

# Mobility: Immigration alert

April 2024



## Australia

### Draft skilled occupations lists released for consultation

#### Executive summary

The Australian Government is continuing with its rollout of the [Migration Strategy](#) (the *Strategy*) with a formal role for Jobs and Skills Australia (JSA) in informing migration policy through an analysis of the Australian labour market and skills needs. JSA has released a draft Core Skills Occupations List (CSOL) for stakeholder consultation. Australia's skilled migration occupation lists were last updated in March 2019.

Employers are encouraged to engage in this consultation as the new CSOL will shape the Skills in Demand visa which is scheduled to replace the Temporary Skills Shortage (TSS) visa by late 2024. The Skills in Demand (SID) visa will have three tiers. The majority of SID visa holders are expected to be catered for by the mid-tier *Core Skills pathway*, for workers in a listed occupation earning at least the Temporary Skilled Migration Income Threshold but below the high salary threshold to be set for the first tier *Special Skills pathway*.

Three lists have been published by JSA based on the agency's Migration Model:

- ▶ [Confident On List](#): occupations likely to be included on the CSOL
- ▶ [Targeted for Consultation List](#): occupations targeted for stakeholder feedback
- ▶ [Confident Off List](#): occupations JSA analysis indicates should be excluded from the CSOL

As the Australian and New Zealand Standard Classification of Occupations (ANZSCO) was updated in 2022, the JSA's draft CSOL draws on occupations classified in the new ANZSCO.

#### Impact on employers

With approximately 40% of current TSS occupations on the Targeted for Consultation list and nearly 20% being considered for exclusion from the CSOL, the impact on current and future workforce planning is likely to be significant. Key business critical occupations regularly used by employers to sponsor skilled global talent which could be impacted by the new CSOL are identified in the table below.

#### Participating in consultation

The submission period is open until 10 May 2024. JSA will also consult through bilateral meetings, focus groups and in-depth interviews including with Australian and migrant workers and job seekers.

Options to participate include:

- ▶ Complete JSA's [survey](#)
- ▶ Complete the survey and provide a submission
- ▶ Provide a submission only

Submissions should have an evidence base and clearly identify the data sources and other reference material to demonstrate why an occupation needs to be on the CSOL. Given that further updates to ANZSCO are expected in December 2024, employers are also encouraged to provide evidence regarding any new emerging occupations.

Snapshot of commonly used occupations - refer to JSA website for complete lists	
Consultation List	Confident Off List
<b>Management</b>	
Corporate General Manager Corporate Services Manager Finance Manager Human Resources Manager	Production Manager (Mining) Specialist Manager not elsewhere classified Childcare Centre Manager
<b>Information technology and consulting</b>	
ICT Business Analyst Software Engineer Analyst Programmer Systems Analyst Computer Network and Systems Engineer ICT Account Manager Software Tester Cyber Security occupations in new ANZSCO Management Consultant	ICT Project Manager ICT Support Engineer ICT Customer Support Officer ICT Support Technician Graphic Designer
<b>Engineering</b>	
Mechanical Engineer Materials Engineer Production or Plant Engineer Chemical Engineer Biomedical Engineer Mechanical Engineering Technician	Telecommunications Engineer
<b>Finance</b>	
Accountant (General) Management Accountant Finance Manager External Auditor Internal Auditor	Financial Market Dealer
<b>Marketing &amp; business</b>	
Marketing Specialist Public Relations Professional Contract Administrator Program or Project Administrator	

### Next steps

After completing consultation, JSA will provide advice to government and the Minister for Immigration, Citizenship and Multicultural Affairs will determine the new CSOL.

Employers should review their current and future talent needs and consider what evidence can be provided to substantiate the need for certain occupations to be included on the CSOL. Contact your EY advisor if you wish to be part of the consultation process.

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