research should be interpreted with these limitations in mind.

Occupational coverage

It was not possible to gain insights on all 307 occupations listed on the draft CSOL Targeted for Consultation list. A range of factors contributed to this situation.

With the employer and worker cohorts, eligibility to participate in the research meant that they needed to have direct experience hiring or applying for positions which aligned with the occupations on the Targeted for Consultation list. This requirement excluded some employers and workers who worked in related fields but did not specifically employ staff or work in roles which matched the description of the role as described in the ANZSCO code.

Many of the occupations on the Targeted for Consultation list are specialised, and hence have a small workforce in the Australian labour market. This level of specialisation made it challenging to identify and reach employers and workers with experience with these roles. In addition, some of these specialised roles, such as some of the medical and

legal occupations, are known to be highly remunerated. The rate of reimbursement to participants is unlikely to have provided a sufficient financial incentive to encourage participation among these cohorts.

Depth of insights

There was considerable variation in the level of knowledge of research participants for occupations on the CSOL. This depth of knowledge influenced the quality of insights provided.

Although most research participants were well acquainted with the types of occupations on this list, some were less familiar with the roles. In these instances, participants needed time to verify if their assumptions about an occupation were correct before proceeding and sharing their views. Some participants did not feel that they had sufficient knowledge to make an informed decision about whether or not an occupation should be placed on the final CSOL.

In general, stakeholders had high knowledge of occupations relevant to their area of expertise. They were able to draw on a national perspective when providing insights on these occupations. However, in some of the bilateral stakeholder meetings, 30 or more occupations were discussed. In these instances, it was not possible to gain in-depth insights on all the occupations covered.

Attribution of insights

Among the employer and worker cohort, it was evident that some participants working in senior roles had experience as both an employer and worker. For example, a few participants acknowledged that they had stepped down from management roles so they could pursue other work interests and/or have greater work life balance. Consequently, these participants were able to provide perspectives on both hiring staff and applying for roles for occupations on the Targeted for Consultation list. It is therefore feasible that some insights around recruiting staff will have been made by workers (and vice-versa).

Qualitative research design

This research involved a qualitative study design. Qualitative research is exploratory in nature. It aims to develop deep insight and direction. Its role is not to provide quantifiable measures, with known levels of certainty.

While samples in qualitative research are smaller than those used in survey research, they are purposively selected to ensure that the study population reflect the characteristics of the population from which they are drawn. The qualitative sample, however, may not be wholly representative of the wider population. It may also not be possible to generalise the qualitative results to this wider population.

Unlike structured survey research, qualitative research involves exploring issues in depth. Participants are afforded time to reflect on their perceptions and experiences and provide considered insights. Through this exploratory process, participants may modify their views as they evaluate other sources of evidence. Due to this dynamic, it is possible that participants' views may not completely align with evidence collected using survey methods.

2.6 A note on terminology used in this report

Qualitative results are presented thematically. There are no statistical degrees of confidence in qualitative findings and the number of participants expressing a view are not reported. Instead, measures of sentiment are reported using terms such as 'most', 'many', 'some' and 'a few'. Qualitative findings should therefore be viewed as a frame of reference and indicative in their nature.

For the purposes of this qualitative analysis, the term "skill shortage" relates to the recruitment experiences of participants and should not be confused with the economic concept of a skill shortage.

- The definition used for occupation shortages as outlined in JSA's Skills Priority List is:

An occupation is in shortage when employers are unable to fill or have considerable difficulty filling vacancies for an occupation or cannot meet significant specialised skill needs within that occupation, at current levels of remuneration and conditions of employment and in reasonably accessible locations.⁴

Unless otherwise indicated, the following terminology is used to refer to participants taking part in this research:

- 'Employers' refers to those with hiring responsibilities.
- 'Workers' includes both Australians and migrants working in one of the skilled occupations on this list, and Australian and migrant job seekers looking for skilled employment. This cohort excludes those with hiring responsibilities,
 - 'Local' is used to denote workers or job seekers with Australian citizenship, permanent residency or longer term temporary residency
 - 'Migrant' refers to workers or job seekers who are newer arrivals in Australia
 - Findings specific to one or more of these sub-groups will be presented as such (for example, migrant job seekers)
- 'Stakeholders' includes a representative of a professional or other industry association.
- 'Bilateral meetings' refers to consultations with stakeholders, some of which were attended by Jobs and Skills Australia staff (with observer status).
- 'Research participants' is used to denote participants from these three cohorts.

⁴ Jobs and Skills Australia (2023) 2023 Skills Priority List. Key Findings Report. Australian Government, Canberra.

3 Key workforce themes

This section presents an overview of key workforce themes identified during the qualitative fieldwork by employers, worker and stakeholders which will shape the future labour market. The insights relate to wide shifts in the employment landscape. Insights which are specific to occupations on the Targeted for Consultation list are reported in Section 4. The workforce themes outlined in this section do not represent the views of Jobs and Skills Australia or Social Wallis Research.

Tertiary education pathways in Australia

- An insufficient flow into some occupations is noted as a challenge for some occupations including in accounting, auditing, maritime, construction and other trades, such as motor mechanics.
- Careers pathways and careers advice are felt to be inadequate for sectors that are experiencing shortages.
- Fewer TAFES are offering bricklaying than previously – this is thought to be due to slower demand plus large real estate that bricklaying training takes up. Furthermore, the shortage of bricklayers means that there is a shortage of those willing to take on apprentices (a prerequisite of training). The estimated need is for 1,600 apprentices a year and currently there are only around 400.
- Some peak bodies and industry councils are investing considerable efforts to collaborate with the tertiary providers to increase awareness (for example, for parents, schools and careers advisers) and pathway opportunities for careers with shortages.
- Conversely, universities have responded to increasing demand for professional qualifications by offering an increased range of undergraduate degrees as well as postgraduate degrees offering alternative career pathways. This growth has contributed to an oversupply of graduates, notably in health and other professional service occupations.

Regulatory framework

- Increased compliance requirements and public scrutiny (for example, in accounting, sustainability) is driving demand for some specialist roles.
- Mandatory sustainability reporting (to be phased in from 1st July 2024 onwards) on climate-related aspects including governance, risk management and progress towards climate-related metrics and targets – will require specialisms, for example, in, external auditors as well as in IT and data systems to capture, measure, analyse and report on data.

Clean Energy/Net Zero Emissions by 2050/reduction of emissions 2030 targets

- There are very ambitious targets for Australia, which require significant skills in specialist roles, particularly in electro engineering roles and project management specific to the sector.
- Expansion of plants such as offshore wind farms also require specialist technical skills which have limited availability in Australia (it was reported that at a tertiary level there is currently no formal qualification or training in Australia for off-shore wind farms but countries such as Denmark and the UK are advanced in this area) and are in high demand globally. An example of skills that are absent in Australia is a Blade Engineer for wind turbines. As the sector expands, future workforce demands will become clearer but currently many of these roles are not clearly defined and likely in shortage in terms of specialist skills.
- Notably many of the developments are in regional/remote areas (or offshore) – this adds a further challenge in terms of recruitment as domestic workers are more reluctant to move to regional/rural areas than migrants may be. Housing regional and rural workforces can also be challenging.
- The reduction of emissions targets has also influenced demand – for example specialist glaziers for the construction industry, and the push towards more brick buildings being better insulated.

- The National Construction Code focuses on sustainability and this is also driving demand – brick-built houses are the most environmentally friendly (and houses using bricks and tiles are the easiest way to meet 7* environmental standards).

Government build strategy and housing crisis

- The construction industry has a natural attrition of 8% each year (including ageing out, changing to a different industry such as mining), replacement of 4% of new entrants – across the board this means a shortfall of around 50,000 people at a minimum to ‘stand still’.
- BCC is very concerned that bricklayer is on the list for consultation, they are very worried about the future impact of it not being on there, and for the economy as a whole – housebuilding is already being impacted and this will increase in relation to the government’s build strategy, and the current housing crisis.
- Also noted that the data reporting medium growth is skewed - it is in fact high growth (medium growth is due to a shortage of bricklayers which brings a bottleneck which in turn is slowing down brick production so more houses are having to be built with alternative ‘lightweight’ materials - not requiring so bricklayers - which do not last as long and are not as sustainable as bricks).
- Government infrastructure projects and private sector development have fuelled demand for Quantity Surveyor (QS) roles. There is a shortage of QS in all roles and at all levels. Australia does not produce enough graduates and there is no QS degree in Australia so they need a lot of post grad training and experience (minimal 3 years post grad experience is required to be a member of AIQS with a degree, or 9 years without a degree). There used to be a degree, but universities stopped offering it as it was not commercially viable as not enough students registered. Construction Management degree is one pathway, but only 5% of grads go into QS via this route. The UK is the only country that offers a QS degree (plus Canada, but it’s a different qualification).

Technology

- Artificial Intelligence (AI) is a rapidly emerging technology. The launch of chatbots and virtual assistants, such as ChatGPT, in late 2022 has made this technology widely accessible to users.
- In some fields, such as legal services, there is a need for workers with specialist knowledge of AI models and the implications of their application.
- Some occupations, such as those in the media and creative sectors, have begun to contract as workers are replaced by AI.
- Cyber security is an expanding area requiring specialist IT and data skills.
- Demand for some IT roles has declined as employers seek to fill these roles using cheaper, offshored labour.

Ageing population

- The reduced flow into sectors coupled with people ageing out of the workforce is resulting in a shortfall in some sectors, with the flow insufficient to match the exits.
- This is also affecting the tertiary sector, with providers reporting difficulties in finding educators and trainers for some occupations.

Health and wellbeing

- Mental health and wellbeing issues are being spoken about much more freely in society as the stigma once associated with mental health conditions has lessened. Growing community awareness of mental health conditions, not limited to anxiety and depression, and which also includes the autism spectrum and ADHD (attention deficit hyperactivity disorder), have prompted growing numbers of children and adults to undergo assessment and receive a mental health diagnosis.
- Demand for the assessment and treatment of mental health conditions has, in turn, fuelled demand for professionals with specialist skills in the assessment and treatment of these conditions. High levels of demand have contributed to lengthy waiting lists for professionals working in the public sector, and have created opportunities for professionals in private practice to provide a more responsive service.

- In education settings, the curriculum has broadened to ensure greater attention is being paid to student wellbeing. This has also contributed to growing demand for teaching and other professionals with specialist skills in student welfare and counselling.
- Also in education, recruitment and retention of teachers across a range of roles has been challenging for schools. These challenges have been attributed to factors including increased workloads (including time spent on assessment and administration tasks) and a lack of support to deal with challenging student behaviours.
- Demand for staff working in caregiving support roles in the aged and disability sectors is high and expected to stay this way as the population ages and the number of people with a disability diagnosis and eligible to receive assistance through the NDIS continues to grow.
- This labour market has always relied on skilled migrants as there are not enough skilled people across the engineering specialisms, particularly for the niche roles. There's a worldwide shortage of engineers, so this industry will never be able to be staffed by Australian workers only. The projects are also huge, requiring a massive workforce to deliver on the projects, hence needing to look globally.
- Infrastructure projects are reliant on skilled migrants, especially at the mid-senior level. The UK, South African and New Zealand all have a downturn in the market so have skilled staff available and willing to relocate to Australia.

Mining/minerals

- There are huge developments in this sector which require an expansion and upskilling of the labour force. These developments include clean energy technologies, power storage, power electrification, electric drone and EV mechanics, batteries inspection work, carbon expertise, digitalisation, digital transformation, AI and increased demand for data analytics in utilising large data sources. Furthermore, there is an increased regulatory and compliance framework, and impact assessments, for example, on heritage and the community.

Infrastructure projects

- In the last three years there has been a growth industry in relation to infrastructure projects, energy, transport, water/hydro etc although in a few areas there have been some redundancies (for example, state/federal transport projects on hold) as there is some slowing down in some spaces. The recent member survey conducted by Consult showed that 57% had had to redeploy staff due to project pipeline changes.
- There are niche skills that are in short supply, for example geologists on hydropower projects, geoscientists (only one geoscience degree in Australia). Most of the niche roles require a global search to fill. State and federal projects in hydro power/water etc are driving these niche skills searches.

4 Insights on occupations

This section summarises the response of participants to labour market related questions in the Discussion Guide, and does not represent the views of Jobs and Skills Australia or Social Wallis Research..

Occupation	Impact of inclusion/exclusion on CSOL
111211 (Corporate General Manager)	INCLUDE
121313 (Dairy Cattle Farmer)	EXCLUDE
121323 (Mixed Cattle and Sheep Farmer)	INLCUDE
121617 (Wine Grape Grower)	INCLUDE
132111 (Corporate)	INCLUDE
132211 (Finance Manager)	INCLUDE
132311 (Human Resource Manager)	UNSURE
132411 (Policy and Planning Manager)	DIVERSE VIEWS
133112 (Project Builder)	INCLUDE
133512 (Production Manager (Manufacturing))	UNSURE
133611 (Supply and Distribution Manager)	NO COMMENT
133612 (Procurement Manager)	INCLUDE
134213 (Primary Health Organisation Manager)	EXCLUDE
134499 (Education Managers nec)	INCLUDE
139913 (Laboratory Manager)	EXCLUDE
139916 (Quality Assurance Manager)	INCLUDE
141311 (Hotel or Motel Manager)	DIVERSE VIEWS
141999 (Accommodation and Hospitality Managers nec)	UNSURE
142111 (Retail Manager (General))	EXCLUDE
149411 (Fleet Manager)	DIVERSE VIEWS
212314 (Film and Video Editor)	EXCLUDE
212316 (Stage Manager)	EXCLUDE
212318 (Video Producer)	EXCLUDE
212415 (Technical Writer)	EXCLUDE
221111 (Accountant (General))	DIVERSE VIEWS
221112 (Management Accountant)	DIVERSE VIEWS
221211 (Company Secretary)	UNSURE
221213 (External Auditor)	INCLUDE

Occupation	Impact of inclusion/exclusion on CSOL
221214 (Internal Auditor)	DIVERSE VIEWS
222113 (Insurance Broker)	EXCLUDE
222311 (Financial Investment Adviser)	DIVERSE VIEWS
223111 (Human Resource Adviser)	UNSURE
223113 (Workplace Relations Adviser)	EXCLUDE.
224114 (Data Analyst)	UNSURE
224115 (Data Scientist)	UNSURE
224116 (Statistician)	INCLUDE
224713 (Management Consultant)	EXCLUDE
224714 (Supply Chain Analyst)	EXCLUDE
225113 (Marketing Specialist)	INCLUDE
225114 (Content Creator (Marketing))	INCLUDE
225115 (Digital Marketing Analyst)	INCLUDE
231111 (Aeroplane Pilot)	DIVERSE VIEWS
231113 (Flying Instructor)	EXCLUDE
232111 (Architect)	INCLUDE
232112 (Landscape Architect)	INCLUDE
232511 (Interior Designer)	EXCLUDE
232611 (Urban and Regional Planner)	INCLUDE
233111 (Chemical Engineer)	EXCLUDE
233112 (Materials Engineer)	INCLUDE
233411 (Electronics Engineer)	INCLUDE
233512 (Mechanical Engineer)	INCLUDE
233513 (Production or Plant Engineer)	UNSURE
233914 (Engineering Technologist)	UNSURE
233915 (Environmental Engineer)	INCLUDE
234211 (Chemist)	EXCLUDE
234212 (Food Technologist)	EXCLUDE
234213 (Wine Maker)	INCLUDE
234311 (Conservation Officer)	INCLUDE
234314 (Park Ranger)	INCLUDE
234516 (Marine Biologist)	INCLUDE

Occupation	Impact of inclusion/exclusion on CSOL
234521 (Entomologist)	UNSURE
234522 (Zoologist)	EXCLUDE
234999 (Natural and Physical Science Professionals nec)	UNSURE
241311 (Middle School Teacher / Intermediate School Teacher)	INCLUDE
241511 (Special Needs Teacher)	INCLUDE
241512 (Teacher of the Hearing Impaired)	INCLUDE
241513 (Teacher of the Sight Impaired)	INCLUDE
242211 (Vocational Education Teacher / Polytechnic Teacher)	INCLUDE
249112 (Education Reviewer)	DIVERSE VIEWS
249214 (Music Teacher (Private Tuition))	UNSURE
251111 (Dietitian)	EXCLUDE
251312 (Occupational Health and Safety Adviser)	INCLUDE
251511 (Hospital Pharmacist)	UNSURE
251512 (Industrial Pharmacist)	EXCLUDE
261111 (ICT Business Analyst)	DIVERSE VIEWS
261112 (Systems Analyst)	EXCLUDE:
261113 (User Experience Designer (ICT))	INCLUDE
261211 (Multimedia Specialist)	UNSURE
261212 (Web Developer)	DIVERSE VIEWS
261311 (Analyst Programmer)	INCLUDE
261313 (Software Engineer)	INCLUDE
261314 (Software Tester)	EXCLUDE
261315 (Cyber Security Engineer)	INCLUDE
261316 (Devops Engineer)	INLCUDE
261317 (Penetration Tester)	DIVERSE VIEWS
262113 (Systems Administrator)	EXCLUDE
262114 (Cyber Governance Risk and Compliance Specialist)	UNCLEAR
262115 (Cyber Security Advice and Assessment Specialist)	INCLUDE
262116 (Cyber Security Analyst)	INCLUDE
262117 (Cyber Security Architect)	INCLUDE
262118 (Cyber Security Operations Coordinator)	INCLUDE
263111 (Computer Network and Systems Engineer)	DIVERSE VIEWS

Occupation	Impact of inclusion/exclusion on CSOL
263211 (ICT Quality Assurance Engineer)	EXCLUDE
263213 (ICT Systems Test Engineer)	EXCLUDE
263299 (ICT Support and Test Engineers nec)	EXCLUDE
271299 (Judicial and Other Legal Professionals nec)	UNSURE
272115 (Student Counsellor)	INCLUDE
272413 (Translator)	INCLUDE
311411 (Chemistry Technician)	EXCLUDE
312111 (Architectural Draftsperson)	EXCLUDE
312112 (Building Associate)	EXCLUDE
312114 (Construction Estimator)	DIVERSE VIEWS
312115 (Plumbing Inspector)	NO COMMENT
312311 (Electrical Engineering Draftsperson)	INCLUDE
312312 (Electrical Engineering Technician)	INCLUDE
312511 (Mechanical Engineering Draftsperson)	INCLUDE
312512 (Mechanical Engineering Technician)	INCLUDE
312611 (Safety Inspector)	UNSURE
312914 (Other Draftsperson)	INCLUDE
312999 (Building and Engineering Technicians nec)	INCLUDE
313113 (Web Administrator)	DIVERSE VIEWS
321211 (Motor Mechanic (General))	INCLUDE
322312 (Pressure Welder)	UNSURE
323313 (Locksmith)	INCLUDE
324111 (Panelbeater)	INCLUDE
324211 (Vehicle Body Builder)	INCLUDE
324212 (Vehicle Trimmer)	INCLUDE
324311 (Vehicle Painter)	INCLUDE
331111 (Bricklayer)	INCLUDE
331212 (Carpenter)	INCLUDE
331213 (Joiner)	INCLUDE
332111 (Floor Finisher)	INCLUDE
332211 (Painter)	INCLUDE
333111 (Glazier)	INCLUDE

Occupation	Impact of inclusion/exclusion on CSOL
333211 (Plasterer (Wall and Ceiling))	INCLUDE
333212 (Renderer (Solid Plaster))	INCLUDE
333311 (Roof Tiler)	INCLUDE
333411 (Wall and Floor Tiler)	INCLUDE
334112 (Airconditioning and Mechanical Services Plumber)	DIVERSE VIEWS
334115 (Roof Plumber)	NO COMMENT
334116 (Plumber (General))	NO COMMENT
334117 (Fire Protection Plumber)	NO COMMENT
341112 (Electrician (Special Class))	UNSURE
342111 (Airconditioning and Refrigeration Mechanic)	INCLUDE
342314 (Electronic Instrument Trades Worker (General))	INCLUDE
361311 (Veterinary Nurse)	EXCLUDE
362512 (Tree Worker)	NO COMMENT
362611 (Gardener (General))	INCLUDE
362711 (Landscape Gardener)	INLCUDE
362712 (Irrigation Technician)	INLCUDE
363114 (Horticultural Supervisor or Specialist)	INLCUDE
363117 (Vineyard Supervisor)	UNSURE
363213 (Senior Dairy Cattle Farm Worker)	INCLUDE
394112 (Cabinet Maker)	DIVERSE VIEWS
399212 (Gas or Petroleum Operator)	EXCLUDE given the expansion of the clean energy sector.
399513 (Light Technician)	EXCLUDE
399516 (Sound Technician)	EXCLUDE
399599 (Performing Arts Technicians nec)	EXCLUDE
411311 (Diversional Therapist)	INCLUDE
411611 (Massage Therapist)	INCLUDE
411715 (Residential Care Officer)	INCLUDE
421111 (Child Care Worker)	INCLUDE
421114 (Out of School Hours Care Worker)	UNSURE
431411 (Hotel Service Manager)	INCLUDE (with caveats)
451111 (Beauty Therapist)	INCLUDE
451612 (Travel Consultant)	INCLUDE

Occupation	Impact of inclusion/exclusion on CSOL
451711 (Flight Attendant)	EXCLUDE
511111 (Contract Administrator)	DIVERSE VIEWS
511112 (Program or Project Administrator)	DIVERSE VIEWS
521212 (Legal Secretary)	INCLUDE
599111 (Conveyancer)	EXCLUDE
599211 (Clerk of Court)	EXCLUDE
611211 (Insurance Agent)	EXCLUDE

4.1.1 Additional maritime occupations

Occupation and list status	Impact of inclusion/exclusion on CSOL
231212 Ship's Engineer (ON)	INCLUDE
231213 Ship's Master (OFF)	UNSURE
231214 Ship's Officer (OFF)	INCLUDE
231215 Marine Surveyor (OFF)	INCLUDE
231299 Marine Transport Professionals nec (OFF)	INCLUDE