ACT Skills Needs List 2022-23

Employer Survey Report

The ACT Government produces a Skills Needs List to identify skills and workforce needs in the Territory.

To identify these needs, we conduct a survey of employers.

In 2022, the ACT Government asked employers which occupations need investment in training and support.

This document summarises what you told us about skill shortages in your sector as well as your practices and intentions for hiring and retaining staff.

This enables us to better target skills shortages by informing training subsidies, and helps to provide employers with the skilled workforce they need.



Target audience?

> 8,000 businesses



How many?

491 responses



Who?

18 industries

Most businesses expect it to be difficult to find staff

Why?



Not enough qualified people applying



The government sector is more attractive to workers



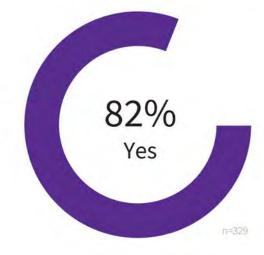
Industry wages and conditions limit interest in the career



Key observations:

- It's getting harder to find staff
- Skills shortages are being experienced because worker demand is exceeding supply
- 72% of occupations with workforce needs exist within five industries

Does your organisation expect to have difficulty filling positions in the ACT over the next 12 months?

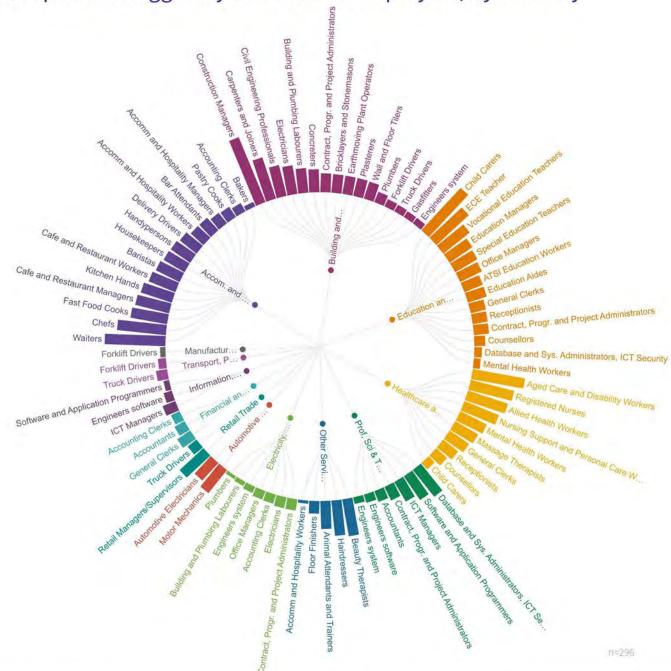


The 2022-23 ACT Skills Needs List is published on: www.act.gov.au/skills/employers/skills-needs-list

Email: skills@act.gov.au Phone: (02) 6205 8555 Web: www.skills.act.gov.au

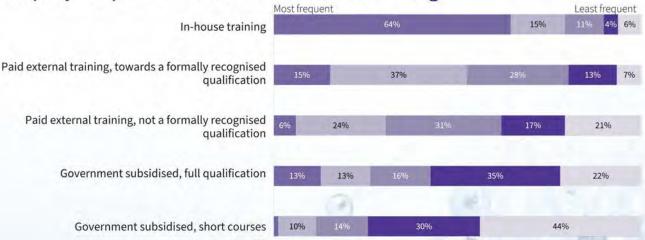


Occupations flagged by at least two employers, by industry



Note: The ANZSCO occupations reported by employers who perceive it as a skills shortage in the ACT, grouped by the ANZSIC industries of the respondents. The size of each bar is visualised based on the outputs of a quantitative model that ranks skills shortages using Principal Component Analysis on the following indicators: vacancy rates, employment level, predicted retire-ment and predicted VET graduates. Skills Canberra reviews quantitative and qualitative data to determine the Skills Needs List and better align the subsidies with qualifications that meet the future workforce needs.

Employers prefer to utilise in-house training



Difficulties hiring and retaining staff

Wages & conditions

- Competing with the public service
- Contracting too highly paid
- Private enterprise can't meet public service conditions
- Unethical operators entering the market

Applicants & training

- · Lack of qualified staff
- Poor quality of graduates, skill level of qualified trades is low
- Few graduates applying
- Diplomas aren't long enough to produce qualified graduates
- Access to training is difficult

Citizenship

- Requirement for citizenship to obtain needed clearances
- Shortage of migrant workers due to the border closures and travel restrictions

Career progression

- Some industries not viewed as "real jobs"
- Need to showcase career progression
- Encourage people to stay in a sector
- Too often senior people are leaving for other sectors

Cost of living

- Regional workers aren't willing to move to the ACT
- Cost of living is too high so people can't afford to stay
- Lack of rentals and affordable housing

Uncertainty

- COVID-19 has seen shortfalls in available staff
- Workers are burnt out from working during the pandemic
- Experienced staff left the sector during COVID and won't return

m=27

Addressing the skills shortage

Top three measures organisations are taking, or intending to take to adress the workforce needs

n=327



Upskill existing workers



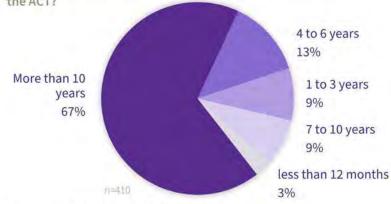
Take on apprentices & trainees



Advertise for qualified workers

Most respondents are established businesses

How long has your organisation been physically operating in the ACT?



There are challenges retaining staff

What specific challenges does your organisation have in retaining workers in the ACT?



Wages and conditions

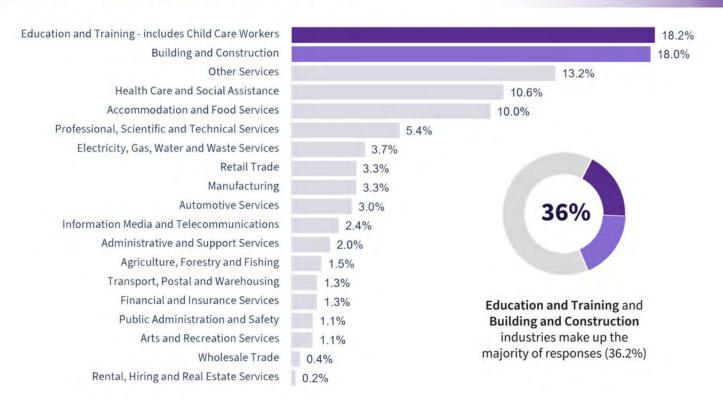
138 responses



The work is physically demanding

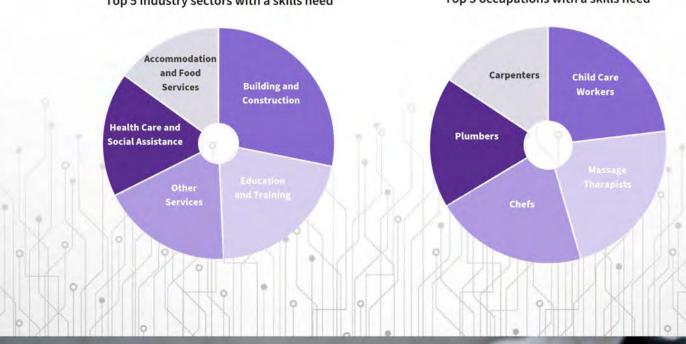
133 responses

Main industry of the respondents









Skills shortages and occupation needs vary greatly across sectors. Skills Canberra is working on broadening the understanding of the existing pathways across courses, occupations, and industry sectors to address the future workforce needs.

Key Findings

Summary

Permanent full-time workers and apprentices and trainees were identified as key workforce needs.

72 per cent of occupations with identified workforce needs are in five industries.

If not already qualified, employers want workers to be trained in full qualifications rather than skillsets or micro-credentials.

The most common reason for skills shortages was not enough qualified people applying, which averaged 51.5 per cent overall but varied across industry sectors.

The Building and Construction sector identified the most occupations with skills needs, with nine discrete occupations identified, followed by the Education and Training sector with six discrete occupations identified.

Child carers, massage therapists, chefs, plumbers, and animal attendants and trainers were the most needed skills in the ACT.

Eleven occupations identified as skills needs by survey respondents had a very small response, which shows the need to increase the survey response rate of employers to ensure the data is representative of each industry sector.



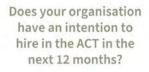


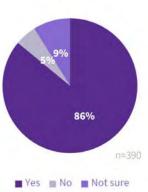




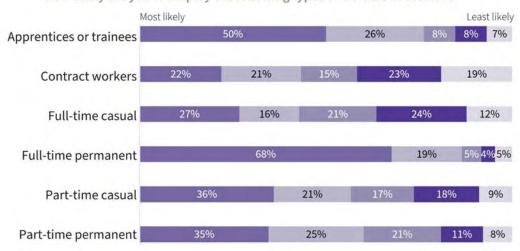
Intention to hire

Most businesses are looking to hire full-time employees as well as apprentices and trainees in the next 12 months.





How likely are you to employ the following types of workers in the ACT?

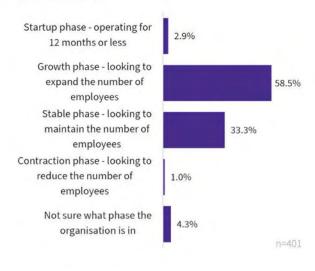


n=328

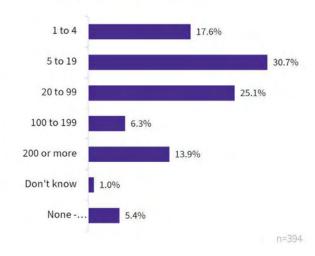
Mostly small and mostly growing

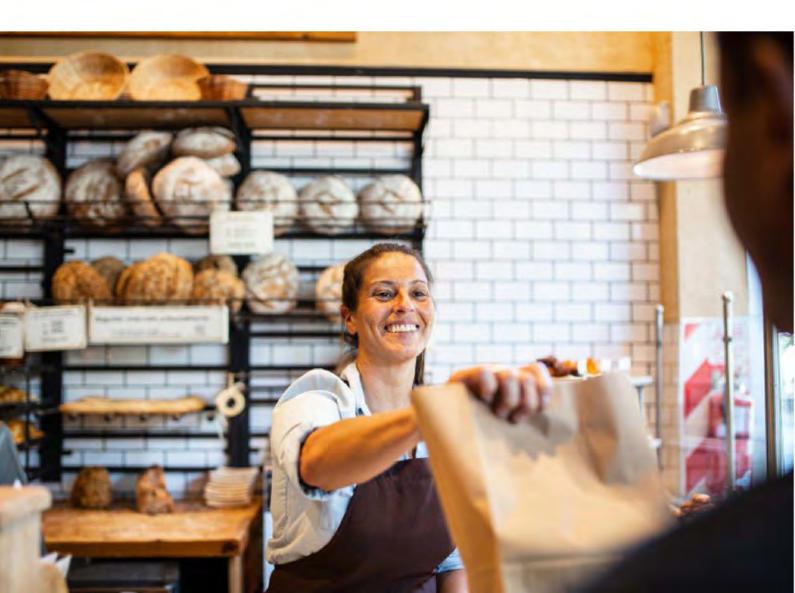
Most businesses are in the growth phase and looking to expand their number of employees.

What stage of development is your organisation at in the ACT?



Approximately how many people does your organisation employ in the ACT?





What are the reasons for skills needs in your industry?

Industry is expanding rapidly and demand for workers is higher than supply

Industry is undergoing transformation and the skills needs are changing

Not enough Government support for my industry to take on apprentices or trainees

Not enough students are completing the qualifications they are enrolled in

The current training does not meet industry expectations and trained workers are not suitable employees

Most important

Least important

19% 28% 21% 20% 24%

19% 28% 23%

19% 28% 23%

19% 20% 26%

19% 20% 26%

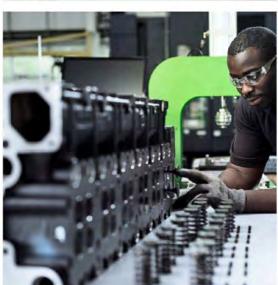
Skills shortages

Businesses believe the key reason for skills shortages is the rapid expansion of their industry.













Details and Method

Skills Canberra developed an online survey to ask Canberra businesses about their skills and workforce needs. A pilot of the survey was conducted with ten industry stakeholders. All feedback was incorporated into the final Skills Needs Survey.

Any ACT business could take part in the survey, with a link available via the Skills Canberra website that was sent direct to businesses via email, newsletters and network organisations including the Canberra Business Chamber, ACT Renewables Hub, The Canberra Cyber Hub and Regional Development Australia.

The survey was distributed to approximately 8,000 businesses. As a result:

- 491 responses were received during February March 2022
- 296 employers completed the skills needs question
- Skills Canberra followed up with over 70 stakeholders to discuss and validate findings

A new survey strategy (i.e. the pilot, collaboration with the Canberra Business Chamber and other network organisations) substantially improved the number of responses.

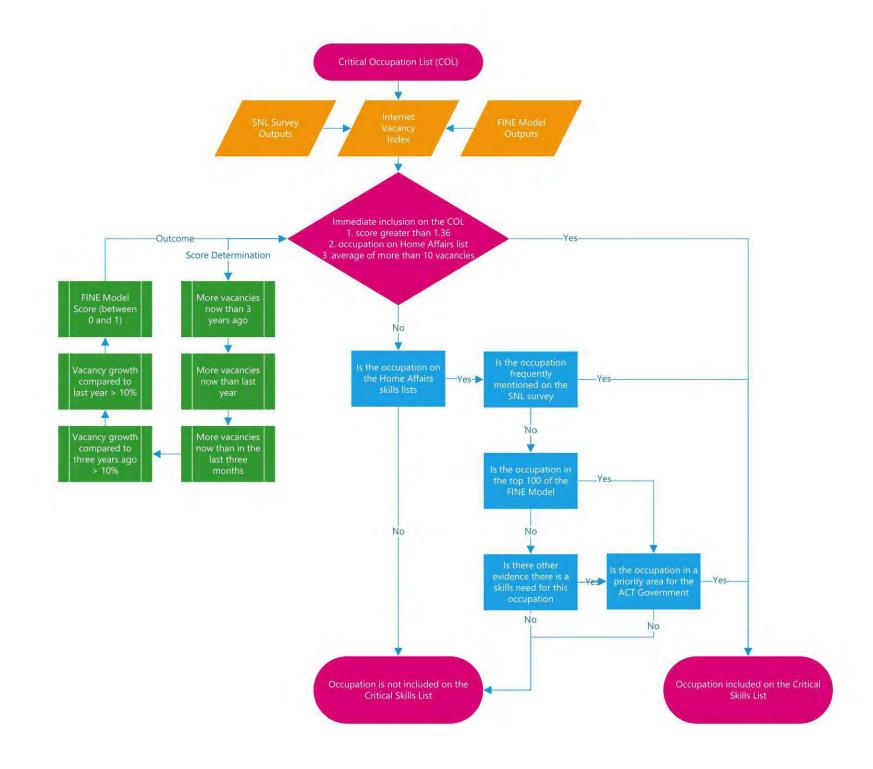
Results are based on all respondents who accurately answered each question, with some questions asked of a subset of the total sample based on answers to preceding questions.

The 2022-23 ACT Skills Needs List takes into account:

- occupations reported through the Skills Needs Survey and any other employer consultations
- occupations and VET qualifications concordance shortlisted by a quantitative model that relies on Principal Component Analysis and the following indicators: vacancy rates, employment level, predicted retirement and predicted VET graduates
- CBR Switched On and Skilled to Succeed priorities
- occupations that rely predominantly on vocational education and training
- occupations that have a positive growth projection

The ACT Skills Needs List was designed specifically to capture occupations that rely predominantly on the Vocational Education and Training (VET) sector. The survey responses varied greatly across industries and primarily focused on the skill gaps that can be adressed through VET accredited courses.





Critical Skills List where to next?

Options and ways forward

ACT Skilled Migration How does it work?

- 1. The ACT determines who it nominates through its eligibility criteria. This includes having a nominated occupation on the ACT Critical Skills List unless you have a PHD from an ACT university, have a Temporary Skills Shortage visa sponsored by an ACT employer, or own and operate a small business.
- 2. If eligible, migrants can express interest for ACT nomination by submitting a Canberra Matrix. The Canberra Matrix is a merit based assessment tool where migrants can score points for their economic and / or social contribution to Canberra
- 3. The ACT ranks Canberra Matrices based on the number of points claimed. Those who rank high enough will receive an invitation.
- Depending on demand, the number of ACT nomination places may be capped for each occupation on the ACT Critical Skills List.

This means applicants compete with other applicants within the same nominated occupation.



Nomination

Canberra Matrix how do you score points (ACT Resident)?

- Length of current ACT residence
- English proficiency
- Spouse/Partner English proficiency
- Nominated occupation
- Small business owner
- Length of ACT employment

- ACT employment skill level
- Spouse/Partner employment
- Tertiary qualification
- Years of study at an ACT tertiary institution
- Close family ties in Canberra
- Assets in Canberra

Canberra Matrix

how do you score points (Overseas Resident)?

- Previous ACT Residence
- Nominated occupation
- English proficiency
- Spouse / Partner English proficiency
- ACT Job Offer
- Relevant work experience
- Spouse / Partner Employability

- Tertiary Qualification
- Study at an ACT Tertiary institution
- Close family ties in Canberra
- Assets in Canberra

Critical Skills List How is it compiled?

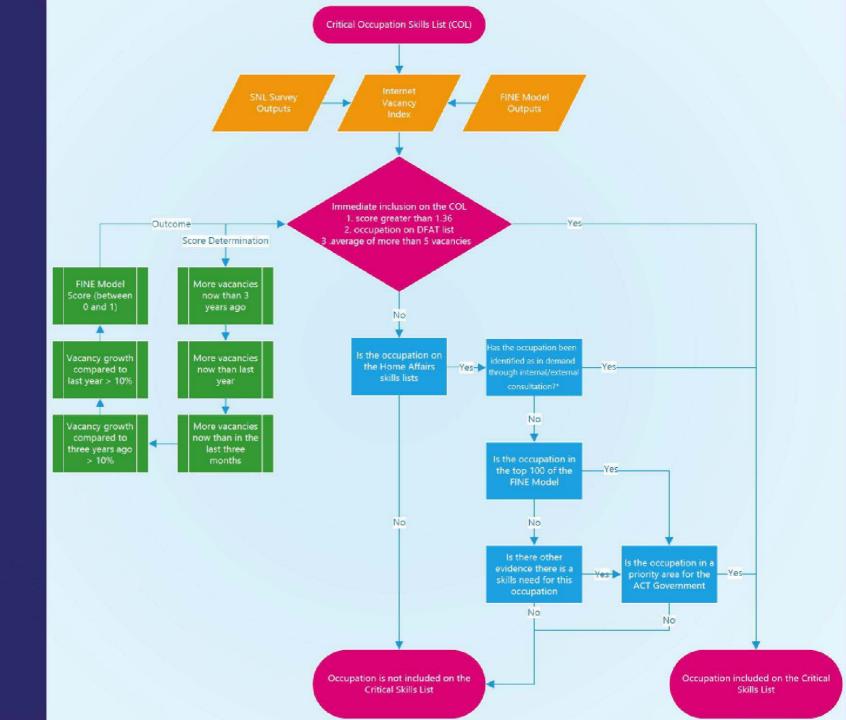
- The Critical Skills List looks at:
 - Vacancy rate data
 - FINE Model outputs
 - Consultation
 - SNL Survey outputs
 - Feedback from ACT
 Government Directorates
 - Employer feedback
 - Government priorities

Decision-making diagram is on the next slide

ANZSCO Unit Group	Nomination places available each month	ANZSCO	Nominated Occupation
Advertising, Public Relations and Sales Managers (1311)	5 or less	131112	Sales and Marketing Manager
		131113	Advertising Manager
		131114	Public Relations Manager (491 only)
Corporate Services Manager (1321)	5 or less	132111	Corporate Services Manager
Finance Managers (1322)	5 or less	132211	Finance Manager
Human Resource Managers (1323)	5 or less	132311	Human Resource manager
Policy and Planning Managers (1324)	10 or less	132411	Policy and Planning Manager (491 only)
Construction Managers (1331)	15 or less	133111	Construction Project Manager

Critical Skills List

Decision-making diagram

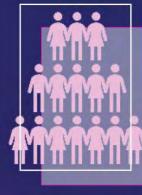


Considerations to change or not to change

As it stands:

- The exclusion of certain occupations (e.g. surgeon) may not appear logical on the face of it. However, there is a reason why some are included and others are excluded.
- The current methodology is restrictive. For example, while demand for certain occupations may be low, they may still be a Government priority.
- · There has been no feedback to suggest other occupations need inclusion.
- It may be worth 'rebranding' the Critical Skills List as well as reviewing Skilled Migration policy settings all together.
- The ACT nominated migration pathway is one of many. The needs of specialist occupations may best be addressed through employer nominated pathways.

What kind of migration system do we want?



Address the ACT workforce needs today and into the future



Flexible to changes in the labour market



Fair to migrants and stakeholders



Simple to navigate and implement

Where to next?

Option 1: status quo approach

· Keep the Critical Skills List as it is

Option 2: two lists approach: critical list and eligible list

 restrict the Critical Skills List methodology and introduce a sectoral based list of occupations that are eligible to be nominated

Option 3: expanded list approach

restrict the Critical Skills List methodology and include occupations based on a sectoral scan

Option 4: open approach

 restrict the Critical Skills List methodology, include occupations based on a sectoral scan, and make all other occupations eligible.

Option 5: negative list approach

revise the methodology of the Critical Skills List



Megative List Approach

- include all occupations
 UNLESS there is evidence that an occupation should not be included
 ACT Migration remains
- targeted (to an extent)

 Inflexible when demand changes

Methodology needs



Open Approach

- All occupations are eligible
 Rely fully on the matrix point
- Migration Program would become less targeted
- operationally difficult to conduct invitation rounds



Expanded List Approach

- Consistent logic while maintaining flexibility
- easier to change the list as demand for migrants fluctuates
 A5 per cent of eligible
- 75 per cent of eligible occupations would be included (are they all critical?)



Two List Approach

- The first list: who can be nominated
- The second list: critical occupation claim more points on the Canberra
- Consistent logic while maintaining flexibility
- · more complicated
- specialist occupations can be nominated, but people might wonder why they are not 'critical'.



Status Quo

- Consistent logic
- limited flexibility
- exclusion of certain occupations may not appear logical on the face of it

Recommendation

Either:

- Stick to the status quo and commit to reviewing ACT Migration Program settings all together later this calendar year, allowing room for more structural adjustments.
- Pursue a two-staged implementation of option 3. It may be too difficult to implement this with the amount of time left and would also consume operational capacity when we should focus on processing. Instead:
 - An expanded list approach now, as this is an easy adjustment.
 - Move towards a two list approach in the new financial year.

The FINE model

An overview





Summary



Summary

- The Forecasting of Industry Needs and Entitlement (FINE) Model is designed to identify skills shortages in the ACT to help create a prioritised list of VET courses for the ACT.
- It aims to identify occupations where there is a skills shortage and then identify which qualifications/programs are most likely to fill the shortages.
- The R-based version of the FINE model developed by Nous replaces the Excel-based model.
- It is an indicator-based framework which uses principal component analysis to determine indicator weights.
- Outputs of the FINE model are intended to be used in conjunction with consultation with industry stakeholders.

Indicators



Indicator list

A range of indicators can be selected for inclusion in The Model.

Indicator	Short name	Description		
Vacancies	Vac	Number of online job adverts in ACT		
Vacancy rates	VacRate	Number of online jobs adverts per 100 employed in ACT		
Growth in vacancy rates	GrowthVacRate	Growth of vacancy rates over 4 (default) quarters in ACT		
Growth in average salary	GrowthAvgSal	Percentage change of national average weekly total cash earnings		
Growth in average hours	GrowthAvgHr	Percentage change of national average weekly total hours		
Employment level	EmpLvl	Number employed in the ACT		
Growth in employment level	ProjGrowthEmpLvl	Projected national 5-year percentage growth in number employed		
Predicted retirements	NumPredRet	Number of workers above retirement age in ACT		
Proportion of predicted retirement	PropPredRet	Percentage proportion of workers above 65 years of age in ACT		
Predicted VET graduates	PredVETGrad	Estimated number of VET graduates in 2018, 2019 for the ACT		

Methodology



Summary

- A selection of indicators is first used to calculate scores for occupation.
- Occupation scores are then apportioned to programs by way of an occupation-program concordance.
- Ten indicators are available to the FINE model; six are currently used.
- When two indicators have a correlation coefficient greater than about 0.7, only one is kept (the most direct and higher quality indicator).

FINE Model Data Flow Diagram

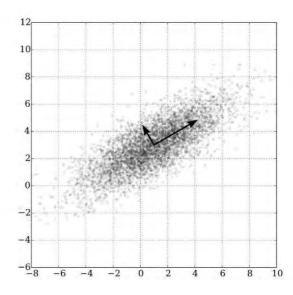
· Commercial in confidence

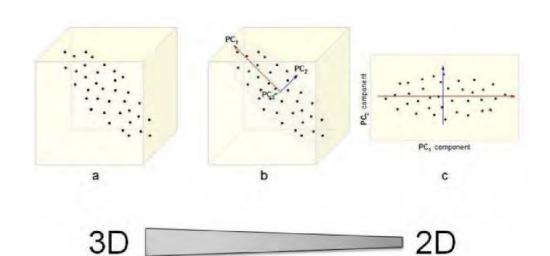
Correlation between indicators

• Commercial in confidence

Occupation scores

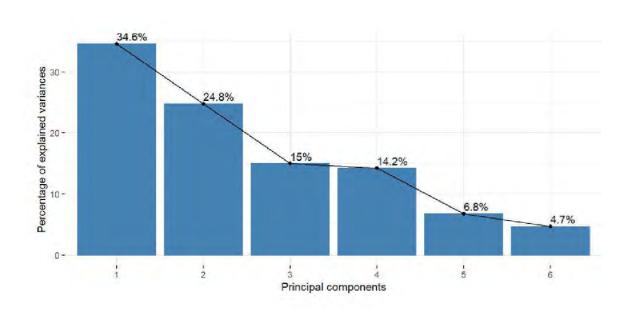
- Occupation scores are calculated using principal component analysis (PCA).
- PCA is used in the model as a means to determine *loadings* (or weights) for each indicator.
- These are used to combine indicator values for individual occupations to produce a single score (i.e., a weighted sum).
- PCA creates new variables (called principal components) that successively maximise variance.
- The model only uses the first principal component, which by design is the PC with most of the variance.
- Occupation scores produced by the PCA can be positive or negative.
 Before being used to calculate program scores, they are first normalised by mapping them onto the unit interval [0, 1].



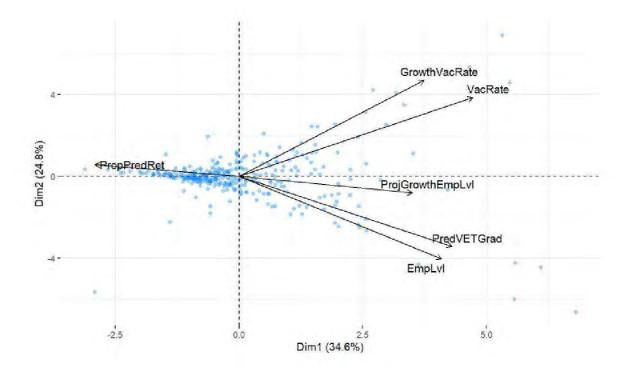


Occupation scores (principal components)

Scree plot (showing how much variance in the data each PC accounts for)



Biplot (shows the projected direction of the original basis, i.e., the loadings)

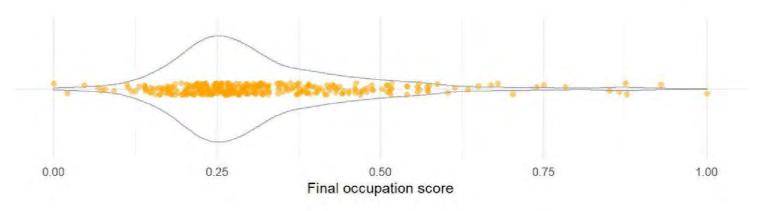


Indicator loadings

• Commercial in confidence

Occupation scores

Rank	Code (4d)	Occupation (4d)	Occupation Score		
1	6211	Sales Assistants (General)	1		
2	5311	General Clerks	0,8655		
3	1331	Construction Managers	0.8584		
4	2124	Journalists and Other Writers	0.8536		
5	5111	Contract, Program and Project Administrators	0.8333		
6	4211	Child Carers	0.8106		
7	2524	Occupational Therapists	0.786		
8	4315	Waiters	0.7429		
9	2613	Software and Applications Programmers			
10	5522	Credit and Loans Officers (Aus) \ Finance Clerks (NZ)			



Occupation to program concordance

- The concordance (and proportions) between occupations and programs is calculated using the results of the NCVER Student Outcome Survey (SOS).
- By default, the last three years of SOS data are used.
- SOS data is filtered to only include:
 - Graduates
 - Relevant reasons of study
 - Fully-defined 4-digit ANZSCO occupations
 - Programs and occupations that have been sampled at least 16 times
- Students are categorised into three groups or archetypes based on their main reason for training:
 - Skillers: 'To get a job', or 'To try for a different career'.
 - Upkillers: 'To get a better job or promotion', 'It was a requirement of my job', or 'I wanted extra skills for my job'
 - Starters: 'To develop or start my own business'
- Superseded programs are mapped to their latest equivalent.
- Only programs with more than 10 completions in the latest year of TVA data for the ACT are included in the final program score list.

Occupation to program concordance

Code (4d)	Occupation (4d)	Program ID	Program	Weighted proportion	Weighted count	Unweighted proportion	Ur
4117	Welfare Support Workers	CHC33015	Certificate III in Individual Support	0.313	9815	0.31	
4117	Welfare Support Workers	CHC43115	Certificate IV in Disability	0.141	4441	0.142	
4117	Welfare Support Workers	CHC52015	Diploma of Community Services	0.106	3337	0.108	
4211	Child Carers	CHC30113	Certificate III in Early Childhood Education and Care	0.423	12942	0.42	
4211	Child Carers	CHC50113	Diploma of Early Childhood Education and Care	0.378	11572	0.381	
4233	Nursing Support and Personal Care Workers	CHC33015	Certificate III in Individual Support	0.507	13830	0.5	
4233	Nursing Support and Personal Care CHC43015 Certificate IV in Ageing Support		0.122	3321	0.127		

Program scores

- Program scores are calculated in the following manner:
 - Occupation scores are apportioned to programs (one to many) based on program proportion,
 - Apportioned scores are aggregated to give a total score for each program.
- Program scores are calculated for each student archetype and as a single cohort.

Rank	Program ID	Program	Number of completions	Final Score
1	TAE40116	Certificate IV in Training and Assessment	310	5,6473
2	CHC33015	Certificate III in Individual Support	275	1.1907
3	BSB51918	Diploma of Leadership and Management	160	1.1425
4	BSB51415	Diploma of Project Management	175	0.8547
5	CHC50113	Diploma of Early Childhood Education and Care	230	0.7186
6	FNS40217	Certificate IV in Accounting and Bookkeeping	50	0.6346
7	PSP40416	Certificate IV in Government Investigations	165	0.6187
8	SIT30616	Certificate III in Hospitality	115	0.5759
9	CHC30113	Certificate III in Early Childhood Education and Care	255	0.5622
10	CPP41419	Certificate IV in Real Estate Practice	65	0.5053

Eligibility Criteria Skilled Nominated Visa (Subclass 190) Compared – Overseas

	English	Job Requirements	Work Experience	Occupations	Others
ACT	Proficient / Superior	2-year Job Offer & Currently employed	Currently Employed	Critical Skills List (95 occupations, 4-digit) – unless PHD graduate, SBO, or TSS visa holder	spouse/partner (if applicable)
OLD*	Proficient / Superior	Currently employed	Currently Employed, 3 years' experience	Offshore QSOL (64 occupations 4-digit), some requirements may vary per occupation	SkillSelect EOI at 80 points
WA	Competent	6-month job offer	1 year experience (depending on occupation)	WA Skilled Migration list (163 occupations 4-digit)	Three separate lists
NT*	Competent	Dependent on stream.	3 years' work experience (in last 10 years)	Dependent on stream (family stream, nil; Job offer stream, nil; priority occupation stream, yes – NTOMOL 56 occupations 4-digit)	Evidence of financial capacity
SA	Competent	Nil	Nil	SA Occupation List (unclear, more occupations than WA)	Prioritisation dependent on stream
NSW	Competent	Nil	Nil	NSW Skills List (114 occupations 4-digit)	Have been offshore for 6 months
VIC	Competent	Nil	Nil	Nil	Nil

Eligibility Criteria Skilled Nominated Visa (Subclass 190) Compared – Australian Resident

	English	Job Requirements	Residency Requirements	Occupations	Others
ACT	Proficient / Superior	Continuously employed for 26 weeks at 35 hours	Continuous ACT residence for 6 months.	Critical Skills List (95 occupations, 4-digit)	Settlement funds, spouse/partner (if applicable)
NT*	Competent	Fulltime employment for 2 years, and available for 12 more months.	2 years	Dependent on stream (family stream, nil; Job offer stream, nil; priority occupation stream, yes – NTOMOL 56 occupations 4-digit)	Migrating dependants are not residing in another part of Australia. Separate Graduate stream.
dro.	Proficient / Superior	Employed in QLD for 6 months at 35 hours	Nil	Nil	SkillSelect EOI at 80 points – may vary per occupation
SA	Competent	Dependent on stream	Dependent on Stream	SA Occupation List (more occupations than WA)	Dependent on stream
WA	Competent	One year experience (dependent on occupation), 6 month job offer	Nil (WA residents preferred)	WA Skilled Migration list (163 occupations 4-digit)	Three separate lists
NSW	Competent	Nil	NSW resident for 6 months	NSW Skills List (114 occupations 4-digit)	Have been offshore for 6 months
VIC	Competent	Nil	Reside in VIC	Nil	Nil

^{*}According to feedback from a migration agent, the QLD and NT program are not as popular as those of the other states.

From: "Bradley, Kellie" < Kellie.Bradley@act.gov.au > on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 27/01/2023 2:24 PM

To: "vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>

Cc: "CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Categories: Tracked To Dynamics 365

Hi Hans,

AC are nil input.

Regards Kellie

From: Hilder, Louise < Louise. Hilder@act.gov.au > On Behalf Of ACDLO

Sent: Friday, 27 January 2023 1:00 PM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good afternoon Kellie.

Apologies for the delay, AC have nil input.

Thanks Louise

Louise Hilder | Directorate Liaison Officer | Access Canberra

Phone: Sch 2.2(a)(ii) Email: acdlo@act.gov.au

Chief Minister Treasury and Economic Development Directorate | ACT Government

GPO Box 158, Canberra ACT 2601 | www.accesscanberra.act.gov.au

Minister for Business and Better Regulation Minister for Consumer Affairs Minister for Planning and Land Management

From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Friday, 27 January 2023 9:38 AM

To: ACDLO <<u>ACDLO@act.gov.au</u>>; EPSDD DLO <<u>EPSDDDLO@act.gov.au</u>>; CHS DLO <<u>CHSDLO@act.gov.au</u>>; JACS, MHRDLO <<u>MHRDLO@act.gov.au</u>>; AGDLO <<u>AGDLO@act.gov.au</u>>; MPESDLO <<u>MPESDLO@act.gov.au</u>>; CPLO (AFP) <<u>cplo@afp.gov.au</u>>; TCCS_DLO <<u>TCCS.DLO@act.gov.au</u>>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Importance: High

Morning all,

Friendly reminder that your directorates input for the below request is due (including nil input).

Thanks 🝪

Regards

Kellie

From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM

To: #LA EXEC DLOS <#LA EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

The ACT Critical Skills list underpins the ACT Skilled Migration program. Every year, the Australian Government allocates the states and territories a number of migration nomination places. The ACT uses the Critical Skills List to determine which migrants to nominate. Your input will be very valuable in making sure it addresses the skills needs in the Territory.

Attached you will find an excel sheet with three lists:

- 1. The first list (tab 1) includes the occupations Skills Canberra proposes to include on the ACT Critical Skills
- 2. The second list (tab 2) includes occupations where there are weak indicators to suggest skills shortages, but further evidence is needed to merit inclusion on the ACT Critical Skills List.
- 3. The third list (tab 3) consists of occupations where there is little to no evidence to suggest demand for workers in this occupation.

These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on our website.

In providing feedback, could you please consider the following questions:

- Does the first list (tab 1) include any occupations you believe should be excluded? If so, please provide a justification.
- Do the second and third lists (tab 2 and 3) include any occupations you believe should be included? If so, please provide a justification.
- If you recommend occupations to be included, do you believe migrant workers in these occupations (who are unlikely to have extensive local experience) are employable in the ACT?

We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

From: "Bradley, Kellie" < Kellie.Bradley@act.gov.au > on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 27/01/2023 12:10 PM

To: "vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>

Cc: "CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Attachments: cor232094 - Proposed Critical Skills List Jan-23 (003).XLSX

Categories: Tracked To Dynamics 365

Hi Hans,

CHS input attached.

Regards Kellie

From: Hunter, Kerryn (Health) < Kerryn. Hunter@act.gov.au > On Behalf Of CHS DLO

Sent: Friday, 27 January 2023 9:13 AM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL

Good Morning

Please find CHS input attached.

Kind Regards

Kerryn Hunter

Assistant Director, Government Relations

Strategy, Policy and Planning | Canberra Health Services | ACT Government

Level 1, Building 28, Canberra Hospital | www.health.act.gov.au

Phone: (02) 5124 9524 Mobile: Sch 2.2(a)(ii)

E-mail: kerryn.hunter@act.gov.au

From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM
To: #LA_EXEC DLOS <#LA_EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

The ACT Critical Skills list underpins the ACT Skilled Migration program. Every year, the Australian Government allocates the states and territories a number of migration nomination places. The ACT uses the Critical Skills List to determine which migrants to nominate. Your input will be very valuable in making sure it addresses the skills needs in the Territory.

Attached you will find an excel sheet with three lists:

- The first list (tab 1) includes the occupations Skills Canberra proposes to include on the ACT Critical Skills
 List.
- 2. The second list (tab 2) includes occupations where there are weak indicators to suggest skills shortages, but further evidence is needed to merit inclusion on the ACT Critical Skills List.

3. The third list (tab 3) consists of occupations where there is little to no evidence to suggest demand for workers in this occupation.

These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on our website.

In providing feedback, could you please consider the following questions:

- Does the first list (tab 1) include any occupations you believe should be excluded? If so, please provide a
 justification.
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We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
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Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

	ACT CRIT	ICAL SKILLS LIST -	January 2	023
ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising, public relations and sales managers	1311	25 or Less	131112 131113	sales and marketing manager advertising manager
Corporate Services Manager	1321	5 or Less	131114	public relations manager (491 only) corporate services manager
Finance managers	1322	5 or Less	132211	finance manager
Human resource managers	1323	5 or Less	132311	human resource manager
Policy and planning managers	1324	10 or Less	132411	policy and planning manager (491 only)
Research and Development Managers	1325	5 or Less	132511	research and development manager
,			133111	construction project manager
Construction managers	1331	25 or Less	133112	project builder (491 only)
Engineering Managers	1332	5 or Less	133211	engineering manager
Production managers	1335	5 or Less	133511 133512	production manager (forestry)
Supply and Distribution Manager	1336	5 or Less	133611	production manager (manufacturing) supply and distribution manager
			133612 134111	procurement manager (491 only)
Child Care Centre manager	1341	5 or Less	134111	child care centre manager medical administrator (491 only)
			134212	nursing clinical director
Health and Welfare Services Managers	1342	5 or Less	134213 134214	primary health organisation manager welfare centre manager
			134299	health and welfare services managers (nec)
School Principals	1343	5 or Less	134311	school principal
			134412	regional education manager (491 only)
Other Education Managers	1344	5 or Less	134499	education managers (nec)
	+		135112	ICT project manager
ICT managers	1351	10 or Less	135112	ICT managers (nec)
			139911	arts administrator or manager
			139912 139913	environmental manager laboratory manager
Other specialist managers	1399	5 or Less	139914	quality assurance manager
			139915 139999	sports administrator (491 only)
Café and restaurant managers	1411	5 or Less	141111	specialist managers (nec) cafe or restaurant manager
Hotel and Motel Managers	1413	5 or Less	141311	hotel or motel manager
Call or contact centre and customer service managers Conference and Event Organisers	1492 1493	5 or Less 5 or Less	149212 149311	customer service manager conference and event organiser
contenice and Event Organisers	1433	3 of Less	149912	cinema or theatre manager (491 only)
Hospitality, Retail and Service Managers	1499	5 or Less	149913 149914	facilities manager financial institution branch manager (491 only)
Actors, Dancers and Other Entertainers	2111	5 or Less	211112	dancer or choreographer
			212411 212412	copywriter newspaper or periodical editor
Journalists and other writers	2124	10 or Less	212413	print journalist
			212415 212416	technical writer television journalist
			212499	journalists and other writers (nec)
Accountants	2211		221111 221112	accountant (general) management accountant
	2211	5 or Less		
	2211	5 or Less	221113	taxation accountant
Auditors company secretaries and cornorate treasurers			221113 221211	company secretary
Auditors, company secretaries and corporate treasurers	2211	5 or Less 5 or Less	221113	
Auditors, company secretaries and corporate treasurers Financial Investment Advisers and Managers			221113 221211 221213 221214 222311	company secretary external auditor internal auditor financial investment adviser
	2212	5 or Less	221113 221211 221213 221214	company secretary external auditor Internal auditor
	2212	5 or Less	221113 221211 221213 221214 222311 222312 223111 223112	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant
Financial Investment Advisers and Managers	2212	5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223111 223112 223112	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only)
Financial Investment Advisers and Managers	2212	5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223111 223112	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist	2212 2223 2231 2242 2243	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223112 223112 223112 223113 224213 224214 224311	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts	2212 2223 2231 2242 2243 2244	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223111 223112 223112 223113 224213 224214 224311 224412	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only)
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist	2212 2223 2231 2242 2243	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223112 223112 223112 223113 224213 224214 224311	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts	2212 2223 2231 2242 2243 2244	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223111 223112 223113 224213 224213 224214 224311 224412 224412	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts	2212 2223 2231 2242 2243 2244	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223112 223112 223113 224213 224214 224214 224311 224412 224711 224712	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts	2212 2223 2231 2242 2242 2243 2244 2247	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less 15 or Less	221113 221211 221213 221214 222312 223112 223112 223113 224213 224214 224311 224412 224711 224711 224712	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only)
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals	2212 2223 2231 2242 2243 2244 2247	5 or Less	221113 221211 221213 221214 222311 222312 223112 223112 223112 22412 224214 224214 224311 224412 224711 224712 224912 224912	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts	2212 2223 2231 2242 2242 2243 2244 2247	5 or Less 5 or Less 25 or Less 5 or Less 5 or Less 15 or Less	221113 221211 221213 221214 222311 222312 223112 223113 224213 224214 224214 224214 224712 224712 224912	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only)
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals	2212 2223 2231 2242 2243 2244 2247	5 or Less	221113 221211 221214 222311 222312 223111 223112 223113 224213 224214 224311 224711 224712 224912 224912	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals	2212 2223 2231 2242 2243 2244 2247 2249 2251	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less	221113 221211 221213 221214 222311 222312 223112 223113 224213 224214 224214 224711 224712 224912 224914 224919 225111 225112 225111 225112	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals	2212 2223 2231 2242 2243 2244 2247 2249	5 or Less 15 or Less	221113 221211 221213 221214 222311 222312 223113 224213 224213 224214 224214 224712 224712 224912 224912 224912 225111 225112 225112	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals	2212 2223 2231 2242 2243 2244 2247 2249 2251	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less	221113 221211 221213 221214 222311 222312 223113 224213 224213 224214 224214 224711 224712 224912 224914 224999 225111 225112 232212 232213	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor cartographer other spatial scientist graphic designer
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals	2212 2223 2231 2242 2243 2244 2247 2249 2251	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less	221113 221211 221213 221214 222311 222312 223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224912 224912 225111 225112 225112 225111 225112 225211 232212 232213	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist marketing specialist surveyor cartographer other spatial scientist graphic designer illustrator
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals Surveyors and Spatial Scientists	2212 2223 2231 2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223113 224213 224213 224214 224214 224711 224712 224912 224914 224999 225111 225112 232212 232213	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor cartographer other spatial scientist graphic designer
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals Surveyors and Spatial Scientists	2212 2223 2231 2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less 5 or Less	221113 221211 221213 221214 222311 222312 223111 223112 223112 223112 224213 224214 224311 224412 224411 224412 224912 224912 224912 224912 224913 225111 225112 225113 225211 232212 232213 232214 232412 232412 232413 232414 232414	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals Surveyors and Spatial Scientists Graphic and web designers, and illustrators	2212 2223 2221 2224 2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less 25 or Less	221113 221211 221214 222311 222312 223111 223112 223112 223112 224114 224311 224711 224712 224912 224912 224912 225113 225113 225113 225112 225113 225112 225112 225113 225311 232212 232213 232214 232411 232412 232413	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist public relations professional surveyor cartographer other spatial scientist graphic designer illiustrator multimedia designer (491 only) web designer urban and regional planner civil engineer
Financial Investment Advisers and Managers Human Resource Professionals Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals Surveyors and Spatial Scientists Graphic and web designers, and illustrators	2212 2223 2221 2224 2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 25 or Less 5 or Less 5 or Less 5 or Less 5 or Less 10 or Less 25 or Less 25 or Less	221113 221211 221213 221214 222311 222312 223113 224213 224214 224311 224412 224712 224912 225311 232212 232213 232214 232412 232412 232412 232412 232413 232412 232413 232414 232611	company secretary external auditor internal auditor financial investment adviser financial investment manager human resource adviser (491 only) recruitment consultant workplace relations adviser (491 only) health information manager records manager recor

New

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Electrical Engineers	1 '		233215	transport engineer	7
	2333	5 or Less	233311	electrical engineer	
Electronics Engineers	2334	5 or Less	233411	electronics engineer	
	2225		233511	industrial engineer	_
Industrial, Mechanical and Production Engineers	2335	5 or Less	233512 233513	mechanical engineer production or plant engineer	_
	+		233911	aeronautical engineer	
			233912	agricultural engineer	
Oshan and and and and and and and and and a	2339	5 or Less	233913 233914	biomedical engineer	
Other engineering professionals	2555	3 Of Less	233914	engineering technologist environmental engineer	-
	1		233916	naval architect	
			233999	engineering professionals (nec)	
Chemists, and Food and Wine Scientists	2342	5 or Less	234211 234212	chemist food technologist	New New
aremists, and rood and wine sciencists	2342	J 01 Less	234212	wine maker (491 only)	New
			234311	conservation officer (491 only)	
Environmental Scientists	2343	5 or Less	234312	environmental consultant	
			234313	environmental research scientist	
Medical Laboratory Scientists	2346	5 or Less	234399 234611	environmental scientist (nec) medical laboratory scientist	New
Veterinarians	2347	5 or Less	234711	veterinarian	THEW
			234911	conservator	
			234912	metallurgist	
Other Natural and Physical Science Professionals	2349	5 or Less	234913	meteorologist	
			234914 234915	physicist exercise physiologist (491 only)	-
			234915	natural and physical science professionals (nec)	\dashv
arly childhood	2411	10 or Less	241111	early childhood (pre primary school) teacher	7
Primary School Teachers	2412	5 or Less	241213	primary school teacher	
Secondary School Teachers	2414	5 or Less	241411	secondary school teacher	
			241511	special needs teacher	-
Special Education Teachers	2415	5 or Less	241512 241513	teacher of the hearing impaired teacher of the sight impaired	-
	1		241519	special education teachers (nec)	
University Lecturers and Tutors	2421	5 or Less	242111	university lecturer	
/ocational Education Teachers \ Polytechnic Teachers	2422	5 or Less	242211	vocational education teacher (491 only)	
			251211	medical diagnostic radiographer	More than 5 - hospital expansion will result in inco skill demand in this area
Medical Imaging Professionals	2512	5 or Less	251212	medical radiation therapist	Skill defination in this drea
			251213	nuclear medicine technologist	
			251214	sonographer	
Occupational and environmental health professionals	2513	5 or Less	251311 251312	environmental health officer (491 only) occupational health and safety adviser	_
	+		251512	hospital pharmacist	More than 5 - international recruitment is already
Pharmacists	2515	5 or Less	251511	industrial pharmacist	underway due to lack of domestic talent
	1		251513	retail pharmacist	
Health Diagnositic and Promotion Professionals	2519	5 or Less	251999	health diagnostic and promotion professionals (nec)	
Dental practitioners	2523	5 or Less	252311 252312	dental specialist dentist (491 only)	_
	+		232312	deficise (451 offiy)	More than 5 - we are currently unable to recr
Occupational therapists	2524	5 or Less	252411	occupational therapist	this postion with the ACTHD AH team working
			252511		critical workforce shortage interventions
Physiotherapists Medical Laboratory Scientists	2525 2346	5 or Less 5 or Less	234611	physiotherapist medical laboratory scientist	New
Audiologists and speech pathologists / therapists	2527	5 or Less	252711	audiologist	
audiologists and speech pathologists / therapists	2327	3 OI LESS	252712	speech pathologist	
	2531	15 or Less	253111	general practitioner	
General practitioners and resident medical officers					
			253112	resident medical officer	_
· · · · · · · · · · · · · · · · · · ·	2532	5 or Less	253211	anaesthetists (491 only)	New
					New
			253211 253311	anaesthetists (491 only) specialist physician (general medicine)	New New
· · · · · · · · · · · · · · · · · · ·			253211 253311 253312 253313 253314	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist	New New
· · · · · · · · · · · · · · · · · · ·			253211 253311 253312 253313 253314 253315	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist	New New New
unaesthetists			253211 253311 253312 253313 253314 253315 253316	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist	New New
Anaesthetists	2532	5 or Less	253211 253311 253312 253313 253314 253315	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist	New New New
Anaesthetists	2532	5 or Less	253211 253311 253312 253313 253314 253315 253316 253317 253318 253321	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician	New New New
unaesthetists	2532	5 or Less	253211 253311 253312 253313 253314 253315 253316 253316 253317 253318 253321	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist	New New New New
Anaesthetists	2532	5 or Less	253211 253311 253312 253313 253314 253315 253316 253316 253317 253318 253321 253321	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist neurologist remai medicine specialist rheumatologist	New New New New New New
General practitioners and resident medical officers Anaesthetists Specialist Physicians	2532	5 or Less	253211 253312 253313 253313 253314 253316 253316 253317 253318 253321 253322 253323 253324	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist neurologist paediatrician renal medicine specialist rheumatologist thoracic medicine specialist	New New New New
Anaesthetists	2532	5 or Less	253211 253311 253312 253313 253314 253315 253316 253316 253317 253318 253321 253321	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist neurologist remai medicine specialist rheumatologist	New New New New New New New New
Anaesthetists Specialist Physicians Psychlatrists	2532 2533 2533	5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253323 253324 253321	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist trheumatologist thoraci medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist	New New New New New New New New
naesthetists pecialist Physicians sychiatrists	2532	5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253324 253329 253411	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist rheumatologist thoracic medicine specialist specialist physicians (nec) psychiatrists	New New New New New New
Anaesthetists Specialist Physicians	2532 2533 2533	5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253323 253324 253321	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist trheumatologist thoraci medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist	New
pecialist Physicians tsychiatrists Other Medical Practitioners	2532 2533 2534 2539	5 or Less 5 or Less 5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253322 253323 253324 253399 253411 253917	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist paediatrician renal medicine specialist rheumatologist throacic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife	New
Anaesthetists Specialist Physicians Psychiatrists Other Medical Practitioners Wildwives	2532 2533 2533 2534 2539 2541	5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253322 253322 253322 253323 253324 253399 253411 253917 254111	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist rheumatologist thoracic medicine specialist psecialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher	New
Anaesthetists Specialist Physicians Psychiatrists Other Medical Practitioners	2532 2533 2534 2539	5 or Less 5 or Less 5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253329 253411 253917 254111	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist thoracic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager	New
Anaesthetists Specialist Physicians Psychiatrists Other Medical Practitioners Wildwives	2532 2533 2533 2534 2539 2541	5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253322 253322 253322 253323 253324 253399 253411 253917 254111	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist intensive care specialist neurologist paediatrician renal medicine specialist rheumatologist thoracic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist midwife nurse educator nurse researcher nurse manager nurse practitioner	New
pecialist Physicians sychiatrists Stychiatrists Stychiatrists	2532 2533 2533 2534 2539 2541	5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253322 253324 25399 253411 253912 253917 254111 254211 254211 254211 254411	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist thoracic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager	New
pecialist Physicians sychiatrists Stychiatrists Stychiatrists	2532 2533 2533 2534 2539 2541	5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253322 253322 253329 253411 253912 253917 254111 254211 254212 254311 254411	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist paediatrician renal medicine specialist rheumatologist throacic medicine specialist throacic medicine specialist gspecialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager nurse pacitioner registered nurse (aged care)	New
Anaesthetists Specialist Physicians Psychiatrists Other Medical Practitioners Wildwives	2532 2533 2533 2534 2539 2541	5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253329 253411 253917 254111 254212 254311 254212 254411 254412 254413	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist paediatrician renal medicine specialist rheumatologist throacic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (gaed care) registered nurse (civilid and family health)	New
pecialist Physicians sychiatrists bther Medical Practitioners Alidwives Aurse Educators and Researchers aurse Managers	2532 2533 2534 2539 2541 2542 2543	5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253316 253317 253312 253322 253323 253324 253399 253411 253912 253917 254111 254212 254212 254214 254413 254414	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist endocrinologist intensive care specialist neurologist paediatrician renal medicine specialist rheumatologist thoracic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager nurse practitioner registered nurse (ged care) registered nurse (child and family health) registered nurse (child and family health)	New
Anaesthetists Specialist Physicians Psychiatrists Other Medical Practitioners Wildwives	2532 2533 2533 2534 2539 2541	5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253323 253324 253329 253411 253912 253917 254111 254212 254311 254412 254413 254413	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive are specialist neurologist paediatrician renal medicine specialist rheumatologist thoracic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager nurse practitioner registered nurse (child and family health) registered nurse (community health) registered nurse (community health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability)	New
Anaesthetists Specialist Physicians Psychiatrists Other Medical Practitioners Midwives Aurse Educators and Researchers Aurse Managers	2532 2533 2534 2539 2541 2542 2543	5 or Less 5 or Less	253211 253312 253313 253314 253315 253316 253316 253317 253318 253321 253322 253323 253324 253399 253411 253917 254111 254212 254311 254414 254414 254415	anaesthetists (491 only) specialist physician (general medicine) cardiologist clinical haematologist medical oncologist endocrinologist gastroenterologist intensive care specialist neurologist paediatrician renal medicine specialist renal medicine specialist thoracic medicine specialist specialist physicians (nec) psychiatrists emergency medicine specialist diagnostic and interventional radiologist midwife nurse educator nurse researcher nurse manager nurse practitioner registered nurse (ged care) registered nurse (community health) registered nurse (critical care and emergency)	New

	1				-
			254423	registered nurse (perioperative)	_
			254424 254425	registered nurse (surgical) registered nurse (paediatrics)	-
			254499	registered nurses (nec)	
CT business and systems analysts	2611	25 or Less	261111	ICT business analyst	-
			261112	systems analyst	
Aultimedia Specialists and Web Developers	2612	5 or Less	261211	multimedia specialist	
	-		261212 261311	web developer analyst programmer	
			261312	developer programmer	
oftware and applications programmers	2613	40 or Less	261313 261314	software engineer software tester	_
			261399	software and applications programmers (nec)	-
			262111	database administrator	
Database and systems administrators, and ICT security specialists	2621	25 or Less	262112 262113	ICT security specialist systems administrator	_
			263111	computer network and systems engineer	
omputer network professionals	2631	15 or Less	263112	network administrator	
	_		263113 263211	network analyst ICT quality assurance engineer	
CT support and test engineers	2632	15 or Less	263212	ICT support engineer	
si support und test engineers			263213	ICT systems test engineer	
			263299 263311	ICT support and test engineers (nec) telecommunications engineer	
elecommunications Engineering Professionals	2633	5 or Less	263312	telecommunications network engineer	
olicitors	2713	5 or Less	271311	solicitor	_
			272111 272112	careers counsellor drug and alcohol counsellor	1
ounsellors	2721	5 or Less	272113	family and marriage counsellor	
			272114 272115	rehabilitation counsellor student counsellor	-
			272115	counsellors (nec)	<u> </u>
			272311	clinical psychologist	More than 5 - we have been unable to fill clinical & psych roles. Psychs have been identified as professions to be included in the international recruitment campaign thi year
	2000		272312	educational psychologist	
rsychologists	2723	5 or Less	272313 272314	organisational psychologist psychotherapist	_
			272399	psychologists (nec)	More than 5 we have been unable to fill clinical p & psych roles. Psychs have been identified as professions to be included in the international
			272	-	recruitment campaign thi year
ocial Professionals	2724	5 or Less	272412 272413	interpreter translator (491 only)	-
			272499	social professionals (nec)	
ocial workers	2725	10 or Less	272511	social worker	Change to 5 or less
Velfare, recreation and community arts workers	2726	10 or Less	272611 272612	community arts worker (491 only) recreation officer	
<u> </u>			272613	welfare worker	
			311211 311212	anaesthetic technician	_
			311212	cardiac technician medical laboratory technician	-
Medical Technicians	3112	5 or Less	311214	operating theatre technician (491 only)	
			311215 311216	pharmacy technician pathology collector (491 only)	_
			311299	medical technicians (nec)	
			312111	architectural draftsperson	
Architectural, Building and Surveying Technicians	3121	15 or Less	312113 312114	building inspector construction estimator (491 only)	
, , , , , , , , , , , , , , , , , , , ,			312116	surveying or spatial science technician (491 only)	
			312199	architectural, building and surveying technicians (nec)	
Other Building and Engineering Technicians	3129	5 or Less	312911 312912	maintenance planner (491 only) metallurgical or materials technician	New New
			312999	building and engineering technicians (nec) (491 only)	
					New
			313111	hardware technician	
T support technicians	3131	25 or Less	313111 313112 313113		
CT support technicians	3131	25 or Less	313112 313113 313199	hardware technician ICT customer support officer web administrator ICT support technicians (nec)	
CT support technicians	3131	25 or Less	313112 313113 313199 321211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general)	
	3131	25 or Less	313112 313113 313199	hardware technician ICT customer support officer web administrator ICT support technicians (nec)	
Motor mechanics	3212	10 or Less	313112 313113 313199 321211 321212 321213 321214	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic	New
Motor mechanics			313112 313113 313199 321211 321212 321213 321214 322211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker	New
Motor mechanics	3212	10 or Less	313112 313113 313199 321211 321212 321213 321214	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic	New
Motor mechanics heetmetal Trades Workers	3212	10 or Less	313112 313113 313199 321211 321212 321213 321214 322211 323211 323212 323213	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder	New New New New New
Motor mechanics heetmetal Trades Workers	3212 3222	10 or Less 5 or Less	313112 313113 313199 321211 321212 321213 321214 322211 323211 323212 323213 323213 323213	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic smell engine mechanic sheetmetal Trades worker filter (general) fitter and turner fitter-welder metal machinist (first class)	New New New New
Motor mechanics heetmetal Trades Workers Metal Fitters and Machinists	3212 3222	10 or Less 5 or Less	313112 313113 313119 321211 321212 321213 321214 322211 323214 323212 323213 323214 323214 323219 323214	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater	New New New New New New New
And the state of t	3212 3222 3232	10 or Less S or Less	313112 313113 313119 321211 321212 321213 321214 322211 323211 323214 323213 323214 323299 323214 323299	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker filter (general) fitter welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer	New New New New New New New
Motor mechanics heetmetal Trades Workers Metal Fitters and Machinists anelbeaters	3212 3222 3232 3241	10 or Less 5 or Less 5 or Less 5 or Less	313112 313113 313119 321211 321212 321213 321214 322211 323214 323212 323213 323214 323214 323219 323214	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater	New New New New New New
Aletal Fitters and Machinists Anaelbeaters Arricklayers and Stonemasons Carpenters and joiners	3212 3222 3232 3241 3311 3312	10 or Less 5 or Less 5 or Less 5 or Less 10 or Less	313112 313113 313119 321212 321212 321213 321214 322211 323221 323213 323214 32329 323213 323111 331111 331112 331212 331212	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter and joiner carpenter joiner	New New New New New
Aletal Fitters and Machinists Anaelbeaters Arricklayers and Stonemasons Carpenters and joiners	3212 3222 3232 3241 3311	10 or Less 5 or Less 5 or Less 5 or Less 5 or Less	313112 313113 313119 321211 321212 321212 321214 322211 323214 323212 323213 323214 323214 323214 333111 331111 331112 331211 331212 331213	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelleater bricklayer bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker	New New New New New New
Motor mechanics Metal Fitters and Machinists Metal Fitters and Machinists Manelbeaters Manelbeat	3212 3222 3232 3241 3311 3312	10 or Less 5 or Less 5 or Less 5 or Less 10 or Less	313112 313113 313119 321212 321212 321213 321214 322211 323221 323213 323214 32329 323213 323111 331111 331112 331212 331212	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter and joiner carpenter joiner	New New New New New New
Motor mechanics heetmetal Trades Workers Metal Fitters and Machinists vanelbeaters tricklayers and Stonemasons	3212 3222 3232 3241 3311 3312 3322	10 or Less 5 or Less 5 or Less 5 or Less 10 or Less 5 or Less	313112 31313 31313 31319 321211 321212 321213 321214 322221 322212 322213 322214 323211 333111 331112 331212 331212 332211 331212 331212 332211 333211 333212 332211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general)	New New New New New New
Motor mechanics Metal Fitters and Machinists Aneilbeaters Aneilbeaters Arricklayers and Stonemasons Carpenters and joiners Painting Trades Workers Alasterers	3212 3222 3232 3241 3311 3312 3322 3332	10 or Less 5 or Less	313112 31313 31319 321211 321212 321213 321214 322211 323212 323212 323213 323214 331111 331112 331212 331211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater brickläyer stonemason carpenter and joiner carpenter joiner painting trades worker fittom support of the proper of the properties point of the properties of the properties point of the properties point of the properties of the properties solid plasterer solid plasterer solid plasterer lairconditioning and mechanical services plumber airconditioning and mechanical services plumber	New New New New New New
Motor mechanics Metal Fitters and Machinists Aneilbeaters Aneilbeaters Arricklayers and Stonemasons Carpenters and joiners Painting Trades Workers Alasterers	3212 3222 3232 3241 3311 3312 3322	10 or Less 5 or Less 5 or Less 5 or Less 10 or Less 5 or Less	313112 31313 31313 31319 321211 321212 321213 321214 322221 322212 322213 322214 323211 333111 331112 331212 331212 332211 331212 331212 332211 333211 333212 332211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general)	New New New New New New New
Motor mechanics Metal Fitters and Machinists Aneilbeaters Aneilbeaters Arricklayers and Stonemasons Carpenters and joiners Painting Trades Workers Alasterers	3212 3222 3232 3241 3311 3312 3322 3332	10 or Less 5 or Less	313112 31313 31319 321211 321212 321213 321214 322211 323212 323212 323213 323214 331111 331112 331211 331212 331211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic small engine mechanic sheetmetal trades worker fitter (general) ditter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater brickdayer stonemason carpenter and joiner carpenter poiner painting trades worker fibrous plasterer solid plasterer plumber (general) sirconditioning and mechanical services plumber drainer gasafitter roof plumber	New New New New New New
Metal Fitters and Machinists Metal Fitters and Machinists Machinists Metal Fitters and Metal Fitters Metal Fitters and Metal Fitters Metal Fitters and	3212 3222 3232 3241 3311 3312 3322 3332 3341	10 or Less 5 or Less	313112 313113 313119 321211 321212 321213 322211 322211 322211 3232214 323214 323214 323214 323214 323214 323214 331111 331112 331212 331213 331211 331212 331213 332211 333211 333211 333211 333211 334111 334111 334111 334111 334111	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker filter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter joiner painting trades worker fibrous plasterer solid plasterer	New New New New New New
Motor mechanics Metal Fitters and Machinists Metal Fitters and Machinists Manelbeaters Manelbeat	3212 3222 3232 3241 3311 3312 3322 3332	10 or Less 5 or Less	313112 31313 31319 321211 321212 321213 321214 322211 323212 323212 323213 323214 331111 331112 331211 331212 331211	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic small engine mechanic sheetmetal trades worker fitter (general) ditter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater brickdayer stonemason carpenter and joiner carpenter poiner painting trades worker fibrous plasterer solid plasterer plumber (general) sirconditioning and mechanical services plumber drainer gasafitter roof plumber	New New New New New New
Metal Fitters and Machinists Metal Fitters and Machinists Machinists Metal Fitters and Metal Fitters Metal Fitters and Metal Fitters Metal Fitters and	3212 3222 3232 3241 3311 3312 3322 3332 3341	10 or Less 5 or Less	313112 313113 313119 321211 321212 321213 321214 322211 322211 322212 323213 323214 333111 331112 331212 331212 331213 332211 333211 334111 334113 334114 341111 341112 341111 341111 341111	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker filter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter joiner painting trades worker fibrous plasterer solid plasterer gasfitter gasfitter drainer gasfitter drainer gasfitter drainer gasfitter electrician (special class) lift mechanic lift mechanic airconditioning and refrigeration mechanic airconditioning and refrigeration mechanic	New New New New New New New New New
Motor mechanics Adetal Fitters and Machinists Metal Fitters and Machinists Anelbeaters Unicklayers and Stonemasons Carpenters and joiners Painting Trades Workers Valunting Trades Workers	3212 3222 3232 3241 3311 3312 3322 3332 3341 3411	10 or Less 5 or Less	313112 313113 313119 321211 321212 321213 321214 322211 323214 323214 323214 323213 323214 323213 323214 331111 331112 331212 331212 331212 331213 332211 333211 334113 334114 334113 334111 341112 341112 341111 341112 341111	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (general) electrician (general) electrician (general) electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic	New New New New New New New New
Motor mechanics Metal Fitters and Machinists Metal Fitters and Machinists Manelbeaters Tricklayers and Stonemasons Carpenters and joiners Painting Trades Workers Planting Trades Workers Plumbers	3212 3222 3232 3241 3311 3312 3322 3332 3341 3411	10 or Less 5 or Less 5 or Less 10 or Less 5 or Less 5 or Less 5 or Less 5 or Less	313112 313113 313119 321211 321212 321213 321214 322211 322211 322212 323213 323214 333111 331112 331212 331212 331213 332211 333211 334111 334113 334114 341111 341112 341111 341111 341111	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic sheetmetal trades worker filter (general) fitter and turner fitter-welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter joiner painting trades worker fibrous plasterer solid plasterer gasfitter gasfitter drainer gasfitter drainer gasfitter drainer gasfitter electrician (special class) lift mechanic lift mechanic airconditioning and refrigeration mechanic airconditioning and refrigeration mechanic	New
Motor mechanics Adetal Fitters and Machinists Metal Fitters and Machinists Anelbeaters Unicklayers and Stonemasons Carpenters and joiners Painting Trades Workers Valunting Trades Workers	3212 3222 3232 3241 3311 3312 3322 3332 3341 3411	10 or Less 5 or Less	313112 313113 313119 321211 321212 321212 321212 322211 323212 323213 323214 323212 323213 323214 331111 331112 331211 331212 331212 331212 331213 331212 331213 331213 331213 331211 331112 331211 331212 331211 331212 33212	hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic sheetmetal trades worker fitter (general) fitter and turner fitter welder metal machinist (first class) metal fitters and machinists (nec) panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter coof plumber electrician (general) electrician (general) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker	New

Chef	3513	15 or Less	351311	chef
Cook	3514	5 or Less	351411	cook
			361111	dog handler or trainer
Animal Attendants and Trainers	3611	5 or Less	361112	horse trainer
Allillal Attenuants and Traillers	3011		361114	zookeeper (491 only)
			361199	animal attendants and trainers (nec)
Veterinary Nurses	3613	5 or Less	361311	veterinary nurse
			362211	gardener (general)
Gardener	3622	5 or Less	362212	arborist
			362213	landscape gardener
Hairdressers	3911	5 or Less	391111	hairdresser
Cabinetmakers	3941	5 or Less	394111	cabinetmaker
			411211	dental hygienist (491 only)
Dental Hygienists, Technicians and Therapists	4112	5 or Less	411213	dental technician
			411214	dental therapist (491 only)
Enrolled Nurse	4114	5 or Less	411411	enrolled nurse
Massage Therapists	4116	5 or Less	411611	massage therapist
			411711	community worker
			411712	disabilities services officer
Welfare support workers	4117	5 or Less	411713	family support worker
			411715	residential care officer
			411716	youth worker
			452312	gymnastics coach or instructor
			452313	horse riding coach or instructor
			452314	snowsport instructor
Sports Coaches, Instructors and Officials	4523	5 or Less	452315	swimming coach or instructor
			452316	tennis coach
			452317	other sports coach or instructor
			452321	sports development officer
Contract, program and project administrators	5111	5 or Less	511111	contract administrator
contract, program and project administrators	5111	o or ress	511112	program or project administrator
Insurance Agents	6112	5 or Less	611211	insurance agent
Real Estate Sales Agents	6121	5 or Less	612112	property manager (491 only)
Real Estate Sales Agents	6121	5 or Less	612115	real estate representative (491 only)

New

New New New

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ACT CRITICAL SKILLS	LIST - OCCUPA	TIONS FOR	R CONSIDERATION
ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION
		149111	amusement centre manager (491 only)
musement, Fitness and Sports Centre Managers	1491	149112	fitness centre manager (491 only)
		149113	sports centre manager (491 only)
authors, and Book and Script Editors	2122	212212	book or script editor
		224111	actuary
actuaries, Mathematicians and Statisticians	2241	224112	mathematician
		224113	statistician
brarians	2246	224611	librarian
rchitects and Landscape Architects	2321	232111	architect
		232112	landscape architect
nterior Designers	2325	232511	interior designer
		234511	life scientist (general)
		234513	biochemist
		234514	biotechnologist
W. A.L. W.		234515	botanist
ife Scientists	2345	234516	marine biologist
		234517	microbiologist
		234518	zoologist
		234599	life scientists (nec)
and the second Carlo and C	2514	251411	optometrist
Optometrists and Orthoptists	2514	251412	orthoptist
		251911	health promotion officer
ther Health Diagnostic and Promotion Professionals	2519	251912	orthotist or prosthetist
		253911	dermatologist
		253913	obstetrician and gynaecologist
	2522	253914	ophthalmologist
Other Medical Practitioners	2539	253915	pathologist
		253918	radiation oncologist
		253910	medical practitioners (nec)
		312211	civil engineering draftsperson
ivil Engineering Draftspersons and Technicians	3122	312211	civil engineering transpersori
utomotivo Electricione	2214	321111	automotive electrician
utomotive Electricians	3211		
structural Steel and Wolding Trades Workers	2222	322311	metal fabricator
ructural Steel and Welding Trades Workers	3223	322312	pressure welder
		322313	welder (first class)
		323111	aircraft maintenance engineer (avionics)
ircraft Maintenance Engineers	3231	323112	aircraft maintenance engineer (mechanical)
		323113	aircraft maintenance engineer
toof Tilers	3333	333311	roof tiler
Wall and Floor Tilers	3334	333411	wall and floor tiler
Greenkeepers	3623	362311	greenkeeper
nsurance Investigators, Loss Adjusters and Risk Surveyors	5996	599612	insurance loss adjuster
J			,

Include on list - DWS shows a shortage in the ACT

7,01 011110/12 0111201	LIST - OC	CUPATIONS	S RECOMMENDED TO EXCLUDE
ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION
Aquaculture Farmers	1211	121111	aquaculture farmer
		121211 121212	cotton grower flower grower
		121213	fruit or nut grower
		121214	grain, oilseed or pasture grower (Aus)/field crop grower (NZ)
Crop Farmers	1212	121215	grape grower
Coprames	1212	121216	mixed crop farmer
		121217	sugar cane grower
		121221 121299	vegetable grower (Aus)/market gardener (NZ) crop farmers (nec)
		121311	apiarist
		121312	beef cattle farmer
		121313	dairy cattle farmer
		121314 121315	deer farmer goat farmer
		121316	horse breeder
Livestock Farmers	1213	121317	mixed livestock farmer
		121318	pig farmer
		121321	poultry farmer
		121322	sheep farmer
		121399	livestock farmers (nec)
Milyad Cran and Livestack Farmers	1214	121411	
Mixed Crop and Livestock Farmers Manufacturers	1334	133411	mixed crop and livestock farmer manufacturer
Production Managers	1335	133513	production manager (mining)
Caravan Park and Camping Ground Managers	1412	141211	caravan park and camping ground manager
Other Accommodation and Hospitality Managers	1419	141999	accommodation and hospitality managers (nec)
Retail Managers Transport Services Managers	1421 1494	142115 149413	post office manager (491 only) transport company manager
Transport Services Managers	1434	211212	music director
Music Professionals	2112	211213	musician (instrumental)
		211299	music professionals (nec)
Photographers Astistic Dispeters and Media Producers and Proceedings	2113 2121	211311 212111	photographer artistic dispeter
Artistic Directors, and Media Producers and Presenters	2121	212111	artistic director director (film, television, radio or stage)
		212314	film and video editor
Film, Television, Radio and Stage Directors	2123	212315	program director (television or radio)
		212316 212317	stage manager technical director
		212317	video producer
		222111	commodities trader
		222112 222113	finance broker insurance broker
Financial Brokers	2221	222113	financial brokers (nec)
		222211	financial market dealer
		222213 222299	stockbroking dealer financial dealers (nec)
ICT Trainers	2232	223211	ICT trainer
Archivists, Curators and Records Managers	2242	224212	gallery or museum curator
Land Economists and Valuers	2245	224511	land economist
		224512 225211	valuer ICT account manager
ICT Sales Professionals	2252	225211	ICT business development manager
		225213	ICT sales representative
Technical Sales Representatives	2254	225499	technical sales representatives (nec) including education sales representatives
Air Transport Professionals	2211	231111	aeroplane pilot
Air Transport Professionals	2311	231113 231114	flying instructor helicopter pilot
Marine Transport Professionals	2312	231213	ship's master
		232311	fashion designer
Fashion, Industrial and Jewellery Designers	2323	232312	industrial designer
	<u>L</u>	232313	jewellery designer
Chemical and Materials Engineers	2331	233111	
			chemical engineer
Chemical and Materials Engineers	2331	233112 233611	materials engineer mining engineer (excluding petroleum)
Mining Engineers	2336	233612	petroleum engineer
		234111	agricultural consultant
	2341		agricultural scientist
Agricultural and Forestry Scientists		004440	forestor
Agricultural and Forestry Scientists		234113 234411	forester deologist
Agricultural and Forestry Scientists Geologists, Geophysicists and Hydrogeologists	2344	234113 234411 234412	forester geologist geophysicist
		234411	geologist

Education Advisors and Davisor			T .
Education Advisers and Reviewers	2491	249111	education adviser
		249211	art teacher (private tuition)
Brivate Tuters and Teachers	2402	249212	dance teacher (private tuition)
Private Tutors and Teachers	2492	249214	music teacher (private tuition)
		249299	private tutors and teachers (nec)
Teachers of English to Speakers of Other Languages	2493	249311	teacher of English to speakers of
reactiers of English to Speakers of Other Languages	2433		dietitian
Nutrition Professionals	2511	251111	
		251112	nutritionist
Chiropractors and Osteopaths	2521	252111	chiropractor
		252112	osteopath
		252211	acupuncturist
	2522	252213	naturopath
Complementary Health Therapists	2522	252214	traditional Chinese medicine practitioner
		252299	complementary health therapists (nec)
		253511	surgeon (general)
		253512	cardiothoracic surgeon
		253513	neurosurgeon
		253514	orthopaedic surgeon
Surgons	2535	253515	otorhinolaryngologist
Surgeons	2555	253516	paediatric surgeon
		253510	
			plastic and reconstructive surgeon
		253518	urologist
		253521	vascular surgeon
Barristers	2711	271111	barrister
Judicial and Other Legal Professionals	2712	271214	intellectual property lawyer
Judicial and Other Legal Professionals	2712	271299	judicial and other legal professionals (nec)
Agricultural Technicians	3111	311111	agricultural technician
	7	311312	meat inspector
Primary Products Inspectors	3113	311312	
			primary products inspectors (nec)
		311411	chemistry technician
Science Technicians	3114	311412	earth science technician
		311413	life science technician
		311499	science technicians (nec)
	2422	312311	electrical engineering draftsperson
Electrical Engineering Draftspersons and Technicians	3123	312312	electrical engineering technician
		312511	mechanical engineering draftsperson
Mechanical Engineering Draftspersons and Technicians	3125	312512	mechanical engineering technician
	2425		
Safety Inspectors	3126	312611	safety inspector
Other Building and Engineering Technicians	3129	312913	mine deputy
		313211	radio communications technician
Telecommunications Technical Specialists	3132	313212	telecommunications field engineer
releconinum cations recinical specialists	3132	313213	telecommunications network planner
		313214	telecommunications technical officer or technologist
Metal Casting, Forging and Finishing Trades Workers	3221	322113	farrier
		323313	locksmith
Precision Metal Trades Workers	3233		
T .		323314	precision instrument maker and repairer
Toolmakers and Engineering Patternmakers		323314 323412	precision instrument maker and repairer
Toolmakers and Engineering Patternmakers	3234	323412	toolmaker
Toolmakers and Engineering Patternmakers Vehicle Body Builders and Trimmers		323412 324211	toolmaker vehicle body builder
Vehicle Body Builders and Trimmers	3234 3242	323412 324211 324212	toolmaker vehicle body builder vehicle trimmer
Vehicle Body Builders and Trimmers Vehicle Painters	3234 3242 3243	323412 324211 324212 324311	toolmaker vehicle body builder vehicle trimmer vehicle painter
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers	3234 3242 3243 3321	323412 324211 324212 324311 332111	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher
Vehicle Body Builders and Trimmers Vehicle Painters	3234 3242 3243	323412 324211 324212 324311 332111 333111	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers	3234 3242 3243 3321	323412 324211 324212 324311 332111 333111 342211	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers	3234 3242 3243 3321	323412 324211 324212 324311 332111 333111 342211 342212	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers	3234 3242 3243 3321 3331	323412 324211 324212 324311 332111 333111 342211 342212 342411	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications)
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers	3234 3242 3243 3321 3331 3422	323412 324211 324212 324311 332111 333111 342211 342212 342411 342413	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers	3234 3242 3243 3321 3331 3422 3512	323412 324211 324212 324311 332111 332111 342211 342212 342411 342413 351211	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers	3234 3242 3243 3321 3331 3422	323412 324211 324212 324311 332111 332111 342211 342212 342411 342413 351211 362111	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers	3234 3242 3243 3321 3331 3422 3512	323412 324211 324212 324311 332111 332111 342211 342212 342411 342413 351211	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists	3234 3242 3243 3321 3331 3422 3512 3621	323412 324211 324212 324311 332111 332111 342211 342212 342411 342413 351211 362111	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons	3234 3242 3243 3321 3331 3422 3512 3621 3624	323412 324211 324212 324311 332111 333111 342211 342212 342413 351211 362111 362411	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923	323412 324211 324212 324311 332111 333111 342212 342411 342413 351211 362111 362411 392111	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3932	323412 324211 324212 324311 332111 332111 342212 342411 342413 351211 362111 362411 392311 392311	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923	323412 324211 324212 324311 332111 332111 342212 342411 342413 351211 362411 392111 392311 393311	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3932 3933	323412 324211 324212 324311 333111 342211 342212 342411 342413 351211 362411 392311 392311 393213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer fumiture finisher
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3932	323412 324211 324212 324311 332111 333111 342211 342212 342411 342413 351211 362111 362411 392111 393211 393211 393213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3932 3933	323412 324211 324212 324311 332111 333111 342211 342212 342413 351211 362411 392311 392311 393311 394211 394213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist and other wood trades workers (nec)
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers	3234 3242 3243 3321 3331 3422 3512 3621 3621 3923 3932 3933 3942	323412 324211 324212 324311 332111 333111 342211 342212 342411 342413 351211 362111 362411 392111 393211 393211 393213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3932 3933	323412 324211 324212 324311 332111 333111 342211 342212 342413 351211 362411 392311 392311 393311 394211 394213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist and other wood trades workers (nec)
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Burserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3933 3942	323412 324211 324211 324212 324311 333111 342211 342212 342411 351211 362111 362411 392311 392311 393213 393213 394213 394213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist wood machinist and other wood trades workers (nec) boat builder and repairer
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers	3234 3242 3243 3321 3331 3422 3512 3621 3621 3923 3932 3933 3942	323412 324211 324212 324311 332111 332111 342212 342411 342413 351211 362111 362411 392311 393213 393311 394213 394213 394213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer tumiture finisher wood machinists and other wood trades workers (nec) boat builder and repairer
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Burserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3933 3942	323412 324211 324212 324311 332111 332111 342212 342411 342212 342411 362111 362111 362111 392311 392311 393213 393311 394211 394213 394219 399111 399112	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators	3234 3242 3243 3321 3331 3422 3512 3621 3621 3923 3932 3932 3932 3932 3932 3932 3932 3932	323412 324211 324212 324311 332111 332111 342212 342411 342212 342411 362111 362111 362111 392311 392311 393213 393311 394211 394213 394219 399112 399212 399213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist wood machinist and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators	3234 3242 3243 3321 3331 3422 3512 3621 3621 3923 3932 3932 3932 3932 3932 3932 3932 3932	323412 324211 324212 324311 332111 332111 342212 342411 342413 351211 362411 392111 392311 393213 393213 394211 394213 394213 394213 394213 399112 399112	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3933 3942 3991 3992 3994	323412 324211 324212 324311 332111 333111 342211 342212 342413 351211 362411 392311 392311 392311 394212 394213 394213 394213 394213 394213 394213 394213 394213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video)
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators	3234 3242 3243 3321 3331 3422 3512 3621 3621 3923 3932 3932 3932 3932 3932 3932 3932 3932	323412 324211 324211 324212 324311 332111 342212 342411 342212 342411 362111 362111 362411 392311 392311 393213 393311 394211 394213 394219 399112 399212 399213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinist wood machinist and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3933 3942 3991 3992 3994	323412 324211 324211 324212 324311 332111 332111 342212 342413 352121 362111 362411 392311 392311 393213 393311 394213 394213 394213 399212 399213 399213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer fumiture finisher wood machinist wood machinist wood machinist and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video) make up artist
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3933 3942 3991 3992 3994	323412 324211 324212 324311 332111 333111 342211 342212 342413 351211 362411 392311 392311 392311 394212 394213 394213 394213 394213 394213 394213 394213 394213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video)
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3933 3942 3991 3992 3994	323412 324211 324211 324212 324311 332111 332111 342212 342413 352121 362111 362411 392311 392311 393213 393311 394213 394213 394213 399212 399213 399213	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer fumiture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video) make up artist
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Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers Performing Arts Technicians Signwriters	3234 3242 3243 3321 3331 3422 3512 3624 3921 3923 3933 3942 3991 3992 3994 3995 3996	323412 324211 324212 324212 324311 332111 332111 342211 342212 342413 351211 362411 392111 392311 392311 394211 394213 394219 399112 399213 399111 399514 399514	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video) make up artist sound technician performing arts technicians (nec) signwriter ambulance officer
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers Performing Arts Technicians Signwriters Ambulance Officers and Paramedics Diversional Therapists	3234 3242 3243 3321 3331 3422 3512 3624 3921 3923 3932 3933 3942 3991 3992 3994 3995 3996 4111 4113	323412 324211 324211 324212 324311 332111 332111 342212 342413 351211 362411 392111 392311 392311 394213 394213 394213 394213 394213 394213 394213 394213 394213 394213 394214 399514 399514	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer tumiture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video) make up artist sound technician performing arts technicians (nec) signwriter ambulance officer intensive care ambulance paramedic diversional therapist
Vehicle Body Builders and Trimmers Vehicle Painters Floor Finishers Glaziers Electrical Distribution Trades Workers Electrical Distribution Trades Workers Butchers and Smallgoods Makers Florists Nurserypersons Print Finishers and Screen Printers Printers Clothing Trades Workers Upholsterers Wood Machinists and Other Wood Trades Workers Boat Builders and Shipwrights Chemical, Gas, Petroleum and Power Generation Plant Operators Jewellers Performing Arts Technicians Signwriters Ambulance Officers and Paramedics	3234 3242 3243 3321 3331 3422 3512 3621 3624 3921 3923 3932 3933 3942 3991 3995 3996 4111	323412 324211 324211 324212 324311 332111 332111 342212 342411 342413 351211 362411 392311 392311 392311 392311 393213 39311 394213 394213 394213 394213 394213 394213 39516 399516 399516 399519 399611 411111 411112 411311	toolmaker vehicle body builder vehicle trimmer vehicle painter floor finisher glazier electrical linesworker technical cable jointer cabler (data and telecommunications) telecommunications linesworker butcher or smallgoods maker florist nurseryperson print finisher printing machinist dressmaker or tailor upholsterer furniture finisher wood machinists and other wood trades workers (nec) boat builder and repairer shipwright gas or petroleum operator power generation plant operator jeweller camera operator (film, television or video) make up artist sound technician performing arts technicians (nec) signwriter ambulance officer intensive care ambulance paramedic

Funeral Workers	4513	451399	funeral workers (nec)
Travel Attendants	4517	451711	flight attendant
Other Personal Service Workers	4518	451815	first aid trainer
Sports Coaches, Instructors and Officials	4523	452311	diving instructor (open water)
		452411	footballer
Sportspersons	4524	452413	jockey
		452499	sportspersons (nec)
Other Miscellaneous Clerical and Administrative Workers	5999	599915	clinical coder
Retail and Wool Buyers	6392	639211	retail buyer

From: "Bradley, Kellie" < Kellie.Bradley@act.gov.au> on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 24/01/2023 1:10 PM

To: "CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au>;

"vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Categories: Tracked To Dynamics 365

Hi Hans and Cath,

Nil input from EDU.

Regards Kellie

From: Page, Vicki < Vicki.Page@act.gov.au > On Behalf Of Education DLO

Sent: Tuesday, 24 January 2023 12:24 PM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Hi Kellie

EDU has no input to the proposed ACT Critical Skills list.

Thanks Vicki

Vicki Page | Directorate Liaison Officer

Ministerial & Corporate Reporting | Education Directorate | ACT Government

T: 6207 3765 | E: edudlo@act.gov.au or vicki.page@act.gov.au

GPO Box 158, Canberra, ACT 2601

From: Bradley, Kellie <Kellie.Bradley@act.gov.au> On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM
To: #LA_EXEC DLOS <#LA_EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

The ACT Critical Skills list underpins the ACT Skilled Migration program. Every year, the Australian Government allocates the states and territories a number of migration nomination places. The ACT uses the Critical Skills List to determine which migrants to nominate. Your input will be very valuable in making sure it addresses the skills needs in the Territory.

Attached you will find an excel sheet with three lists:

- The first list (tab 1) includes the occupations Skills Canberra proposes to include on the ACT Critical Skills List.
- 2. The second list (tab 2) includes occupations where there are weak indicators to suggest skills shortages, but further evidence is needed to merit inclusion on the ACT Critical Skills List.
- The third list (tab 3) consists of occupations where there is little to no evidence to suggest demand for workers in this occupation.

These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on our website.

In providing feedback, could you please consider the following questions:

- Does the first list (tab 1) include any occupations you believe should be excluded? If so, please provide a
 justification.
- Do the second and third lists (tab 2 and 3) include any occupations you believe should be included? If so, please provide a justification.
- If you recommend occupations to be included, do you believe migrant workers in these occupations (who are unlikely to have extensive local experience) are employable in the ACT?

We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

From: "Bradley, Kellie" < Kellie.Bradley@act.gov.au > on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 03/02/2023 1:43 PM

To: "vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>

Cc: "CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Attachments: Proposed Critical Skills List Jan-23.xlsx

Categories: Tracked To Dynamics 365

Hi Hans,

EPSDD input attached in red.

EFG, confirmed that they are nil input.

That's the last of the input 🚱

Regards Kellie

From: EPSDD DLO <EPSDDDLO@act.gov.au> Sent: Friday, 3 February 2023 1:11 PM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Cc: EPSDD DLO < EPSDDDLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL

Hi Kellie,

Sorry this is so late, ESPDD input is in red.

Kind regards Christy

Christy Fox

Directorate Liaison Officer

Minister for Planning and Land Management

Environment, Planning and Sustainable Development Directorate I ACT Government

From: Bradley, Kellie < Kellie. Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM
To: #LA EXEC DLOS <#LA EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

The ACT Critical Skills list underpins the ACT Skilled Migration program. Every year, the Australian Government allocates the states and territories a number of migration nomination places. The ACT uses the Critical Skills List to determine which migrants to nominate. Your input will be very valuable in making sure it addresses the skills needs in the Territory.

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These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on our website.

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- Do the second and third lists (tab 2 and 3) include any occupations you believe should be included? If so, please provide a justification.
- If you recommend occupations to be included, do you believe migrant workers in these occupations (who are unlikely to have extensive local experience) are employable in the ACT?

We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

PROPOSED A	ACT CRIT	ICAL SKILLS LIST	- January 2	023
ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising public relations and rales managers	1311	25 or Less	131112	sales and marketing manager
Advertising, public relations and sales managers	1311	25 OF Less	131113 131114	advertising manager public relations manager (491 only)
Corporate Services Manager	1321	5 or Less	132111	corporate services manager
inance managers	1322	5 or Less	132211	finance manager
luman resource managers	1323	5 or Less	132311	human resource manager
olicy and planning managers	1324	10 or Less	132411	policy and planning manager (491 only)
lesearch and Development Managers	1325	5 or Less	132511	research and development manager
Construction managers	1331	25 or Less	133111	construction project manager
			133112	project builder (491 only)
Engineering Managers	1332	5 or Less	133211	engineering manager
Production managers	1335	5 or Less	133511 133512	production manager (forestry)
			133611	production manager (manufacturing) supply and distribution manager
Supply and Distribution Manager	1336	5 or Less	133612	procurement manager (491 only)
Child Care Centre manager	1341	5 or Less	134111	child care centre manager
			134211	medical administrator (491 only)
lacible and Welfors Coming Manager	1242	F1	134212 134213	nursing clinical director primary health organisation manager
Health and Welfare Services Managers	1342	5 or Less	134213	welfare centre manager
			134299	health and welfare services managers (nec)
chool Principals	1343	5 or Less	134311	school principal
		, 5. 223		
Other Education Managers	1344	5 or Less	134412	regional education manager (491 only)
	L	<u> </u>	134499	education managers (nec)
CT managers	1351	10 or Less	135112	ICT project manager
er managers	1551	10 01 2033	135199	ICT managers (nec)
			139911	arts administrator or manager
			139912	environmental manager
Other specialist managers	1399	5 or Less	139913 139914	laboratory manager quality assurance manager
			139915	sports administrator (491 only)
			139999	specialist managers (nec)
Café and restaurant managers	1411	5 or Less	141111	cafe or restaurant manager
lotel and Motel Managers	1413	5 or Less	141311	hotel or motel manager
Call or contact centre and customer service managers	1492	5 or Less	149212	customer service manager
Conference and Event Organisers	1493	5 or Less	149311	conference and event organiser
Hospitality, Retail and Service Managers	1499	5 or Less	149912	cinema or theatre manager (491 only)
nospitality, netali and service ividilagers	1499	3 OI LESS	149913 149914	facilities manager financial institution branch manager (491 only)
Actors, Dancers and Other Entertainers	2111	5 or Less	211112	dancer or choreographer
			212411	copywriter
			212412 212413	newspaper or periodical editor print journalist
ournalists and other writers	2124	10 or Less	212415	technical writer
			212416	television journalist
			212499	journalists and other writers (nec)
Accountants	2211	5 or Less	221111 221112	accountant (general)
accountants	2211	J of Less	221112	taxation accountant
			221211	company secretary
Auditors, company secretaries and corporate treasurers	2212	5 or Less	221213	external auditor
			221214	internal auditor
inancial Investment Advisers and Managers	2223	5 or Less	222311	financial investment adviser
·			222312	financial investment manager
				1: (404 1)
luman Resource Professionals	2231	25 or Less	223111	human resource adviser (491 only)
Human Resource Professionals	2231	25 or Less		recruitment consultant
			223111 223112	
	2231	25 or Less 5 or Less	223111 223112 223113	recruitment consultant workplace relations adviser (491 only)
vichivists, Curators and Records Managers	2242	5 or Less	223111 223112 223113 224213 224214 224311	recruitment consultant workplace relations adviser (491 only) health information manager records manager economist
vichivists, Curators and Records Managers	2242	5 or Less	223111 223112 223113 224213 224214 224311 224412	recruitment consultant workplace relations adviser (491 only) health information manager records manager records manager records manager records manager
vichivists, Curators and Records Managers conomist ntelligence and policy analysts	2242	5 or Less	223111 223112 223113 224213 224214 224311 224412 224711	recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant
vichivists, Curators and Records Managers conomist ntelligence and policy analysts	2242 2243 2244	5 or Less 5 or Less 5 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712	recruitment consultant workplace relations adviser (491 only) health information manager records manager records manager reconomist policy analyst (491 only) management consultant organisation and methods analyst
conomist Anagement and organisation analysts	2242 2243 2244 2247	5 or Less 5 or Less 5 or Less 15 or Less	223111 223112 223113 224213 224214 224311 224412 224711	recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant
Archivists, Curators and Records Managers Conomist Intelligence and policy analysts Management and organisation analysts	2242 2243 2244	5 or Less 5 or Less 5 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712	recruitment consultant workplace relations adviser (491 only) health information manager records manager records manager reconomist policy analyst (491 only) management consultant organisation and methods analyst
Archivists, Curators and Records Managers Conomist Intelligence and policy analysts Management and organisation analysts	2242 2243 2244 2247	5 or Less 5 or Less 5 or Less 15 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912	recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only)
Archivists, Curators and Records Managers Conomist Intelligence and policy analysts Management and organisation analysts	2242 2243 2244 2247	5 or Less 5 or Less 5 or Less 15 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912	recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner
Averhivists, Curators and Records Managers Conomist	2242 2243 2244 2247	5 or Less 5 or Less 5 or Less 15 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112	recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
Archivists, Curators and Records Managers conomist ntelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals	2242 2243 2244 2247 2249	5 or Less 5 or Less 5 or Less 15 or Less 10 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225113	recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
Archivists, Curators and Records Managers conomist ntelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals	2242 2243 2244 2247 2249	5 or Less 5 or Less 5 or Less 15 or Less 5 or Less	223111 223112 223113 224214 224311 224412 224711 224712 224914 224999 225111 225112 225113 225311	recruitment consultant workplace relations adviser (491 only) health information manager eccords manager information and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional
Archivists, Curators and Records Managers Conomist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals	2242 2243 2244 2247 2249 2251 2253	5 or Less 5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225113	recruitment consultant workplace relations adviser (491 only) health information manager eccords manager eccords manager ecconds manager information and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor
Archivists, Curators and Records Managers Conomist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals	2242 2243 2244 2247 2249	5 or Less 5 or Less 5 or Less 15 or Less 10 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225311 232212	recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
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Anagement and organisation analysts Other information and organisation professionals Advertising and marketing professionals urveyors and Spatial Scientists	2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less 5 or Less	223111 223112 223113 224213 224214 224311 224412 224712 224912 224912 224914 224999 225111 225112 225113 225311 225311 225311 225312 232212 232213	recruitment consultant workplace relations adviser (491 only) health information manager records manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor cartographer other spatial scientist
Anagement and organisation analysts Other information and organisation professionals Advertising and marketing professionals urveyors and Spatial Scientists	2242 2243 2244 2247 2249 2251 2253	5 or Less 5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less	223111 223112 223113 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225113 225311 232212 232214 232214	recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
Anagement and organisation analysts Other information and organisation professionals Advertising and marketing professionals urveyors and Spatial Scientists	2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less 5 or Less	223111 223112 223113 224214 224311 224412 224412 224712 224914 224999 225111 225112 225113 225311 232212 232213 232214 232411 232412	recruitment consultant workplace relations adviser (491 only) health information manager eccords manager eccords manager eccords manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor cartographer other spatial scientist graphic designer illustrator
Adamagement and organisation analysts Adamagement and organisation analysts Other information and organisation professionals Advertising and marketing professionals Advertising and professionals Advertising and Spatial Scientists Graphic and web designers, and illustrators	2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less 5 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225113 23212 232213 232214 232211 232211 232211 232211	recruitment consultant workplace relations adviser (491 only) health information manager records manager respansion and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor cartographer other spatial scientist graphic designer illiustrator multimedia designer (491 only)
Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals Surveyors and Spatial Scientists Graphic and web designers, and illustrators	2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less 10 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225113 225113 225214 232214 232214 232214 232214 232411 232412 232413 232414	recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
Authivists, Curators and Records Managers Authivists, Curators and Records Managers Authivists, Curators and Records Managers Authoritists Advantagement and organisation analysts Advertising and marketing professionals Authoritisting and marketing professionals Surveyors and Spatial Scientists Graphic and web designers, and illustrators Jorban and Regional Planners	2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less 10 or Less	223111 223112 223113 224213 224214 224311 224412 224711 224712 224912 224914 224999 225111 225112 225113 225113 225311 232212 232213 232214 232414 232414 232611	recruitment consultant workplace relations adviser (491 only) health information manager records manager recor
Archivists, Curators and Records Managers Economist Intelligence and policy analysts Management and organisation analysts Other information and organisation professionals Advertising and marketing professionals Public relations professionals Surveyors and Spatial Scientists Graphic and web designers, and illustrators	2242 2243 2244 2247 2249 2251 2253 2322	5 or Less 5 or Less 15 or Less 15 or Less 10 or Less 25 or Less 10 or Less	223111 223112 223113 224214 224214 224311 224412 224712 224912 224912 224914 224999 225111 225112 225113 225311 225311 232212 232213 232214 232411 232412 232413 232414 232611 233211	recruitment consultant workplace relations adviser (491 only) health information manager records manager economist policy analyst (491 only) management consultant organisation and methods analyst liaison officer (491 only) patents examiner information and organisation professionals (nec) advertising specialist market research analyst (491 only) marketing specialist public relations professional surveyor cartographer other spatial scientist graphic designer illiustrator multimedia designer (491 only) web designer urban and regional planner civil engineer

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ew - Urban Project and Development Managers

should be moved to Architectural, Building and Surveying Technicians line 223

Description 1982	1	1		222245	L
	Flactrical Engineers	2222	E or lo	233215	transport engineer
Marie Mari	,				
1988 1988	Electronics Engineers	2334	5 or Less	+	
Part	Industrial Machanical and Draduction Engineers	2225	Fortoss		
2006 2007	industrial, Mechanical and Production Engineers	2333	3 Of Less		
2006 1906				+	
Page					
Part					
1982 1982	Other engineering professionals	2339	5 or Less	233914	engineering technologist
Careers 1988				233915	environmental engineer
2000 100				233916	naval architect
2000 2001				233999	engineering professionals (nec)
December 1982 198				234211	chemist
2941 Services	Chemists, and Food and Wine Scientists	2342	5 or Less	234212	-
200 So Sec 100					
Part					
	Environmental Scientists	2343	5 or Less		
Medican function procession 2,980 5 or test					
Marchanism					
2349 2349 23491					
2-2482 2	Veterinarians	2347	5 or Less	+	
2000 Selection 2000 Sele					conservator
2006 Natural and Physical Secure Profusionals 240					-
2481 30 or tests 3481	Other Natural and Physical Science Professionals	2349	5 or Less		-
Sept of till till color Sept					, ,
Sent published 2411					
1941 1941					
	Early childhood				
2415 Sor Less					
2455 S or Less	Secondary School Teachers	2414	5 or Less		
2415 5 of Less					,
24133 technol of the sight important	ecial Education Teachers 2415 5 or Les	5 or Less			
Note				+	
2512 Sor Less	Vocational Education Teachers \ Polytechnic Teachers	2422	5 or Less		1 1
	Medical Imaging Professionals 2512	5 or Less		· · · · · · · · · · · · · · · · · · ·	
Pharmacists 2515	Occupational and environmental health professionals	2513	5 or Less		
Parameticis 2515 5 or tess 25512					
	Pharmacists	2515	5 or Less		
Dental practitioners 2523 S or Lass 292311 Senting (30 poly)					
2544 Sort less	Health Diagnositic and Promotion Professionals	2519	5 or Less	251999	health diagnostic and promotion professionals (nec)
2524 Sor Less 2521 Sor	Dental practitioners	2522	Forloss	252311	dental specialist
Physiotherapits	Dental practitioners	2523	2 OL FG22	252312	
Medical Laboratory Scientists					
Audiologists and speech pathologists / therapists 2527					
Sort less	Medical Laboratory Scientists	2346	5 or Less		
2531	Audiologists and speech pathologists / therapists	2527	5 or Less		
2511 25 or Less 25111 251112 2511112 2511112 2511112 2511112 2511112 2511112 2511112 2511112 2511112 2511112					
Anaesthetists 2532	General practitioners and resident medical officers	2531	15 or Less	<u> </u>	
25331 Specialist Physicians 2532 Cardiologist 25331 Cardiologist Cardiologist 25331 Cardiologist Cardiologist	Anaectheticts	2522	5 or Less		
253312 cardiologist 253313 clinical haematologist 253314 clinical haematologist 253315 clinical haematologist 253316 clinical haematologist 253316 clinical haematologist 253316 clinical haematologist 253318 clinical haematologist 253322 clini	Andestrietists	2332	3 OI LESS	0.00011	
253333 clinical haematologist 25334 medical oncologist 253314 medical oncologist 253316 253316 253316 253316 253316 253316 253317 intensive care specialist 253316 253317 intensive care specialist 253321 paediatrician 253322 renal medicine specialist 253321 paediatrician 253322 renal medicine specialist 253324 thoracic medicine specialist 254321 t					
25314 medical oncologist 253315 endocrinologist 253315 endocrinologist 253315 endocrinologist 253316 253317 intensive care specialist 253317 intensive care specialist 253318 neurologist 253317 intensive care specialist 253318 neurologist 253318 neurologist 253322 renal medicine specialist 253323 renal medicine specialist 253323 renal medicine specialist 253323 renal medicine specialist 253329 renal medicine specialist registered nurse (community health) registered nurse (indicial francisce) registered nurse (indicial practice) registered nurse (
253315 endocrinologist 253315 endocrinologist 253315 253315 endocrinologist 253315 253315 endocrinologist 253316 253315 endocrinologist 253315 endocrinologist 253318 endocrinologist 253318 endocrinologist 253318 endocrinologist 253318 endocrinologist 253318 endocrinologist 253321 paediatrician endocrinologist 253323 endocrinologist endocrinologist 253323 endocrinologist end					-
2533 S or Less 253317 intensive care specialist					•
2533 S or Less					
253318 neurologist	Specialist Physicians	2533	5 or Less		
253321 paediatrician					· · · · · · · · · · · · · · · · · · ·
253322 renal medicine specialist					
Psychiatrists					
253324 thoracic medicine specialist					-
Psychiatrists					<u> </u>
Psychiatrists 2534 5 or Less 253411 psychiatrists					· · · · · · · · · · · · · · · · · · ·
2549 5 or Less 253912 emergency medicine specialist	Psychiatrists	2534	5 or Less	+	
2599 S or Less 25391	*				
Nurse Educators and Researchers	Other Medical Practitioners	2539	5 or Less		
Nurse Educators and Researchers 2542 5 or Less 254211 nurse educator	Midwives	2541	5 or Less		
Nurse Managers 2542 5 or Less 254212 nurse researcher					
Nurse Managers 2543 5 or Less 254311 nurse manager 254411 nurse paraleger 254412 registered nurse (child and family health) 254414 registered nurse (critical care and emergency) 254415 registered nurse (developmental disability) 254416 registered nurse (developmental disability) 254417 registered nurse (medical) 254418 registered nurse (medical) 254419 registered nurse (medical) 254410 registered nurse (medical) 254411 registered nurse (medical) 254412 registered nurse (medical) 254421 registered nurse (medical) 254422 registered nurse (medical) 254423 registered nurse (medical) 254429 registered nurse (perioperative) 254429 registered nurse (necl)				254211	
Registered nurses 25441 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 (developmental disability) 254418 registered nurse (medical) 254418 registered nurse (medical) 254419 registered nurse (medical practice) 254421 registered nurse (medical practice) 254422 registered nurse (medical practice) 254423 registered nurse (gendental health) 254424 registered nurse (gendental health) 254425 registered nurse (gendental health) 254426 registered nurse (perioperative) 254427 registered nurse (guagical) 254429 registered nurse (perioperative) 254429 registered nurse (perioperative) 254429 registered nurse (perioperative) 254429 registered nurse (perioperative)	Nurse Educators and Researchers	2542	5 or Less		nurse researcher
Registered nurses 2544 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 (developmental disability) 254418 registered nurse (medical practice) 254418 registered nurse (medical practice) 254421 registered nurse (medical practice) 254422 registered nurse (medical practice) 254423 registered nurse (genoperative) 254424 registered nurse (genoperative) 254425 registered nurse (genoperative) 254426 registered nurse (genoperative) 254427 registered nurse (genoperative) 254429 registered nurse (genoperative) 254429 registered nurse (genoperative) 254429 registered nurse (genoperative) 254429 registered nurse (genoperative)	Nurse Educators and Researchers Nurse Managers			254212	
Registered nurses 2544 254415 registered nurse (community health) 254416 registered nurse (developmental disability) 254416 registered nurse (developmental disability) 254417 registered nurse (developmental disability) 254418 registered nurse (medical) 254421 registered nurse (medical) 254421 registered nurse (medical) 254422 registered nurse (medical) 254423 registered nurse (perioperative) 254424 registered nurse (perioperative) 254425 registered nurse (perioperative) 254426 registered nurse (perioperative) 254427 registered nurse (perioperative) 254429 registered nurse (perioperative) 254429 registered nurse (nect)				254212 254311	nurse manager
Registered nurses 2544 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) 254422 registered nurse (medical practice) 254422 registered nurse (perioperative) 254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (perioperative) 254426 registered nurse (perioperative) 254427 registered nurse (perioperative) 254429 registered nurse (nect)				254212 254311 254411	nurse manager nurse practitioner registered nurse (aged care)
Registered nurses 2544 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) 254422 registered nurse (medical practice) 254422 registered nurse (perioperative) 254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (perioperative) 254426 registered nurse (perioperative) 254427 registered nurse (perioperative) 254429 registered nurse (nect)				254212 254311 254411 254412	nurse manager nurse practitioner registered nurse (aged care)
Registered nurses 2544 30 or Less 254416 registered nurse (developmental disability) 254417 registered nurse (disability and rehabilitation) 254418 registered nurse (medical) 254421 registered nurse (medical) 254421 registered nurse (medical practice) 254422 registered nurse (medical practice) 254423 registered nurse (medical practice) 254424 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (surgical) 254426 registered nurse (surgical) 254427 registered nurse (surgical) 254429 registered nurse (nect)				254212 254311 254411 254412 254413	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health)
Registered nurses 2544 25447 registered nurse (disability and rehabilitation) 254418 registered nurse (medical practice) 254421 registered nurse (medical practice) 254422 registered nurse (medical practice) 254422 registered nurse (medical practice) 254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (paediatrics) 254499 registered nurse (nece)				254212 254311 254411 254412 254413 254414	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health)
Registered nurses 2544 25447 registered nurse (disability and rehabilitation) 254418 registered nurse (medical practice) 254421 registered nurse (medical practice) 254422 registered nurse (medical practice) 254422 registered nurse (medical practice) 254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (paediatrics) 254499 registered nurse (nece)				254212 254311 254411 254412 254413 254414	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health)
254417 registered nurse (disability and rehabilitation) 254418 registered nurse (medical) 254421 registered nurse (medical) 254422 registered nurse (methal health) 254422 registered nurse (mental health) 254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (surgical) 254425 registered nurse surgical) 254425 registered nurse surgical) 254429 registered nurses (nec)				254212 254311 254411 254412 254413 254414 254414	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (community health)
254421 registered nurse (medical practice) 254422 registered nurse (mental health) 254423 registered nurse (perioperative) 254424 registered nurse (perioperative) 254425 registered nurse (surgical) 254425 registered nurse (paediatrics) 254429 registered nurses (nec)		2543	5 or Less	254212 254311 254411 254412 254413 254414 254414	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (community health)
254422 registered nurse (mental health) 254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (surgical) 254425 registered nurse surgical) 254429 registered nurses (nec)	Nurse Managers	2543	5 or Less	254212 254311 254411 254412 254413 254414 254415 254416	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability)
254423 registered nurse (perioperative) 254424 registered nurse (surgical) 254425 registered nurse (paediatrics) 254499 registered nurse (nec)	Nurse Managers	2543	5 or Less	254212 254311 254411 254412 254413 254414 254415 254416 254416 254417	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical)
254424 registered nurse (surgical) 254425 registered nurse (paediatrics) 254499 registered nurses (nec)	Nurse Managers	2543	5 or Less	254212 254311 254411 254412 254413 254414 254415 254416 254416 254417 254418 254417	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (disability and rehabilitation) registered nurse (medical) registered nurse (medical)
254425 registered nurse (paediatrics) 254499 registered nurses (nec)	Nurse Managers	2543	5 or Less	254212 254311 254411 254412 254413 254414 254415 254416 254416 254417 254418 254418	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical)
254499 registered nurses (nec)	Nurse Managers	2543	5 or Less	254212 254311 254411 254412 254413 254414 254415 254416 254417 254418 254421 254422 254422	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (mental health) registered nurse (mental health)
	Nurse Managers	2543	5 or Less	254212 254311 254412 254413 254414 254414 254415 254416 254416 254417 254418 254421 254422 254423 254423	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (mental health) registered nurse (mental health) registered nurse (mental health) registered nurse (serioperative) registered nurse (surgical)
	Nurse Managers	2543	5 or Less	254212 254311 254411 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254424 2544242	nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (ideability and rehabilitation) registered nurse (medical) registered nurse (medical) registered nurse (mental health) registered nurse (mental health) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical)

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ICT business and systems analysts	2611	25 or Less		T
			261112	systems analyst
Multimedia Specialists and Web Developers	2612	5 or Less	261211 261212	multimedia specialist web developer
			261311	analyst programmer
			261312	developer programmer
Software and applications programmers	2613	40 or Less	261313	software engineer
			261314	software tester
			261399 262111	software and applications programmers (nec) database administrator
Database and systems administrators, and ICT security specialists	2621	25 or Less	262111	ICT security specialist
			262113	systems administrator
			263111	computer network and systems engineer
Computer network professionals	2631	15 or Less	263112	network administrator
			263113	network analyst
			263211	ICT quality assurance engineer
ICT support and test engineers	2632	15 or Less	263212 263213	ICT support engineer ICT systems test engineer
			263299	ICT systems test engineer ICT support and test engineers (nec)
	2522		263311	telecommunications engineer
Telecommunications Engineering Professionals	2633	5 or Less	263312	telecommunications network engineer
Solicitors	2713	5 or Less	271311	solicitor
			272111	careers counsellor
			272112 272113	drug and alcohol counsellor family and marriage counsellor
Counsellors	2721	5 or Less	272113	rehabilitation counsellor
			272115	student counsellor
			272199	counsellors (nec)
			272311	clinical psychologist
			272312	educational psychologist
Psychologists	2723	5 or Less	272313	organisational psychologist
			272314	psychotherapist
			272399	psychologists (nec) interpreter
Social Professionals	2724	5 or Less	272412 272413	translator (491 only)
			272413	social professionals (nec)
Social workers	2725	10 or Less	272511	social worker
			272611	community arts worker (491 only)
Welfare, recreation and community arts workers	2726	10 or Less	272612	recreation officer
			272613	welfare worker
			311211 311212	anaesthetic technician
			311212	cardiac technician medical laboratory technician
Medical Technicians	3112	5 or Less	311213	operating theatre technician (491 only)
			311215	pharmacy technician
			311216	pathology collector (491 only)
			311299	medical technicians (nec)
			312111	architectural draftsperson
Architectural Building and Surveying Technicians			312113	building inspector
Architectural, Building and Surveying Technicians	3121	15 or Less	312114	construction estimator (491 only)
			312116 312199	surveying or spatial science technician (491 only) architectural, building and surveying technicians (nec)
			312911	maintenance planner (491 only)
Other Building and Engineering Technicians	3129	5 or Less	312912	metallurgical or materials technician
			312999	building and engineering technicians (nec) (491 only)
			313111	hardware technician
ICT support technicians	3131	25 or Less	313112	ICT customer support officer
			313113 313199	web administrator ICT support technicians (nec)
			321211	motor mechanic (general)
			321212	diesel motor mechanic
Motor mechanics	3212	10 or Less	321213	motorcycle mechanic
			321214	small engine mechanic
Sheetmetal Trades Workers	3222	5 or Less	322211	sheetmetal trades worker
			323211	fitter (general)
Metal Fitters and Machinists	2222	Fortoss	323212	fitter and turner
mota Ators and madrimists	3232	5 or Less	323213 323214	fitter-welder metal machinist (first class)
			323214	metal fitters and machinists (nec)
Panelbeaters	3241	5 or Less		panelbeater
Bricklayers and Stonemasons	_		324111	
or remayers and stonemasons	2211	5 or Less	324111 331111	bricklayer
	3311	5 or Less	331111 331112	stonemason
Consistence and Information			331111 331112 331211	stonemason carpenter and joiner
Carpenters and joiners	3311	5 or Less	331111 331112 331211 331212	stonemason carpenter and joiner carpenter
Carpenters and joiners Painting Trades Workers	3312	10 or Less	331111 331112 331211 331212 331213	stonemason carpenter and joiner carpenter joiner
Painting Trades Workers	3312 3322	10 or Less 5 or Less	331111 331112 331211 331212	stonemason carpenter and joiner carpenter joiner painting trades worker
Painting Trades Workers	3312	10 or Less	331111 331112 331211 331212 331213 332211	stonemason carpenter and joiner carpenter joiner
Painting Trades Workers	3312 3322	10 or Less 5 or Less	331111 331112 331211 331212 331213 332211 333211	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer
Painting Trades Workers	3312 3322 3332	10 or Less 5 or Less 5 or Less	331111 331112 331211 331212 331213 332211 333211 333212	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer
Painting Trades Workers Plasterers	3312 3322	10 or Less 5 or Less	331111 331112 331211 331212 331213 332211 333211 333212 334111 334112 334113	stonemason carpenter and joiner carpenter joiner painting frades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer
Painting Trades Workers Plasterers	3312 3322 3332	10 or Less 5 or Less 5 or Less	331111 331112 331211 331212 331213 332211 333211 333212 334111 334112 334113	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter
Painting Trades Workers Plasterers	3312 3322 3332	10 or Less 5 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 332112 334111 334112 334113 334114 334114	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasafitter roof plumber
Painting Trades Workers Plasterers Plumbers	3312 3322 3332 3341	10 or Less 5 or Less 5 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 332112 334111 334113 334113 334114 334115 341111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter toof plumber electrician (general)
Painting Trades Workers Plasterers Plumbers	3312 3322 3332	10 or Less 5 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 332112 334111 334112 334113 334114 334114	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasafitter roof plumber
Painting Trades Workers Plasterers Plumbers	3312 3322 3332 3341	10 or Less 5 or Less 5 or Less 5 or Less	331111 331112 331212 331212 331213 332211 332211 333211 333212 334111 334112 34113 34114 334115 341111	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (general) electrician (special class)
Painting Trades Workers Plasterers Plumbers Electricians	3312 3322 3332 3341	10 or Less 5 or Less 5 or Less 5 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 332212 334111 334113 334114 334115 341111 341111 341112 341113	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics	3312 3322 3332 3341 3411 3421	10 or Less 5 or Less 5 or Less 5 or Less 5 or Less	331111 331112 331212 331212 331213 332211 333211 333212 334111 334112 34113 34114 34115 341111 341111 341111 341113 342111 342311	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker
Painting Trades Workers Plasterers Plumbers Electricians	3312 3322 3332 3341	10 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 332211 332112 334111 334112 334113 34113 34111 341111 341111 341111 342311 342311 342313 342314	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker electronic equipment trades worker electronic instrument trades worker (general)
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics	3312 3322 3332 3341 3411 3421	10 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 333212 334111 334113 334113 334114 341113 341111 341113 342314 342314 342314 342314 342314	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) ift mechanic airconditioning and refrigeration mechanic business machine mechanic business machine mechanic electronic equipment trades worker electronic instrument trades worker (general) electronic instrument trades worker (general) electronic instrument trades worker (general)
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers	3312 3322 3332 3341 3411 3421	10 or Less 5 or Less	331111 331112 331212 331212 331213 332211 332211 333212 334111 334112 334113 34114 334115 341111 341112 341111 341111 342111 342311 342314 342315	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (seneral) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic instrument trades worker electronic instrument trades worker (special class) baker
Painting Trades Workers Plasterers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks	3312 3322 3332 3341 3411 3421 3423	10 or Less 5 or Less	331111 331112 331211 331212 331213 332211 332211 332211 332112 334111 334112 334113 34113 34111 341111 341113 342311 342311 342313 342314 342315 351111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic instrument trades worker electronic instrument trades worker (special class) baker pastrycook
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef	3312 3322 3332 3341 3411 3421 3423	10 or Less 5 or Less	331111 331112 331212 331212 331213 332211 332211 333212 334111 334112 334113 34114 334115 341111 341112 341111 341111 342111 342311 342314 342315	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (seneral) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic instrument trades worker electronic instrument trades worker (special class) baker
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef	3312 3322 3332 3341 3411 3421 3423 3511 3513	10 or Less 5 or Less 15 or Less	331111 331112 331211 331212 331213 332211 332211 332211 332112 334111 344112 344113 344114 344111 342111 342311 342314 342314 342314 342315 351111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gas/fitter roof plumber electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic business machine mechanic electronic equipment trades worker electronic instrument trades worker (general) electronic instrument trades worker (special class) baker pastrycook chef
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef Cook	3312 3322 3332 3341 3411 3421 3423 3511 3513 3514	10 or Less 5 or Less	331111 331112 331212 331212 331213 332211 332211 333212 334111 334113 334114 334113 341111 341112 341111 342314 342314 342314 342315 351111 351111	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker electronic instrument trades worker (general) electronic instrument trades worker (special class) baker pastrycook chef cook
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef Cook	3312 3322 3332 3341 3411 3421 3423 3511 3513	10 or Less 5 or Less 15 or Less	331111 331112 331212 331213 332211 332211 332211 332212 334111 334113 334113 334115 341111 341113 342111 342314 342314 342314 342315 351111 351112 351111 351111 351111 351111 351111 351111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker electronic instrument trades worker (general) electronic instrument trades worker (special class) baker pastrycook chef cook dog handler or trainer horse trainer zookeeper (491 only)
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef Cook Animal Attendants and Trainers	3312 3322 3332 3341 3411 3421 3423 3511 3513 3514	10 or Less 5 or Less	331111 331112 331211 331212 331213 332211 3332211 333211 334111 334113 341113 341111 341112 341113 342311 342311 342311 342313 342314 342315 351111 351112 351311 351112	stonemason carpenter and joiner carpenter joiner joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (seneral) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic instrument trades worker electronic instrument trades worker (general) electronic instrument trades worker (special class) baker pastry.cook chef cook dog handler or trainer horse trainer zookeeper (491 only) animal attendants and trainers (nec)
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks	3312 3322 3332 3341 3411 3421 3423 3511 3513 3514	10 or Less 5 or Less	331111 331112 331212 331213 331213 332211 332211 333212 334111 334113 334113 341113 341111 341112 341111 342311 342311 342314 342314 342315 351111 361112 361111 361112 361111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer julmber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker (general) electronic instrument trades worker (general) electronic instrument trades worker (special class) baker pastrycook chef cook dog handler or trainer horse trainer zookeeper (491 only) animal attendants and trainers (nec) veterinary nurse
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef Cook Animal Attendants and Trainers Veterinary Nurses	3312 3322 3332 3341 3411 3421 3423 3511 3513 3514 3611	5 or Less	331111 331112 331211 331212 331213 332211 3332211 3332212 334111 334113 334114 341113 341111 341112 342314 342314 342314 342315 351111 351111 351111 361111 361111 361111 361111 361111 361111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (general) electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker electronic instrument trades worker (special class) baker pastrycook chef cook dog handler or trainer horse trainer zookeeper (491 only) animal attendants and trainers (nec) veterinary nurse gardener (general)
Painting Trades Workers Plasterers Plumbers Electricians Airconditioning and Refrigeration Mechanics Electronics Trades Workers Bakers and Pastrycooks Chef Cook Animal Attendants and Trainers	3312 3322 3332 3341 3411 3421 3423 3511 3513 3514	10 or Less 5 or Less	331111 331112 331212 331213 331213 332211 332211 333212 334111 334113 334113 341113 341111 341112 341111 342311 342311 342314 342314 342315 351111 361112 361111 361112 361111	stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer solid plasterer julmber (general) airconditioning and mechanical services plumber drainer gasfitter roof plumber electrician (special class) lift mechanic airconditioning and refrigeration mechanic business machine mechanic electronic equipment trades worker (general) electronic instrument trades worker (general) electronic instrument trades worker (special class) baker pastrycook chef cook dog handler or trainer horse trainer zookeeper (491 only) animal attendants and trainers (nec) veterinary nurse

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Hairdressers	3911	5 or Less	391111	hairdresser
Cabinetmakers	3941	5 or Less	394111	cabinetmaker
			411211	dental hygienist (491 only)
Dental Hygienists, Technicians and Therapists	4112	5 or Less	411213	dental technician
			411214	dental therapist (491 only)
Enrolled Nurse	4114	5 or Less	411411	enrolled nurse
Massage Therapists	4116	5 or Less	411611	massage therapist
			411711	community worker
			411712	disabilities services officer
Welfare support workers	4117	5 or Less	411713	family support worker
			411715	residential care officer
			411716	youth worker
			452312	gymnastics coach or instructor
			452313	horse riding coach or instructor
		5 or Less	452314	snowsport instructor
Sports Coaches, Instructors and Officials	4523		452315	swimming coach or instructor
			452316	tennis coach
			452317	other sports coach or instructor
			452321	sports development officer
Contract, program and project administrators	5111	5 or Less	511111	contract administrator
contract, program and project administrators	3111	J of Less	511112	program or project administrator
Insurance Agents	6112	5 or Less	611211	insurance agent
Real Estate Sales Agents	6121	5 or Less	612112	property manager (491 only)
near estate sales Agents	6121	3 or Less	612115	real estate representative (491 only)

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ACT CRITICAL SKILLS I	IST - OCCUPA	TIONS FOR	R CONSIDERATION
ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION
		149111	amusement centre manager (491 only)
Amusement, Fitness and Sports Centre Managers	1491	149112	fitness centre manager (491 only)
Authors, and Book and Script Editors		149113 212212	sports centre manager (491 only) book or script editor
Authors, and book and script Editors	2122	224111	actuary
Actuaries, Mathematicians and Statisticians	2241	224111	mathematician
Actualics, Mathematicians and Statisticians	22-1	224112	statistician
Librarians	2246	224113	librarian
LIDI di idils	2240	232111	architect
Architects and Landscape Architects	2321	232111	
Interior Decignors	2325	232112	landscape architect
Interior Designers	2325		interior designer
		234511	life scientist (general)
		234513	biochemist
		234514	biotechnologist
Life Scientists	2345	234515	botanist
		234516	marine biologist
		234517	microbiologist
		234518	zoologist
		234599	life scientists (nec)
Optometrists and Orthoptists	2514	251411	optometrist
		251412	orthoptist
Others Hardish Disease the and Duranting Durfaming I	2540	251911	health promotion officer
Other Health Diagnostic and Promotion Professionals	2519	251912	orthotist or prosthetist
		253911	dermatologist
		253913	obstetrician and gynaecologist
		253914	ophthalmologist
Other Medical Practitioners	2539	253915	
			pathologist
		253918	radiation oncologist
		253999	medical practitioners (nec)
Civil Engineering Draftspersons and Technicians	3122	312211	civil engineering draftsperson
		312212	civil engineering technician
Automotive Electricians	3211	321111	automotive electrician
		322311	metal fabricator
Structural Steel and Welding Trades Workers	3223	322312	pressure welder
		322313	welder (first class)
		323111	aircraft maintenance engineer (avionics)
Aircraft Maintenance Engineers	3231	323112	aircraft maintenance engineer (mechanical)
		323113	aircraft maintenance engineer
Roof Tilers	3333	333311	roof tiler
Wall and Floor Tilers	3334	333411	wall and floor tiler
Greenkeepers	3623	362311	greenkeeper
Insurance Investigators, Loss Adjusters and Risk Surveyors	5996	599612	insurance loss adjuster

		ACT CRITICAL SKILLS LIST - OCCUPATIONS RECOMMENDED TO EXCLUDE				
ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION			
quaculture Farmers	1211	121111	aquaculture farmer			
		121211	cotton grower			
		121212	flower grower			
		121213	fruit or nut grower			
		121214	grain, oilseed or pasture grower (Aus)/field crop grower (NZ)			
	•					
p Farmers	1212	121215	grape grower			
		121216	mixed crop farmer			
		121217	sugar cane grower			
		121221	vegetable grower (Aus)/market gardener (NZ)			
		121299	crop farmers (nec)			
		121311	apiarist			
		121312	beef cattle farmer			
		121313	dairy cattle farmer			
		121314	deer farmer			
	ŀ	121315	goat farmer			
		121316	horse breeder			
stock Farmers	1213	121317	mixed livestock farmer			
		121317	pig farmer			
		121321	poultry farmer			
		121322	sheep farmer			
		121399	livestock farmers (nec)			
ked Crop and Livestock Farmers	1214	121411	mixed crop and livestock farmer			
nufacturers	1334	133411	manufacturer			
duction Managers	1335	133513	production manager (mining)			
avan Park and Camping Ground Managers	1412	141211	caravan park and camping ground manager			
er Accommodation and Hospitality Managers	1419	141999	accommodation and hospitality managers (nec)			
il Managers	1421	142115	post office manager (491 only)			
port Services Managers	1494	149413	transport company manager			
		211212	music director			
c Professionals	2112	211213	musician (instrumental)			
		211299	music professionals (nec)			
ographers	2113	211311	photographer			
tic Directors, and Media Producers and Presenters	2121	212111	artistic director			
		212312	director (film, television, radio or stage)			
		212314	film and video editor			
, Television, Radio and Stage Directors	2123	212315	program director (television or radio)			
	2123	212316	stage manager			
		212317	technical director			
			technical director			
		212318	video producer			
		212318 222111				
			video producer commodities trader finance broker			
		222111	video producer commodities trader			
Financial Brokers	2221	222111 222112 222113 222199	video producer commodities trader finance broker insurance broker financial brokers (nec)			
Financial Brokers	2221	222111 222112 222113 222199 222211	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer			
Financial Brokers	2221	222111 222112 222113 222199 222211 222213	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer			
		222111 222112 222113 222199 222211 222213 222299	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec)			
rainers	2232	222111 222112 222113 222199 222211 222213 222299 223211	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec)			
rainers		222111 222112 222113 222199 222211 222213 222299 223211 224212	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator			
rainers ivists, Curators and Records Managers	2232	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist			
Trainers ivists, Curators and Records Managers	2232 2242	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator			
Trainers ivists, Curators and Records Managers	2232 2242	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist			
rainers vists, Curators and Records Managers Economists and Valuers	2232 2242	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer			
rainers ivists, Curators and Records Managers Economists and Valuers	2232 2242 2245	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225211	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager			
Financial Brokers Trainers nivists, Curators and Records Managers d Economists and Valuers Sales Professionals hnical Sales Representatives	2232 2242 2245	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225211 225212	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager			
Trainers Inivists, Curators and Records Managers Economists and Valuers Sales Professionals	2232 2242 2245 2252	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225211 225212	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative			
Trainers ivists, Curators and Records Managers I Economists and Valuers sales Professionals inical Sales Representatives	2232 2242 2245 2252	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225211 225212 225213 225499	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative technical sales representatives (nec) including education sales			
Trainers Inivists, Curators and Records Managers Economists and Valuers Sales Professionals	2232 2242 2245 2245 2252	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225212 225213 225499 231111	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative technical sales representatives (nec) including education sales aeroplane pilot			
rainers ivists, Curators and Records Managers Economists and Valuers ivales Professionals inical Sales Representatives ransport Professionals	2232 2242 2245 2245 2252	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225211 225212 225213 225499 231111 231113	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative technical sales representatives (nec) including education sales aeroplane pilot flying instructor			
Trainers iivists, Curators and Records Managers d Economists and Valuers Sales Professionals unical Sales Representatives	2232 2242 2245 2245 2252 2254 2311	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225212 225213 225499 231111 231113 231114	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative technical sales representatives (nec) including education sales aeroplane pilot flying instructor helicopter pilot			
Trainers invists, Curators and Records Managers d Economists and Valuers Sales Professionals inical Sales Representatives Transport Professionals ine Transport Professionals	2232 2242 2245 2252 2254 2311 2312	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225212 225213 225499 231111 231113 231114 231213	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative technical sales representatives (nec) including education sales aeroplane pilot flying instructor helicopter pilot ship's master			
Trainers ivists, Curators and Records Managers I Economists and Valuers Sales Professionals inical Sales Representatives	2232 2242 2245 2245 2252 2254 2311	222111 222112 222113 222199 222211 222213 222299 223211 224212 224511 224512 225212 225213 225499 231111 231113 231114 231213 232311	video producer commodities trader finance broker insurance broker financial brokers (nec) financial market dealer stockbroking dealer financial dealers (nec) ICT trainer gallery or museum curator land economist valuer ICT account manager ICT business development manager ICT sales representative technical sales representatives (nec) including education sales aeroplane pilot flying instructor helicopter pilot ship's master fashion designer			

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Chemical and Materials Engineers	2331	233111	chemical engineer	
Chemical and Materials Engineers	2331	233112	materials engineer	
Mining Engineers	2336	233611	mining engineer (excluding petroleum)	
ivining Lighteers	2330	233612	petroleum engineer	
		234111	agricultural consultant	
Agricultural and Forestry Scientists	2341	234112	agricultural scientist	İ
		234113	forester	
		234411	geologist	
Geologists, Geophysicists and Hydrogeologists	2344	234412	geophysicist	j
		234413	hydrogeologist	j
Middle School Teachers \ Intermediate School Teachers	2413	241311	middle school teacher (Aus) / intermediate school teacher	(NZ
Education Advisers and Reviewers	2491	249111	education adviser	İ
		249211	art teacher (private tuition)	İ
Delicate Totage and Transferre	2402	249212	dance teacher (private tuition)	İ
Private Tutors and Teachers	2492	249214	music teacher (private tuition)	İ
		249299	private tutors and teachers (nec)	İ
Teachers of English to Speakers of Other Languages	2493	249311	teacher of English to speakers of	İ
	1	251111	dietitian	İ
Nutrition Professionals	2511	251112	nutritionist	İ
	+	252111	chiropractor	ĺ
Chiropractors and Osteopaths	2521	252112	osteopath	ı
	+	252211	acupuncturist	ĺ
		252211	naturopath	ĺ
Complementary Health Therapists	2522	252213	traditional Chinese medicine practitioner	ĺ
		252214	complementary health therapists (nec)	ĺ
	+	252299	surgeon (general)	ĺ
		253511	cardiothoracic surgeon	İ
		253513	neurosurgeon	ĺ
		253514	orthopaedic surgeon	İ
Surgeons	2535	253515	otorhinolaryngologist	İ
ourgeons	2555	253516	paediatric surgeon	ĺ
		253517	plastic and reconstructive surgeon	
		253518		İ
		253516	urologist	İ
	2744		vascular surgeon	İ
Barristers	2711	271111	barrister	İ
Judicial and Other Legal Professionals	2712	271214	intellectual property lawyer	İ
	<u> </u>	271299	judicial and other legal professionals (nec)	İ
Agricultural Technicians	3111	311111	agricultural technician	ĺ
Primary Products Inspectors	3113	311312	meat inspector	ĺ
<u> </u>	<u> </u>	311399	primary products inspectors (nec)	ı
		311411	chemistry technician	
Science Technicians	3114	311412	earth science technician	
		311413	life science technician	
		311499	acionas tachnicians (nac)	
		311433	science technicians (nec)	
Floctrical Engineering Draftenersons and Technicians	2122	312311	electrical engineering draftsperson	
Electrical Engineering Draftspersons and Technicians	3123	1	, ,	
		312311	electrical engineering draftsperson	
	3123 3125	312311 312312	electrical engineering draftsperson electrical engineering technician	
Mechanical Engineering Draftspersons and Technicians		312311 312312 312511	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors	3125	312311 312312 312511 312512	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering technician	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors	3125 3126	312311 312312 312511 312512 312611	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering technician safety inspector	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians	3125 3126 3129	312311 312312 312511 312512 312611 312913 313211	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians	3125 3126	312311 312312 312511 312512 312611 312913 313211 313212	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician telecommunications field engineer	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians	3125 3126 3129	312311 312312 312511 312512 312611 312913 313211 313212 313213	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician telecommunications field engineer telecommunications network planner	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians Telecommunications Technical Specialists	3125 3126 3129 3132	312311 312312 312511 312512 312611 312913 313211 313212 313213 313214	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician telecommunications field engineer telecommunications network planner telecommunications technical officer or technologist	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians Telecommunications Technical Specialists	3125 3126 3129	312311 312312 312511 312512 312611 312913 313211 313212 313213 313214 322113	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician telecommunications field engineer telecommunications network planner telecommunications technical officer or technologist farrier	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians Telecommunications Technical Specialists Metal Casting, Forging and Finishing Trades Workers	3125 3126 3129 3132	312311 312312 312511 312512 312611 312913 313211 313212 313213 313214 322113 323313	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician telecommunications field engineer telecommunications network planner telecommunications technical officer or technologist farrier locksmith	
Mechanical Engineering Draftspersons and Technicians Safety Inspectors Other Building and Engineering Technicians Telecommunications Technical Specialists Metal Casting, Forging and Finishing Trades Workers Precision Metal Trades Workers	3125 3126 3129 3132 3221 3233	312311 312312 312511 312512 312611 312913 313211 313212 313213 313214 322113 323313 323314	electrical engineering draftsperson electrical engineering technician mechanical engineering draftsperson mechanical engineering draftsperson mechanical engineering technician safety inspector mine deputy radio communications technician telecommunications field engineer telecommunications network planner telecommunications technical officer or technologist farrier locksmith precision instrument maker and repairer	
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Printers	3923	392311	printing machinist
Clothing Trades Workers	3932	393213	dressmaker or tailor
Upholsterers	3933	393311	upholsterer
		394211	furniture finisher
Wood Machinists and Other Wood Trades Workers	3942	394213	wood machinist
	•	394299	wood machinists and other wood trades workers (nec)
		399111	boat builder and repairer
Boat Builders and Shipwrights	3991	399112	shipwright
	2002	399212	gas or petroleum operator
Chemical, Gas, Petroleum and Power Generation Plant Operators	3992	399213	power generation plant operator
Jewellers	3994	399411	jeweller
		399512	camera operator (film, television or video)
Performing Arts Technicians	3995	399514	make up artist
		399516	sound technician
Performing Arts Technicians	3995	399599	performing arts technicians (nec)
Signwriters	3996	399611	signwriter
Ambulance Officers and Paramedics	4111	411111	ambulance officer
Ambulance Officers and Farametrics	4111	411112	intensive care ambulance paramedic
Diversional Therapists	4113	411311	diversional therapist
Fire and Emergency Workers	4412	441211	emergency service worker
Driving Instructors	4512	451211	driving instructor
Funeral Workers	4513	451399	funeral workers (nec)
Travel Attendants	4517	451711	flight attendant
Other Personal Service Workers	4518	451815	first aid trainer
Sports Coaches, Instructors and Officials	4523	452311	diving instructor (open water)
		452411	footballer
Sportspersons	4524	452413	jockey
		452499	sportspersons (nec)
Other Miscellaneous Clerical and Administrative Workers	5999	599915	clinical coder
Retail and Wool Buyers	6392	639211	retail buyer

"Bradley, Kellie" <Kellie.Bradley@act.gov.au> on behalf of "CMTEDD, Economic From:

Development DLO" < EcoDevDLO@act.gov.au> Sent: 27/01/2023 3:44 PM

"vanDeursen, Hans" < Hans.vanDeursen@act.gov.au> To:

"CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au> Cc:

FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023 Subject:

Attachments: Proposed Critical Skills List Jan-23.xlsx

Categories: Tracked To Dynamics 365

Hi Hans,

Nil input for JACS.

Regards Kellie

From: JACS Governance, Coordination and Reporting < JACSGCR@act.gov.au>

Sent: Friday, 27 January 2023 3:28 PM

To: Bradley, Kellie < Kellie. Bradley@act.gov.au>

Cc: AGDLO <AGDLO@act.gov.au>; MPESDLO <MPESDLO@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL: Sensitive

Good afternoon

Apologies for the late response, the Justice and Community Safety Directorate are providing a nil comment on this request.

Kind regards

Bec

Bec Wright

Coordination and Policy Officer

Governance, Coordination and Reporting | Justice and Community Safety Directorate | ACT Government

From: AGDLO <AGDLO@act.gov.au>

Sent: Wednesday, January 18, 2023 10:04 AM

To: JACS, Ministerial Services < Ministerial Services. JACS@act.gov.au>

Cc: JACS, MHRDLO < MHRDLO@act.gov.au >; MPESDLO < MPESDLO@act.gov.au >

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL: Sensitive

Hi MSU

Please see below request from CMTEDD for input from all Directorates or confirmation of nil input by 25 January 2023.

Let us know if you need anything from us DLOs 😂



Many thanks

Kate Bills | Directorate Liaison Officer
ACT Attorney-General | Minister for Gaming | Minister for Consumer Affairs |

Ministerial Services Unit - Justice and Community Safety Directorate | **ACT Government** Landline: 02 620 75292 | Email: <u>AGDLO@act.gov.au</u> | Mobile: Sch 2.2(a)(ii)
Minister Shane Rattenbury MLA's Office, ACT Legislative Assembly |

GPO Box 158 Canberra ACT 2601 | www.justice.act.gov.au

Please consider the environment before printing this email.



From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM
To: #LA_EXEC DLOS <#LA_EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

The ACT Critical Skills list underpins the ACT Skilled Migration program. Every year, the Australian Government allocates the states and territories a number of migration nomination places. The ACT uses the Critical Skills List to determine which migrants to nominate. Your input will be very valuable in making sure it addresses the skills needs in the Territory.

Attached you will find an excel sheet with three lists:

- 1. The first list (tab 1) includes the occupations Skills Canberra proposes to include on the ACT Critical Skills List.
- 2. The second list (tab 2) includes occupations where there are weak indicators to suggest skills shortages, but further evidence is needed to merit inclusion on the ACT Critical Skills List.
- 3. The third list (tab 3) consists of occupations where there is little to no evidence to suggest demand for workers in this occupation.

These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on our website.

In providing feedback, could you please consider the following questions:

- Does the first list (tab 1) include any occupations you believe should be excluded? If so, please provide a
 justification.
- Do the second and third lists (tab 2 and 3) include any occupations you believe should be included? If so, please provide a justification.
- If you recommend occupations to be included, do you believe migrant workers in these occupations (who
 are unlikely to have extensive local experience) are employable in the ACT?

We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

From: "Bradley, Kellie" < Kellie. Bradley@act.gov.au > on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 25/01/2023 11:25 AM

To: "vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>; "CMTEDD, Skills Canberra

Government Relations" < SkillsGovernmentRelations@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Categories: Tracked To Dynamics 365

Hi Hans and Cath,

MPC have provided the below input for the critical skills list.

Regards Kellie

From: Cunningham, Lauren < Lauren. Cunningham@act.gov.au > On Behalf Of MPC, DLO

Sent: Wednesday, 25 January 2023 10:49 AM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL

Morning Kellie,

MPC have advised that there is a critical need for Design Managers, Project Managers (Construction and Civil) and Commercial Managers (construction), so recommend including these occupations. Migrant workers with the best practise industry/project specific experience in these occupations would be employable in the ACT.

If you need any further info please let me know.

Cheers Lauren

From: Bradley, Kellie < Kellie. Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM
To: #LA_EXEC DLOS <#LA_EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

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These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on <u>our website</u>.

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- Do the second and third lists (tab 2 and 3) include any occupations you believe should be included? If so, please provide a justification.
- If you recommend occupations to be included, do you believe migrant workers in these occupations (who are unlikely to have extensive local experience) are employable in the ACT?

We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

From: "Bradley, Kellie" < Kellie.Bradley@act.gov.au > on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 27/01/2023 10:07 AM

To: "vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>

Cc: "CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Categories: Tracked To Dynamics 365

Hi Hans,

Please see below TCCS input.

Regards Kellie

From: Blake, Callum < Callum.Blake@act.gov.au > On Behalf Of TCCS_DLO

Sent: Friday, 27 January 2023 9:45 AM

To: CMTEDD, Economic Development DLO <EcoDevDLO@act.gov.au>

Cc: TCCS_DLO <TCCS.DLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL: Sensitive

Hi Kellie

Please find cleared TCCS input below:

Branch	Stream	Classification	Comment
	Cit	y Services	
Roads ACT	Engineering/Professional Leadership	INFR3-IMS3	Require professional leadership skills with sound knowledge/experience in engineering and/or construction and/or Environmental Management. Some recent recruitment has identified difficulties in attracting and competing for required skill sets and experience at existing classification levels. Federal Government Infrastructure Investment is pushing high demand for engineers, particularly for Civil Engineers. Engineers Australia advises that job advertisements for Engineers have increased 50% in 2021-22. Create Digital advises a 10 year high in demand for engineers with a skills shortage in the profession.
Roads ACT	Procurement and Contract Management	INFR3-INFR4	Roads requires contract managers to manage high-risk / high-value contracts, within the context specialisation of construction and/or engineering to ensure

			probity and quality performance in line with legislated standards and codes of practice. Federal Government Labour Market Analysis identifies strong competition for experienced skills; this is supported by ANAO finding for the Australian Public Service. Employment projections in this industry are for 10% increase by 2026. Issues in being competitive for experiences skills and knowledge at existing classification levels.
Roads ACT	Procurement and Contract Management	ASO5-ASO6	Roads requires competent / experienced contract administrators and experiences inconsistent attraction in a competitive labour market in the ACT.
Branch	Stream	Classification	Comment
Roads ACT	Civil Engineering	INFR1-INFR4	Some recent recruitment has identified difficulties in attracting and competing for required skill sets and experience at existing classification levels. Federal Government Infrastructure Investment is pushing high demand for engineers, particularly for Civil Engineers. Engineers Australia advises that job advertisements for Engineers have increased 50% in 2021-22. Create Digital advises a 10 year high in demand for engineers with a skills shortage in the profession.
Roads ACT	Environmental Engineering	INFR1-INFR4	Growth in climate management and action has driven the need for increased Environmental Engineers; tertiary placements and the loss of high-skilled migration has resulted in a significant skills shortage, compared to anticipated growth to
			2026.
Roads ACT	Traffic Engineering and Signals Infrastructure	INFR1-INFR5	

			resulted in applicant fields without suitable skill sets to meet mandatory/pre-requisite selection criteria - many applicants possess some skills, but at assessed lower levels that the advertised classifications.
Branch	Stream	Classification	Comment
Roads ACT	Electrician/Linesman	ty Services TO2-TO4	This is a specialised skillset – separately, electricians and linesman exist in good numbers. However, Roads Streetlights function required staff with a
			combination of qualified electrician and certified linesman - this is a rare and specialised skillset that barely exists in the labour market.
Roads ACT	Data Management and Data Analysis	INFR2-INFR4; SOGC-SOGB	Roads requires experienced data management officers to build data holdings to support evident based analysis of issues/concerns, to drive policy development and to underpin business cases for capital funding investments. Competition and attraction for these skills has yet to be fully experienced in Roads.
Roads ACT	Maintenance	GSO3-GSO9	There is inconsistent availability in the ACT labour market for the staff required for street sweeping and works crew maintenance activities. Further, staff absenteeism due to illness makes this area difficult to achieve a full complement.
Development Coordination	Landscape Architects	IO2	Currently full complement however previous difficulty over the longer term has occurred to attract Landscape Architects.
City Presentation	Arboriculture	TO3, GSO9, GSO7, GSO5/6	National shortage of qualified arborists (Cert III, Cert IV Arboriculture). Urban Trees has increased training for GSO3/4 staff in Cert III in Arboriculture over the last four years and coordinated the delivery of a Cert IV course in 2020-21, but from 1 February 2022 had no access to User Choice funding.
Branch	Stream	Classification	Comment
ACT No Waste	Procurement and Contract Management	ty Services ASO6-SOGC	Procurement officers with the skills to manage the range of procurements NoWaste undertakes

			are difficult to find. NoWaste have been upskilling officers to partial bridge the capability gap and targeted procurement training (similar to what is available for contract management) would be helpful to ensure capacity across the
			branch.
ACT No Waste	Procurement and Contract Management	ASO6-SOGC	Management of external service providers — continue to have difficulties attracting staff with the broad range of skills required effectively manage the portfolio waste management service providers.
ACT NoWaste	WHS	SOGC	NoWaste has been trying to recru a SOGC level position for five months with no success.
Infrastructure Delivery	Engineering	IO4-IMS3	Current ACT remuneration for ski does not reflect current mark pricing.
Infrastructure Delivery	Engineering	102-104	Non ongoing positions crea instability in the team and care surety for these skilled workers.
	Trans	port Canberra	•
Transport Canberra	Project Management	SOGB	Recruitment initially attract people, and often with proje management qualifications, be applicants lack experience are ability to lead large projects.
Bus Operations	Cleaning/ refuelling	GSO3-5	Shortage an ongoing issue due nature of work. E.g., physical, landing nights and exposure to all weath conditions.
Branch	Stream	Classification	Comment
	Trans	port Canberra	
Bus Operations	Commuter Drivers	ВОТ	No shortage in attracting applicant however many candidates do n meet the minimum criteria. E. cannot pass literacy, numera testing, medical requirements background check. This recruitme process is slated to undergo review prior to Christmas 2022 ensure that it aligns with indust standard.
Bus Operations	SNT Drivers	GSO5	Pay not competitive who comparing to commuter driver pa Work hours are unusual and limite to align with school drop offs/ picups and terms.
Transport Canberra	Engineering	IO4 to IM3	Shortage has occurred over past fe years with inability to attract compete financially in the market

Light Rail Ops	Operational	ASOS and above	Operational experience often learnt on the job and can take many months to gain sufficient experience. Sharing of operational staff across the Directorate helps, however LR is heavily regulated and differs from other ACTPS disciplines. LR experience appears difficult to find within the ACT.
	Territory	ा and Business Servi	
Capital Linen Services	Mechanical	ASO6	Ongoing requirement to maintain current and future specialised machinery/plant. Prolonged issues in attracting quality applicants due to inability to compete financially with private sector.
Domestic Animal Services	Operations	SOGC	Ongoing difficulty attracting experienced candidates. Whilst the roles receive much interest, the suitability of the candidates remains an issue.
Branch	Stream	Classification	Comment
		Operating Officer	
Libraries ACT	Librarians	PO1	Ongoing issue filling the Professional Officer Librarian roles with inability to attract and challenges with potential for career progression.
Libraries ACT	Librarians	ASO6	Ongoing shortage filling the Branch Coordinator roles with a lack of suitable candidates applying. Inability to attract or compete financially in the market influences the calibre of candidates and quality of applications. Core issue is attracting staff with people management skills to lead and develop a team.
People and Capability	Human Resources	SOGA	Attraction and retention of HR Business Partners. Roles previously advertised temporarily with a candidate being selected for Transport Canberra, however ceased in the role after a short period. No candidate selected for City Services backfill.
Finance	Finance	ASO6-SOGC	Ongoing difficulty attracting candidates at this level. The bulk of candidates attracted are from other ACT Government Directorates.
Chief Information Office	ICT	ASO6-SOGB	It has always been hard to attract ICT skills at ACT Government rates, especially for non-ongoing roles.

			It has got noticeably harder in the last 12 months, with lots of competition in the market.
Chief Information Office	ICT Salesforce	ASO6-SOGB	Resources secured at this range of position level do not have the required depth of expertise to adequately manage our systems — market rates for Salesforce are well into the \$200k range.
Branch	Stream	Classification	Comment
200	-	perating Officer	
Chief Information Office	ICT Project Management	SOGC	Recent approach to Contractor Central, supported by DDTS, has yielded candidates with rates in the \$200-210/hr range (beyond a SOGC pay rate).
Chief Information Office	ICT Data Science	ASO6-SOGB	Previously employed staff at the ASO5 level have accepted roles in Federal Government at the EL1 level. Deep data expertise is currently in high demand.
Chief Information Office	ICT Contract Management	SOGC	Attempts to source expertise through Contractor Central have yielded no candidates with ICT specific contract management/ procurement expertise, even at hourly rates up to \$120/hr.
GAMS	Professional – records, governance, ministerial	Various	An overall shortage in professional and appropriately skilled and experienced workers is being experienced across the Branch, particularly in the governance and ministerial spaces. This is being heightened with COVID-19 and illnesses, as well as HDA opportunities across the ACT Government, resulting in significant staff shortages and pressures. Being able to reduce timeframes for recruitment, particularly through P&C, Finance and Shared Services, would assist in progressing urgent recruitments.

Thanks,

Callum Blake | Directorate Liaison Officer

Office of Minister Steel MLA

Office of Minister Berry MLA (Sportsgrounds)
Phone: 02 6205 9763 | Sch 2.2(a)(ii) | Email: tccs.dlo@act.gov.au

Transport Canberra and City Services Directorate | ACT Government | act.gov.au



From: Bradley, Kellie < Kellie. Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Friday, 27 January 2023 9:38 AM

To: ACDLO <<u>ACDLO@act.gov.au</u>>; EPSDD DLO <<u>EPSDDDLO@act.gov.au</u>>; CHS DLO <<u>CHSDLO@act.gov.au</u>>; JACS, MHRDLO <<u>MHRDLO@act.gov.au</u>>; AGDLO <<u>AGDLO@act.gov.au</u>>; MPESDLO <<u>MPESDLO@act.gov.au</u>>; CPLO (AFP)

<cplo@afp.gov.au>; TCCS_DLO <TCCS.DLO@act.gov.au>

Subject: FW: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Importance: High

Morning all,

Friendly reminder that your directorates input for the below request is due (including nil input).

Thanks 🕲

Regards Kellie

From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM

To: #LA_EXEC DLOS < #LA_EXECDLOS@act.gov.au>

Subject: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

Skills Canberra would like to request directorates input into the proposed ACT Critical Skills list.

The ACT Critical Skills list underpins the ACT Skilled Migration program. Every year, the Australian Government allocates the states and territories a number of migration nomination places. The ACT uses the Critical Skills List to determine which migrants to nominate. Your input will be very valuable in making sure it addresses the skills needs in the Territory.

Attached you will find an excel sheet with three lists:

- 1. The first list (tab 1) includes the occupations Skills Canberra proposes to include on the ACT Critical Skills List.
- 2. The second list (tab 2) includes occupations where there are weak indicators to suggest skills shortages, but further evidence is needed to merit inclusion on the ACT Critical Skills List.
- 3. The third list (tab 3) consists of occupations where there is little to no evidence to suggest demand for workers in this occupation.

These lists have been compiled using vacancy data, employment levels, projected employment growth, predicted retirements per occupation, and industry and stakeholder feedback. Please note, the ACT Critical Skills list can only include occupations that are eligible for migration purposes, as determined by the Department of Home Affairs Skilled Occupation Lists. The yellow highlighted cells represent changes from the current list as published on our website.

In providing feedback, could you please consider the following questions:

- Does the first list (tab 1) include any occupations you believe should be excluded? If so, please provide a
 justification.
- Do the second and third lists (tab 2 and 3) include any occupations you believe should be included? If so, please provide a justification.
- If you recommend occupations to be included, do you believe migrant workers in these occupations (who are unlikely to have extensive local experience) are employable in the ACT?

We hope to hear from you. If possible, please provide your feedback or nil input by Wednesday 25 January.

Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

From: "Bradley, Kellie" < Kellie.Bradley@act.gov.au > on behalf of "CMTEDD, Economic

Development DLO" <EcoDevDLO@act.gov.au>
Sent: 31/01/2023 1:05 PM

To: "vanDeursen, Hans" < Hans.vanDeursen@act.gov.au>

Cc: "CMTEDD, Skills Canberra Government Relations" <SkillsGovernmentRelations@act.gov.au>

Subject: FW: TSY Input - Critical Skills List for Consultation - Due 25 January 2023

Categories: Tracked To Dynamics 365

Hi Hans,

See below response from the Treasury DLO in relation to the mention of potential EFG input.

I've sent another reminder to EPSDD DLO's today for their input.

Regards Kellie

From: Treasury DLO <Treasury DLO@act.gov.au>

Sent: Tuesday, 31 January 2023 1:05 PM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: RE: TSY Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL

I told them it was too late yesterday

Sorry for the hold up

K

From: Bradley, Kellie <Kellie.Bradley@act.gov.au> On Behalf Of CMTEDD, Economic Development DLO

Sent: Tuesday, 31 January 2023 1:03 PM
To: Treasury DLO <TreasuryDLO@act.gov.au>

Subject: RE: TSY Input - Critical Skills List for Consultation - Due 25 January 2023

Hey Kylie,

Any word from EFG?

Regards Kellie

From: Treasury DLO <Treasury DLO@act.gov.au>

Sent: Friday, 27 January 2023 3:50 PM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: RE: TSY Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL

Sure - I thought I deleted that bit out so you wouldn't see it.

From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Friday, 27 January 2023 3:46 PM
To: Treasury DLO < Treasury DLO@act.gov.au >

Subject: RE: TSY Input - Critical Skills List for Consultation - Due 25 January 2023

Hi Kylie,

I just realised that Narelle mentioned that EFG might have input. Can you please confirm if EFG have responded?

Regards Kellie

From: Treasury DLO < Treasury DLO@act.gov.au > Sent: Thursday, 26 January 2023 10:46 PM

To: CMTEDD, Economic Development DLO < EcoDevDLO@act.gov.au>

Subject: TSY Input - Critical Skills List for Consultation - Due 25 January 2023

OFFICIAL

Hi Kellie

Please see Tsy input below:

PACT Input:

Procurement ACT proposes the inclusion of the following for this request:

Procurement and Contract Management:

The ACT Government spends around \$1.5B on procurement annually. Procurement and Contract Management are critical technical skills for government as identified in the ACT Government Procurement Reform Program. The ACT Government recognises the importance of professional and technical skills and is working with the Australasian Procurement and Construction Council (represented by the Commonwealth and all Jurisdictions) to professionalise procurement in the public sector.

It is critical to the delivery of the ACT Government objectives to identify and onboard procurement and contract management professionals. Migrant workers with skills or qualifications in procurement, supply chain management, project management or contract management would be employable in the ACT.

DDTS input:

No major comments on the list other than the consideration around security requirements for many ICT roles, although also assume that this is already factored into the considerations.

There was a comment that the following roles are difficult to recruit to -

- Executive Assistants
- Data Policy Writers
- Data Engineers
- Data Visualisers

This has not been approved by the SMOS Office – they can clear the final

Thanks Kylie

From: Treasury Coord < Treasury Coord@act.gov.au>

Sent: Wednesday, 25 January 2023 5:27 PM
To: Treasury DLO < Treasury DLO@act.gov.au>

Subject: RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Hi Kylie

Apologies for the delay. Treasury's input is as follows:

Please note EFG may have input. Natasha Westcott is chasing this up with the EGMs in EFG. I will let you know if they have any input.

Thank you

Narelle Cross

Coordination Manager

Phone: +61 2 6205 2093 | Email: narelle.cross@act.gov.au

Office of The Under Treasurer | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 1, 220 London Circuit | GPO Box 158, Canberra ACT 2601 | www.act.gov.au

Please note I currently work on Tuesdays, Wednesdays and Thursdays.

Managing work flexibly – I may send and respond to emails out of hours – there is no expectation on you to do the same.

From: Bradley, Kellie < Kellie.Bradley@act.gov.au > On Behalf Of CMTEDD, Economic Development DLO

Sent: Wednesday, 18 January 2023 9:58 AM

To: #LA EXEC DLOS <#LA EXECDLOS@act.gov.au>

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Good morning DLO's,

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Please contact me if you or your directorates have any questions.

Kind regards

Kellie Bradley | Directorate Liaison Officer - Economic Development
Office of the Chief Minister | Office of Minister Berry
Office of Minister Steel | Office of Minister Cheyne
Chief Minister, Treasury and Economic Development Directorate | ACT Government
6205 9678 | EcoDevDLO@act.gov.au
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

			- September 2021
ANZSCO Unit Group	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising public relations and calco		131112	Sales & Marketing Manager
Advertising, public relations and sales managers (1311)	Less than 5	131113	Advertising Manager
		131114	Public Relations Manager (491 only)
Corporate Services Manager (1321)	Less than 5	132111	Corporate Services Manager
Finance managers (1322)	Less than 5	132211	Finance Manager
Human resource managers (1323)	Less than 5	132311	Human Resource manager
Policy and planning managers (1324)	Less than 10	132411	Policy and Planning Manager (491 only)
Construction managers (1331)	Less than 15	133111	Construction Project Manager
Production managers (1335)	Less than 5	133512	Production Manager (Manufacturing)
Cumply and Distribution Man. (4000)	Lace Marie 5	133611	Supply, Distribution Manager
Supply and Distribution Manager (1336)	Less than 5	133612	Procurement manager (491 only)
107	=	135112	ICT Project Manager
ICT managers (1351)	Less than 5	135199	ICT Managers (nec)
		139911	Arts Administrator or Manager
Other specialist managers (1399)	Less than 5	139912	Environmental Manager
		139915	Sports Administrator (491 only)
Café and restaurant managers (1411)	Less than 5	141111	Cafe and Restaurant Managers
Call or contact centre and customer		149211	Call or Contact Centre Manager (491 only)
service managers (1492)	Less than 5	149212	Customer Service Manager
Conference and Event Organisers	Less than 5	149311	Conference and Event Organisers
(1493) Hospitality, Retail and Service			3
Managers (1499)	Less than 5	149913	Facilities manager
		212411	Copywriter
		212412	Newspaper or Periodical Editor
Journalists and other writers (2124)	Less than 5	212413	Print Journalist
Todamanos and other whiter (2121)	2000 than o	212415	Technical Writer
		212416	Television Journalist
		212499	Journalist & other writers (nec)
		221111	Accountant (General)
Accountants (2211)	Less than 5	221112	Management Accountant
		221113	Taxation Accountant
		221211	Auditor
Auditors, company secretaries and corporate treasurers (2212)	Less than 5	221213	External Auditor
deliperate trededicte (22/2)		221214	Internal Auditor
Human Resource Professionals (2231)	Less than 5	223111	Human Resource Professionals
Intelligence and policy analysts (2244)	Less than 10	224412	Policy Analyst (491 only)
Management and organisation analysts	lo-o-th-	224711	Management Consultant
(2247)	Less than 5	224711	Organisation and Methods Analysts
Other last		224912	Liaison Officer (491 only)
Other information and organisation professionals (2249)	Less than 5	224914	Patents Examiner (491 only)
protocolonidio (EETO)		224999	Information and Org. Prof. nec (491 only)
Advertising and marketing professionals		225111	Advertising Specialist
(2251)	Less than 5	225112	Marketing Research Analyst (491 only)
Date and the second		225112	Marketing Specilaist
Public relations professionals (2253)	Less than 5	225311	Public Relations Professionals
Architects and Landscape Architects (2321)	Less than 5	232111 232112	Architect
(2321)			Landscape Architect
Graphic and web designers, and	1 oo - 45 5	232411	Graphic Designer
illustrators (2324)	Less than 5	232412	Illustrator
		232414	Web Designer
		233211	Civil Engineer
		233212	Geotechnical Engineer
Civil engineering professionals (2332)	Less than 5	233213	Quantity Surveyor
		233214	Structural Engineer

Electrical Engineers (2333)	less than 5	233215	Transport Engineer Electrical Engineers
Electronics Engineers (2334)	Less than 5	233411	Electronics Engineers
		233911	Aeronautical Engineer
	Less than 5	233912	Agricultural Engineer
Other engineering professionals (2339)		233913	Biomedical Engineer
		233915	Environmental Engineer
Veterinarian (2347)	Less than 5	234711	Veterinarian
Early childhood (pre-primary school)	Less than 5	241111	Early Childhood (Pre-Primary School) Teache
teachers (2411)	Ecos trair o		, , ,
University Lecturers and Tutors (2421)	Less than 5	242111	University Lecturers
		242112	University Tutors
Occupational and environmental health professionals (2513)	Less than 5	251311 251312	Environmental Health Officer (491 only)
professionale (25 to)			Occupational Health and Safety Adviser
Pharmacists (2515)	Less than 5	251511	Hospital Pharmacists
		251513	Retail Pharmacists
Dental practitioners (2523)	Less than 5	252311	Dental Specialist
	=	252312	Dentist (491 only)
Occupational therapists (2524)	Less than 5	252411	Occupational Therapist
Physiotherapists (2525)	Less than 5	252511	Physiotherapist
Audiologists and speech pathologists /	Less than 5	252711	Audiologist
therapists (2527)	-	252712	Speech Pathologist
General practitioners and resident	Less than 5	253111	General Practitioner
medical officers (2531)		253112	Resident Medical Officer
		25441 1	Nurse Practitioner
		254412	Registered Nurse (Aged Care)
		254413	Registered Nurse (Child & Family Health)
		254414	Registered Nurse (Community Health)
		254415	Registered Nurse (Critical Care & Emergency
		254416	Registered Nurse (Developmental Disability)
Registered nurses (2544)	Less than 10	254417	Registered Nurse (Disability & Rehabilitation)
registered narses (2544)	LOSS triair 10	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)
ICT business and systems analysts	Less than 20	261111	ICT Business Analyst
(2611)	Less than 20	261112	Systems Analyst
Multimedia Specialists and Web	Less than 5	261211	Multimedia Specialists
Developers (2612)	Loos man o	261212	Web developer
		261311	Analyst Programmer
		261312	Developer Programmer
Software and applications programmers (2613)	Less than 40	261313	Software Engineer
(20.0)		261314	Software Tester
		261399	Software and Applications Programmers nec
		262111	Database Administrator
Database and systems administrators, and ICT security specialists (2621)	Less than 10	262112	ICT Security Specialist
and to r security specialists (2021)		262113	Systems Administrator
		263111	Computer Network & Systems Engineer
Computer network professionals (2631)	Less than 5	263112	Network Administrator
, , , , , , , , , , , , , , , , , , , ,		263113	Network Analyst
		263211	ICT Quality Assurance Engineer
		263212	ICT Support Engineer
ICT support and test engineers (2632)	Less than 5	263213	ICT Systems Test Engineer
		263299	ICT Support and Test Engineers (nec)
Solicitors (2713)	Less than 5	271311	Solicitors Solicitors
SUIICILOIS (2113)	L ธ ออ เกสก 5		_
		272111	Careers Counsellor
		272112	Drug and Alcohol Counsello

ουμπουποίο (2121)	LC33 HIGH O	272114	Rehabilitation Counsellor
		2 7 2115	Student Counsellor
		272199	Counsellors nec
		272311	Clinical Psychologist
		272312	Educational Psychologist
Psychologists (2733)	Less than 5	272313	Organisational Psychologist
		272314	Psychotherapist
		272399	Psychologist (nec)
Social workers (2725)	Less than 5	272511	Social Worker
		272611	Community Arts Worker (491 only)
Welfare, recreation and community arts	Less than 5	272612	Recreation Officer
workers (2726)		272613	Welfare Worker
		312111	Architectural Draftsperson
Architectural, building and surveying		312113	Building Inspector
technicians (3121)	Less than 5	312114	Construction Estimator (491)
		312199	Architectural, Building and Surveying Tech nec
		313111	Hardware Technician
		313112	ICT Customer Support Officer
ICT support technicians (3131)	Less than 5	313113	Web Administrator
		313199	ICT Support Technicians
		321211	Motor Mechanics
		321212	Diesel motor mechanic
Motor mechanics (3212)	Less than 5		
		321213	Motorcycle mechanic
		321214	Small engine mechanic
Metal fitters and machinists (3232)	Less than 5	323211	Metal machinist (first class)
(,		323214	Fitter (General)
	Less than 5	331211	Carpenter and Joiner
Carpenters and joiners (3312)		331212	Carpenters
		331213	Joiner
Plumbers (3341)	Less than 5	334111	Plumbers
Electrician (3411)	Less than 5	341111	Electrician
Electrician (3411)	Less than 5	341113	Lift Mechanic
Airconditioning and Refrigeration Mechanics (3421)	Less than 5	342111	Airconditioning and Refrigeration Mechanics
Chef (3513)	Less than 5	351311	Chef
Cook (3514)	Less than 5	351411	Cook
		362211	Gardener (General
Gardener (3622)	Less than 5	362212	Aborist
		362213	Landscape Gardener
Hairdresser (3911)	Less than 5	391111	Hairdressers
Enrolled Nurse (4114)	Less than 5	411411	Enrolled Nurse
		411711	Community Worker
		411712	Disabilities Services Officer
Welfare support workers (4117)	Less than 5	411713	Family Support Worker
		411715	Residential Care Officer
		411716	Youth Worker
Sports coaches, instructors and officials (4523)	Less than 5	452311	Sports Development Officer
Contract, program and project	1 4 -	511111	Contract Administrator
administrators (5111)	Less than 5	511 1 12	Program or Project Administrator

ACT CRITICAL SKILLS LIST - COMPARISON May to September 2021

ANZSCO	NOMINATED OCCUPATION			
131112	Sales & Marketing Manager	14		
131113	Advertising Manager			
131114	Public Relations Manager (491 only)			
132111	Corporate Services Manager	Added		
132211	Finance Manager			
132311	Human Resource Manager			
132411	Policy and Planning Manager (491 only)			
133111	Construction Project Manager			
133512	Production Manager (Manufacturing)			
133611	Supply, Distribution Manager	Added		
133612	Procurement manager (491 only)	Added		
135112	ICT Project Manager			
135199		erentramentos		
		-		
nementerentementementementementementemen		energy even of the		
		Added		
7,546,751,15		Added		
149311	Conference and Event Organisers	Added		
149913	Facilities manager	Added		
212411	Copywriter			
212412	Newspaper or Periodical Editor	out treatment of		
212413	Print Journalist	- I I		
	Technical Writer			
212499	·······	eininininini)		
221111				
221112				
221113	Taxation Accountant			
221211	Auditor	Added		
221213	External Auditor			
221214	Internal Auditor			
27727720		Remove		
		Remove		
		Talliove		
223112	Recruitment Consultant			
223113	Workplace Relations Adviser (491 only)			
224412	Policy Analyst (491 only)			
224711	Management Consultant	Public		
224711	Organisation and Methods Analysts	Graphic		
224912	Liaison Officer (491 only)	The second second		
224914	Patents Examiner (491 only)			
224999	Information and Org. Prof. nec (491 only)			
225111	Advertising Specialist			
225112	Marketing Research Analyst (491 only)	1		
225112	Marketing Specilaist			
225311	Public Relations Professional			
232111	The State of the S			
232112	Landscape Architect	Added Added		
232411	Graphic Designer	1		
232412	Illustrator			
232413	Multimedia Designer (491)			
232414	Web Designer	sinintendo (g		
	131112 131113 131114 132111 132211 132311 132411 133512 133611 133612 135112 135199 139911 139912 139915 141111 149211 149211 149212 149311 149913 212411 212412 212413 212415 212416 212499 221111 221112 221113 221211 22111	131112 Sales & Marketing Manager 131113 Advertising Manager 131114 Public Relations Manager (491 only) 132111 Corporate Services Manager 132211 Finance Manager 132211 Finance Manager 132211 Human Resource Manager 132311 Human Resource Manager 132411 Policy and Planning Manager (491 only) 133111 Construction Project Manager 133512 Production Manager (Manufacturing) 133611 Supply, Distribution Manager 133612 Procurement manager (491 only) 135112 ICT Project Manager 13991 ICT Managers (nec) 139911 Arts Administrator or Manager 139912 Environmental Manager 139915 Sports Administrator (491 only) 141111 Cafe and Restaurant Manager 149211 Call or Contact Centre Manager (491 only) 149212 Customer Service Manager 149311 Conference and Event Organisers 149913 Facilities manager 212411 Copywriter 212412 Newspaper or Periodical Editor 212413 Print Journalist 212415 Technical Writer 212416 Television Journalist 212419 Journalist & other writers (nec) 221111 Accountant (General) 221112 Management Accountant 221113 Taxation Accountant 221211 Auditor 221211 External Auditor 11ternal Auditor 1222311 Financial Investment Adviser 122312 Financial Investment Manager 122311 HR Professional (491 only) 122411 Organisation and Methods Analysts 12491 Liaison Officer (491 only) 12491 Liaison Officer (491 only) 12491 Patents Examiner (491 only) 12511 Marketing Research Analyst (491 only) 126111 Acchitect 126111 Architect 126111 Architect 126111 Architect 126111 Graphic Designer 130112 Hell Total Consultant 130113 Print Designer 130114 Multimedia Designer (491) 130114 Multimedia Designer (491)		

propose	233212	Geotechnical Engineer	
2332	233213	Quantity Surveyor	
uru	233214	Structural Engineer	
intere	233215	Transport Engineer	
ectrical Engineers (2333)	233311	Electrical Engineers	Added
ectronics Engineers (2334)	233411	Electronics Engineers	Added
	233911	Aeronautical Engineer	
	233912	Agricultural Engineer	
2339	233913	Biomedical Engineer	Added Added Added Added Added Added Added Added
1.014644	233915	Environmental Engineer	
Veterinarian (2347)	234711	Veterinarian	Added
2411	241111	Early Childhood (Pre-Primary School) Teacher	
University Lecturers and	242111	University Lecturers	Added
Tutors (2421)	242112	University Tutors	Added
2513	251311	Environmental Health Officer (491 only)	
(371.12)	251312	Occupational Health and Safety Adviser	
Pharmacists (2515)	251511	Hospital Pharmacists	1000
-	251513	Retail Pharmacists	Added
2523	252311	Dental Specialist	
0504	252312	Dentist (491 only)	
2524 2525	252411 252511	Occupational Therapist	
2020	252511	Physiotherapist Audiologist	1,0
2527	252711	Speech Pathologist	
	253111	General Practitioner	
2531	253112	Resident Medical Officer	
	254411	Property days of the second second	
		Nurse Practitioner Registered Nurse (Aged Care)	
· · · · · · · · · · · · · · · · · · ·	254412 254413	Registered Nurse (Child & Family Health)	
ional ional	254414	Registered Nurse (Community Health)	
LUTTER	254415	Registered Nurse (Critical Care & Emergency)	
incen	254416	Registered Nurse (Developmental Disability)	
	254417	Registered Nurse (Disability & Rehabilitation)	
2544			
	254418 254421	Registered Nurse (Medical) Registered Nurse (Medical Practice)	
iona	254422	Registered Nurse (Mental Health)	
io rea	254423	Registered Nurse (Perioperative)	
1 FILL LOAD	254424	Registered Nurse (Surgical)	
1000	254425	Registered Nurse (Paediatrics)	
10104	254499	Registered Nurses (nec)	
0044	261111	ICT Business Analyst	Added Added Added Added Added
2611	261112	Systems Analyst	-
Multimedia Specialists and	261211	Multimedia Specialists	Added
Web Developers (2612)	261212	Web developer	Added
	261311	Analyst Programmer	
maa	261312	Developer Programmer	
2613	261313	Software Engineer	
irin	261314	Software Tester	
	261399	Software and Applications Programmers nec	
0004	262111	Database Administrator	
2621	262112	ICT Security Specialist	
	262113 263111	Systems Administrator Computer Network & Systems Engineer	
2631	263111	Computer Network & Systems Engineer Network Administrator	
2031	263112	Network Analyst	
	263211	ICT Quality Assurance Engineer	Added
мони	263211	ICT Support Engineer	
2632			
Desirie	263213	ICT Systems Test Engineer	
(O-1) 10 - 10 - 10	263299	ICT Support and Test Engineers (nec)	
(Solicitors) 2713	271311	Solicitors	Added
1000	272111	Careers Counsellor	
e la cicle	272112 272113	Drug and Alcohol Counsello	
	212113	Family and Marriage Counsellor	

Ĭ	272115	Student Counsellor
	272199	Counsellors nec
	272311	Clinical Psychologist
	272312	Educational Psychologist
2723	272313	Organisational Psychologist
2720	272314	Psychotherapist
	272399	Psychologist (nec)
2725	272599	Social Worker
2725	272611	JET E (2007) NA PONOTA
2726	272612	Community Arts Worker (491 only) Recreation Officer
2/20	272613	Welfare Worker
	312111	
		Architectural Draftsperson
3121	312113	Building Inspector
	312114	Construction Estimator (491)
	312199	Architectural, Building and Surveying Tech nec
2001	313111	Hardware Technician
3131	313112	ICT Customer Support Officer
	313113	Web Administrator
	313199	ICT Support Technicians
	321211	Motor Mechanics
Notor Mechanics (3212)	321212	Diesel motor mechanic
	321213	Motorcycle mechanic
	321214	Small engine mechanic
3232	323211	Fitter (General)
7,7,7,1	323214	Metal machinist (first class)
	411713	Family Support Worker
	411715	Residential Care Officer
	411716	Youth Worker
4523	452311	Sports Development Officer
	511111	Contract Administrator
Electrician (3411)	511112	Program or Project Administrator
3622		
4117		
5111		

Added Added Added Added



Chief Minister, Treasury and Economic Development Directorate

То:	Minister for Skills	Tracking No.: CMTEDD2021/4089			
Date:	24/08/2021				
From:	Executive Branch Manager Skills Can	berra			
Subject:	ACT Critical Skills List update, effective 1 September 2021				
Critical Date:	31/08/2021				
Critical Reason:	To publish the updated ACT Critical S	Skills List on 1 September 2021			

Recommendations

That you agree to the updated ACT Critical Skills List for publication on 1 September 2021.

Agree / Disagree / Please Discuss

Chris Steel MLA

Minister's Office Feedback

Background

The Territory Migration Agreement with the Australian Government provides the
ACT Government with the flexibility to address skills shortages and labour market needs
through the state/territory nominated stream of the Australian Migration Program.
Under this stream, ACT can attract and retain appropriate and sustainable numbers of
skilled migrants to contribute to Canberra's economy and society, and to support
strategic industry growth in the region.

Tracking No.: CMTEDD2021/4089

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- 2. Intending migrants with an occupation on the ACT Critical Skills List (the List) may express interest in ACT nomination by completing the Canberra Matrix. The Matrix score determines whether an invitation to apply for ACT nomination is issued.
- 3. The List is informed by Skills Canberra's Forecasting Industry Needs and Entitlement (FINE) Model.
 - a. The FINE Model calculates a score based on several inputs, including vacancy rate trends, employment levels, projected employment growth, predicted retirement and number of graduates.
- 4. The List is further refined by the national skilled migration occupation lists (the Short-Term Skilled Occupation List, the Medium and Long-Term Strategic Skills List and the Regional Occupation List) and industry feedback from the JobTrainer consultation.
- 5. In addition to defining occupations with a critical skill need, the FINE Model provides monthly data on occupation vacancy rates. The number of nomination places offered to certain occupations on the List may be capped if the demand exceeds the monthly vacancy rate.
- 6. On 25 March 2021, you agreed Skills Canberra would seek your approval of an updated List every four months, prior to republication (CMTEDD2021/471).
- 7. The list was last updated in May 2021.

Issues

- Skills Canberra is seeking your agreement to an updated List for publication on 1 September 2021. The proposed updated September List is provided at tab one of Attachment A.
- 9. Tab two of <u>Attachment A</u> shows the May 2021 List compared to the proposed updated September List.
 - a. 14 occupation groups have been added, including Enrolled Nurse, Pharmacist, Multimedia and Web developers, Veterinarians, Electrical and Electronic Engineers, Motor Mechanics and Solicitors. The increase is due to critical need for skilled staff in the Health sector and general economic improvement in the professional sectors.
 - One occupation group has been removed as the critical need for Financial Analyst is in decline.
- c. Should you agree to the recommendation in this brief, the ACT Critical Skills List: September 2021 will be published on the new www.act.gov.au/migration website on 1 September 2021.

Consultation

10. Nil.

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Financial

11. Nil.

Benefits/Sensitivities

- 12. Once the September 2021 List is published, intending migrants who submitted a Matrix based on the May List will not be ranked if their occupation has been removed. Currently, there are no Financial Analysts in the Matrix queue.
- 13. There are no legislative or other impediments to updating the List based on identified need.

Media

14. Nil.

Signatory Name: Josephine Andersen Phone: 62074791

Action Officer: Julianne O'Brien Phone: 62071957

Attachment A Tab one: Updates ACT Critical Skills List: September 2021

Tab two: Comparison of May 2021 List and updated List

Tracking No.: CMTEDD2021/4089

	ACT CRITICAL SKILLS LIST - January 2022				
ANZSCO Unit Group	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION		
Advertising, public relations and sales		131112	Sales & Marketing Manager		
managers (1311)	Less than 5	131113	Advertising Manager		
		131114	Public Relations Manager (491 only)		
Corporate Services Manager (1321)	Less than 5	132111	Corporate Services Manager		
Finance managers (1322)	Less than 5	132211	Finance Manager		
Human resource managers (1323)	Less than 5	132311	Human Resource manager		
Policy and planning managers (1324)	Less than 10	132411	Policy and Planning Manager (491 only)		
Construction managers (1331)	Less than 15	133111	Construction Project Manager		
Production managers (1335)	Less than 5	133512	Production Manager (Manufacturing)		
		133611	Supply, Distribution Manager		
Supply and Distribution Manager (1336)	Less than 5	133612	Procurement manager (491 only)		
Child Care Centre manager (1341)	Less than 5		<u> </u>		
Sa Sara Saria Manager (1941)	2005 thair 0	134111 135112	Child Care Centre Managers ICT Project Manager		
ICT managers (1351)	Less than 5	135112	ICT Managers (nec)		
		139911	Arts Administrator or Manager		
Other specialist managers (1399)	Less than 5	139912	Environmental Manager		
Other specialist managers (1399)	Less than 5	139915			
Cofé and restaurant managers (1111)	Loop than F		Sports Administrator (491 only)		
Café and restaurant managers (1411)	Less than 5	141111	Cafe and Restaurant Managers		
Call or contact centre and customer	Less than 5	149211	Call or Contact Centre Manager (491 only)		
service managers (1492)		149212	Customer Service Manager		
Conference and Event Organisers (1493)	Less than 5	149311	Conference and Event Organisers		
Hospitality, Retail and Service Managers (1499)	Less than 5	149913	Facilities manager		
		212411	Copywriter		
		212412	Newspaper or Periodical Editor		
lauradiata and ather unitary (2424)	Loop than E	212413	Print Journalist		
Journalists and other writers (2124)	Less than 5	212415	Technical Writer		
		212416	Television Journalist		
		212499	Journalist & other writers (nec)		
		221111	Accountant (General)		
Accountants (2211)	Less than 5	221112	Management Accountant		
		221113	Taxation Accountant		
		221211	Auditor		
Auditors, company secretaries and	Less than 5	221213	External Auditor		
corporate treasurers (2212)		221214	Internal Auditor		
Human Resource Professionals (2231)	Less than 5	223111	Human Resource Professionals		
Intelligence and policy analysts (2244)	Less than 10	224412	Policy Analyst (491 only)		
Management and organisation analysts		224711	Management Consultant		
(2247)	Less than 5	224711	Organisation and Methods Analysts		
		224912	Liaison Officer (491 only)		
Other information and organisation	Less than 5	224914	Patents Examiner (491 only)		
professionals (2249)		224999	Information and Org. Prof. nec (491 only)		
		225111	Advertising Specialist		
Advertising and marketing professionals (2251)	Less than 5	225112	Marketing Research Analyst (491 only)		
(2251)		225112	Marketing Specilaist		

Public relations professionals (2253)	Less than 5	225311	Public Relations Professionals
		232411	Graphic Designer
Graphic and web designers, and illustrators (2324)	Less than 5	232412	Illustrator
		232414	Web Designer
		233211	Civil Engineer
		233212	Geotechnical Engineer
Civil engineering professionals (2332)	Less than 5	233213	Quantity Surveyor
		233214	Structural Engineer
		233215	Transport Engineer
Electrical Engineers (2333)	less than 5	233311	Electrical Engineers
Electronics Engineers (2334)	Less than 5	233411	Electronics Engineers
<u> </u>		233911	Aeronautical Engineer
	•	233912	Agricultural Engineer
Other engineering professionals (2339)	Less than 5	233913	Biomedical Engineer
	•		
		233915	Environmental Engineer
Early childhood (pre-primary school) teachers (2411)	Less than 5	241111	Early Childhood (Pre-Primary School) Teacher
Primary School Teachers (2412)	Less than 5	241213	Primary School Teacher
Secondary School Teachers (2414)	Less than 5	241411	Secondary School Teacher
Special Education Teachers (2415)	Less than 5	251499	Special Education Teachers nec
University Lecturers and Tutors (2421)	Less than 5	242111	University Lecturers and Tutors
Occupational and environmental health		251311	Environmental Health Officer (491 only)
professionals (2513)	Less than 5	251312	Occupational Health and Safety Adviser
Pharmacists (2515)	Less than 5	251513	Retail Pharmacists
	Less than 5	252311	Dental Specialist
Dental practitioners (2523)		252312	Dentist (491 only)
Occupational therapists (2524)	Less than 5	252411	Occupational Therapist
Physiotherapists (2525)	Less than 5	252511	Physiotherapist Physiotherapist
, , ,	Loss than o	252711	Audiologist
Audiologists and speech pathologists / therapists (2527)	Less than 5	252712	Speech Pathologist
			•
General practitioners and resident medical officers (2531)	Less than 5	253111	General Practitioner
medical emecie (Ecc.)		253112	Resident Medical Officer
		254411	Nurse Practitioner
		254412	Registered Nurse (Aged Care)
		254413	Registered Nurse (Child & Family Health)
		254414	Registered Nurse (Community Health)
		254415	Registered Nurse (Critical Care & Emergency)
		254416	Registered Nurse (Developmental Disability)
Registered nurses (2544)	Less than 10	254417	Registered Nurse (Disability & 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)
ICT business and systems analysts	Less than 20	261111	ICT Business Analyst
(2611)	_000 trial1 20	261112	Systems Analyst
Multimedia Specialists and Web	Less than F	261211	Multimedia Specialists
Developers (2612)	Less than 5	261212	Web developer
		261311	Analyst Programmer

1	Ī	261312	Developer Programmer
Software and applications programmers (2613)	Less than 40	261313	
		261314	Software Engineer Software Tester
		261399	Software and Applications Programmers nec
Database and systems administrators,		262111	Database Administrator
and ICT security specialists (2621)	Less than 10	262112	ICT Security Specialist
		262113	Systems Administrator
		263111	Computer Network & Systems Engineer
Computer network professionals (2631)	Less than 5	263112	Network Administrator
		263113	Network Analyst
		263211	ICT Quality Assurance Engineer
ICT average and test on singer (2022)	l and them 5	263212	ICT Support Engineer
ICT support and test engineers (2632)	Less than 5	263213	ICT Systems Test Engineer
	•	263299	ICT Support and Test Engineers (nec)
Solicitors (2713)	Less than 5	271311	Solicitors
		272111	Careers Counsellor
		272112	Drug and Alcohol Counsello
	-	272113	Family and Marriage Counsellor
Counsellors (2721)	Less than 5		
		272114	Rehabilitation Counsellor
		272115	Student Counsellor
		272199	Counsellors nec
		272311	Clinical Psychologist
		272312	Educational Psychologist
Psychologists (2733)	Less than 5	272313	Organisational Psychologist
		272314	Psychotherapist
		272399	Psychologist (nec)
Social workers (2725)	Less than 5	272511	Social Worker
Welfare, recreation and community arts	_	······	Community Arts Worker (491 only)
workers (2726)	Less than 5	272612	Recreation Officer
		272613	Welfare Worker
		313111	Hardware Technician
ICT support technicians (3131)	Less than 5	313112	ICT Customer Support Officer
		313113	Web Administrator
		313199	ICT Support Technicians
		321211	Motor Mechanics
Motor mechanics (3212)	Less than 5	321212	Diesel motor mechanic
Motor mooridines (6212)	2000 11011 0	321213	Motorcycle mechanic
		321214	Small engine mechanic
		331211	Carpenter and Joiner
Carpenters and joiners (3312)	Less than 5	331212	Carpenters
		331213	Joiner
Plumbers (3341)	Less than 5	334111	Plumbers
Airconditioning and Refrigeration Mechanics (3421)	Less than 5	342111	Airconditioning and Refrigeration Mechanics
Bakers and Pastrycooks (3511)	Less than 5	351111	Bakers
, ,		351112	Pastry Chef
Chef (3513)	Less than 5	351311	Chef
Cook (3514)	Less than 5	351411	Cook
		362211	Gardener (General
Gardener (3622)	Less than 5	362212	Aborist
		362213	Landscape Gardener

		411711	Community Worker
		411712	Disabilities Services Officer
Welfare support workers (4117)	Less than 5	411713	Family Support Worker
		411715	Residential Care Officer
		411716	Youth Worker
Contract, program and project	Less than 5	511111	Contract Administrator
administrators (5111)	Less than 3	511112	Program or Project Administrator
Insurance Loss Adjusters (5996)	Less than 5	599612	Insurance Loss Adjuster

ACT CRITICAL SKILLS LIST - COMPARISON September 2021 to January 2022

ANZSCO Unit Group			
13111	ANZSCO Unit Group	ANZSCO	NOMINATED OCCUPATION
13211		131112	Sales & Marketing Manager
1321 132111 Corporate Services Manager 1322 132211 Finance Manager 1323 132211 Finance Manager 1324 132411 Policy and Planning Manager (491 only) 1331 133111 Construction Project Manager 13361 133512 Production Manager (Manufacturing) 1336 133512 Production Manager (Manufacturing) 13361 Supply, Distribution Manager 13361 Supply, Distribution Manager 133612 Procurement manager (491 only) (Child Care Centre manager) 133612 Child Care Centre Managers 135112 ICT Project Manager 135113 135112 ICT Project Manager 135919 ICT Managers (nec) 133911 Arts Administrator or Manager 139912 Environmental Manager 139915 Sports Administrator (491 only) 14921 Cafe and Restaurant Manager 149211 Cafe and Restaurant Manager 149211 Cafe and Restaurant Manager 149212 Customer Service Manager 14931 Conference and Event Organisers 1499 149913 Facilities manager 212411 Copywriter 212412 Copywriter 212412 Copywriter 212413 Prior Individual Subre writers (nec) 221111 Accountant (General) Accountant 221111 Accountant (General) 221111 Accountant (General) 221111 Accountant (General) 221111 Accountant (General) 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor 221111 Accountant Auditor Au	1311	131113	Advertising Manager
1322 132211 Finance Manager 1323 132311 Human Resource Manager 1324 132411 Policy and Planning Manager (491 only) 1331 133111 Construction Project Manager 1335 133512 Production Manager (Manufacturing) 1336 133611 Supply, Distribution Manager 133612 Procurement manager (491 only) (Child Care Centre manager) 1341 Total Care Centre manager) 13512 CT Project Manager (210 only) (Child Care Centre manager) 13519 CT Managers (nec) 135199 CT Managers (nec) 13991 Arts Administrator or Manager 13991 139912 Environmental Manager 139915 Sports Administrator (491 only) 14921 Call or Contact Centre Manager (491 only) 14921 Call or Contact Centre Manager (491 only) 14921 Call or Contact Centre Manager (491 only) 14921 Conference and Event Organisers 1499 149913 Facilities manager 212411 Copywriter 212412 Newspaper or Periodical Editor 212415 Technical Writer 212416 Television Journalist 212419 Journalist & other writers (nec) 221111 Accountant (General) 221111 Accountant (General) 221111 Accountant (General) 221111 Accountant (Tennal Auditor 221211 Au		131114	Public Relations Manager (491 only)
1323 132311 Human Resource Manager 1324 132411 Policy and Planning Manager (491 only) 1331 133111 Construction Project Manager (Manufacturing) 1335 133512 Production Manager (Manufacturing) 13361 Supply, Distribution Manager (Manufacturing) 13361 Procurement manager (491 only) Child Care Centre Managers 125112 ICT Project Managers ICT Managers (nec) ICT Managers (nec) 13991 Arts Administrator or Manager 13991 Arts Administrator or Manager 13991 Sopris Administrator (491 only) 14911 141111 141111 Cafe and Restaurant Manager 14921 Call or Contact Centre Manager (491 only) 14921 Call or Contact Centre Manager (491 only) 14931 Conference and Event Organisers 1499 149913 Conference and Event Organisers 1499 149913 Conference and Event Organisers 14991 14911 Copywriter 14914 14	1321	132111	Corporate Services Manager
1324	1322	132211	Finance Manager
1331 133111 Construction Project Manager 1336 133612 Production Manager (Manufacturing)	1323	132311	Human Resource Manager
1335 133512	1324	132411	Policy and Planning Manager (491 only)
1336	1331	133111	Construction Project Manager
133612	1335	133512	Production Manager (Manufacturing)
133612	4000	133611	Supply, Distribution Manager
(Child Care Centre manager) 1341 Child Care Centre Managers 13511 135112 ICT Project Manager 13991 ICT Managers (nec) 13991 Arts Administrator or Manager 13991 Environmental Manager 139915 Sports Administrator (491 only) 1411 141111 Cafe and Restaurant Manager 1492 149211 Call or Contact Centre Manager (491 only) 1493 149311 Conference and Event Organisers 1499 149913 Facilities manager 212411 Copywriter 212412 Newspaper or Periodical Editor 212413 Print Journalist 212414 Technical Writer 212415 Technical Writer 212416 Television Journalist 212417 Accountant (General) 22111 Accountant (General) 22111 Auditor 22111 Auditor 22121 Auditor 22121 External Auditor 111 Hrinancial Investment Manager 22231	1336	133612	Procurement manager (491 only)
135112	(Child Care Centre		
13519 ICT Managers (nec) 139911 Arts Administrator or Manager 139912 Environmental Manager 139915 Sports Administrator (491 only) 149111 Cafe and Restaurant Manager 149211 Call or Contact Centre Manager (491 only) 149212 Customer Service Manager (491 only) 149212 Customer Service Manager 1493 149311 Conference and Event Organisers 1499 149913 Facilities manager 212411 Copywriter 212412 Newspaper or Periodical Editor 212413 Print Journalist 212415 Technical Writer 212416 Television Journalist 212416 Z12419 Journalist 212419 Journalist 212419 Journalist 212419 Journalist 212419 Accountant (General) Auditor 22111 Auditor 22111 Auditor 221211 Auditor 221211 Auditor 221214 Internal Auditor 221214 Internal Auditor 221214 Internal Auditor 22231 222312 Financial Investment Manager 223111 HR Professional (491 only) 2244 224412 Policy Analyst (491 only) 2244 224412 Policy Analyst (491 only) 2247 224711 Management Consultant 224711 Organisation and Methods Analysts 224912 Liaison Officer (491 only) 22499 Information and Org. Prof. nec (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Marketing Research Analyst (491 only) 225112 Adventising Specilaist 225311 225311 225311 225311 225311 225311 225311 22531	manager)1341		
135199 ICT Managers (nec)	1351	135112	ICT Project Manager
13991		135199	ICT Managers (nec)
139915 Sports Administrator (491 only)		139911	Arts Administrator or Manager
1411	1399	139912	Environmental Manager
1492		139915	Sports Administrator (491 only)
1492	1411	141111	Cafe and Restaurant Manager
1493	1/102	149211	Call or Contact Centre Manager (491 only)
1499	1432	149212	Customer Service Manager
212411 Copywriter	1493	149311	Conference and Event Organisers
212412 Newspaper or Periodical Editor	1499	149913	Facilities manager
21241		212411	Copywriter
212415		212412	Newspaper or Periodical Editor
212415		212413	Print Journalist
212416 Television Journalist 212499 Journalist & other writers (nec) 221111 Accountant (General) 221112 Management Accountant 221113 Taxation Accountant 221113 Taxation Accountant 221211 Auditor 22121 External Auditor 10121 Internal Auditor 10121 Internal Auditor 12231 Financial Investment Adviser 222312 Financial Investment Manager 223111 HR Professional (491 only) 22311 Recruitment Consultant 223112 Recruitment Consultant 223113 Workplace Relations Adviser (491 only) 2244 224412 Policy Analyst (491 only) 2247 224711 Management Consultant 224711 Organisation and Methods Analysts 224912 Liaison Officer (491 only) 22499 Information and Org. Prof. nec (491 only) 225111 Advertising Specialist Marketing Research Analyst (491 only) 225112 Marketing Specialist 225311 Public Relations Professional	2124		
212499 Journalist & other writers (nec)			
22111			
2211			
221211	2211		
221211		221113	Taxation Accountant
221214 Internal Auditor		221211	
221214 Internal Auditor	2212	221213	External Auditor
22231			
222312 Financial Investment Manager	2222		
223111	2223		
2231 223112 Recruitment Consultant 223113 Workplace Relations Adviser (491 only) 2244 224412 Policy Analyst (491 only) 2247 Management Consultant 224711 Organisation and Methods Analysts 224912 Liaison Officer (491 only) 224934 Patents Examiner (491 only) 224999 Information and Org. Prof. nec (491 only) 225111 Advertising Specialist 2251 225112 Marketing Research Analyst (491 only) Marketing Specilaist 2253 225311 Public Relations Professional			
223113 Workplace Relations Adviser (491 only)		223111	HR Professional (491 only)
2244 224412 Policy Analyst (491 only) 2247 Management Consultant 224711 Organisation and Methods Analysts 224912 Liaison Officer (491 only) 22493 Patents Examiner (491 only) 224999 Information and Org. Prof. nec (491 only) 225111 Advertising Specialist 2251 225112 Marketing Research Analyst (491 only) Marketing Specilaist 2253 225311 Public Relations Professional	2231	223112	Recruitment Consultant
22471		223113	Workplace Relations Adviser (491 only)
2247 224711 Organisation and Methods Analysts 224912 Liaison Officer (491 only) 22493 Patents Examiner (491 only) 224999 Information and Org. Prof. nec (491 only) 225111 Advertising Specialist 2251 225112 Marketing Research Analyst (491 only) 225112 Marketing Specilaist 2253 225311 Public Relations Professional	2244	224412	Policy Analyst (491 only)
224711 Organisation and Methods Analysts	22/17	224711	Management Consultant
2249 224914 Patents Examiner (491 only) 224999 Information and Org. Prof. nec (491 only) 225111 Advertising Specialist 2251 225112 Marketing Research Analyst (491 only) 2251 Marketing Specilaist 2253 225311 Public Relations Professional	2241	224711	Organisation and Methods Analysts
224999 Information and Org. Prof. nec (491 only) 225111 Advertising Specialist 2251 225112 Marketing Research Analyst (491 only) 225112 Marketing Specilaist 2253 225311 Public Relations Professional	-	224912	Liaison Officer (491 only)
225111 Advertising Specialist 2251 225112 Marketing Research Analyst (491 only) 225112 Marketing Specilaist 2253 225311 Public Relations Professional	2249	224914	Patents Examiner (491 only)
2251 225112 Marketing Research Analyst (491 only) 225112 Marketing Specilaist 2253 225311 Public Relations Professional		224999	Information and Org. Prof. nec (491 only)
225112 Marketing Specilaist 2253 225311 Public Relations Professional		225111	Advertising Specialist
2253 225311 Public Relations Professional	2251	225112	Marketing Research Analyst (491 only)
		225112	Marketing Specilaist
000444	2253	225311	Public Relations Professional
23211 Architect	2224	232111	Architect
2321 Landscape Architect	2321	232112	Landscape Architect
232411 Graphic Designer		232411	
232412 Illustrator	0004	232412	Illustrator
2324 232413 Multimedia Designer (491)	2324		Multimedia Designer (491)
232414 Web Designer			

Added

Removed Removed

		_
	233211	Civil Engineer
	233212	Geotechnical Engineer
2332	233213	Quantity Surveyor
	233214	Structural Engineer
	233215	Transport Engineer
2333	233311	Electrical Engineers
2334	233411	Electronics Engineers
2001	233911	Aeronautical Engineer
2339	233912	Agricultural Engineer
	233913	Biomedical Engineer
	233915	Environmental Engineer
2411	241111	Early Childhood (Pre-Primary School) Teacher
Primary School Teachers (2412)	241213	Primary School Teacher
Secondary School Teachers (2414)	241411	Secondary School Teacher
Special Education Teachers (2415)	251499	Special Education Teachers nec
2421	242111	University Lecturers
	251311	Environmental Health Officer (491 only)
2513	251312	Occupational Health and Safety Adviser
DI	251511	Hospital Pharmacists
Pharmacists (2515)	251513	Retail Pharmacists
0.500	252311	Dental Specialist
2523	252312	Dentist (491 only)
2524	252411	Occupational Therapist
2525	252511	Physiotherapist
	252711	Audiologist
2527	252712	Speech Pathologist
	253111	General Practitioner
2531	253112	Resident Medical Officer
	254411	Nurse Practitioner
	254412	Registered Nurse (Aged Care)
	254413	Registered Nurse (Child & Family Health)
	254414	Registered Nurse (Community Health)
		Registered Nurse (Critical Care & Emergency)
	254415 254416	Registered Nurse (Chilical Care & Emergency) Registered Nurse (Developmental Disability)
2544	254417	Registered Nurse (Disability & Rehabilitation) Registered Nurse (Medical)
	254418	
	254421 254422	Registered Nurse (Medical Practice) Registered Nurse (Mental Health)
	254423	Registered Nurse (Perioperative)
	254424	Registered Nurse (Surgical)
	254425	Registered Nurse (Paediatrics)
	254499	Registered Nurses (nec)
	261111	ICT Business Analyst
2611	261112	Systems Analyst
Multimedia Specialists and	261211	Multimedia Specialists
Web Developers (2612)	261212	Web developer
	261311	Analyst Programmer
	261312	Developer Programmer
2613	261313	Software Engineer
	261314	Software Tester
	261399	Software and Applications Programmers nec
	262111	Database Administrator
2621	262112	ICT Security Specialist
	262113	Systems Administrator
	263111	Computer Network & Systems Engineer
2631	263112	Network Administrator
	263113	Network Analyst
	263211	ICT Quality Assurance Engineer
	263212	ICT Support Engineer
2632	263213	ICT Systems Test Engineer
	263299	ICT Support and Test Engineers (nec)
2713	271311	Solicitors
2		1

Added Added

	272111	Careers Counsellor	1
	272111	Drug and Alcohol Counsello	
	272112	Family and Marriage Counsellor	
2721			
	272114	Rehabilitation Counsellor	
	272115	Student Counsellor	
	272199	Counsellors nec	-
	272311	Clinical Psychologist	
	272312	Educational Psychologist	
2723	272313	Organisational Psychologist	
	272314	Psychotherapist	
	272399	Psychologist (nec)	
2725	272511	Social Worker	
	272611	Community Arts Worker (491 only)	
2726	272612	Recreation Officer	
	272613	Welfare Worker	
	312111	Architectural Draftsperson	Removed
	312113	Building Inspector	Removed
3121	312114	Construction Estimator (491)	Removed
	312199	Architectural, Building and Surveying Tech nec	Removed
	313111	Hardware Technician	1.00104
3131	313112	ICT Customer Support Officer	
3131	313112	Web Administrator	
		ICT Support Technicians	
	313199		_
	321211	Motor Mechanics	
3212	321212	Diesel motor mechanic	
	321213	Motorcycle mechanic	
	321214	Small engine mechanic	_
3232	323211	Fitter (General)	Removed
	323214	Metal machinist (first class)	Removed
3312	331211	Carpenter and Joiner	
	331212	Carpenters	
	331213	Joiner	
3341	334111	Plumber	
Electrician (3411)	341111	Electrician	Removed
Lioundian (0111)	341113	Lift Mechanic	Removed
3421	342111	Airconditioning and Refrigeration Mechanics	
Bakers and Pastrycooks	351111	Bakers	Added
(3511)	351112	Pastry Chef	Added
3513	351311	Chef	
3514	351411	Cook	
	362211	Gardener (General	
3622	362212	Aborist	
0022	362213	Landscape Gardener	
3911	391111	Hairdressers	Removed
4114	1		Kemoved
4114	411411	Enrolled Nurses	
	411711	Community Worker	
=	411712	Disabilities Services Officer	
4117	411713	Family Support Worker	
	411715	Residential Care Officer	
	411716	Youth Worker	4
4523	452311	Sports Development Officer	Removed
E444	511111	Contract Administrator	1
5111	511112	Program or Project Administrator	"[
Insurance (5996)	599612	Insurance Loss Adjuster	Added
5111 Insurance (5996)	511112	Program or Project Administrator	Add

Agreed / Disagreed / Please Discuss



Chief Minister, Treasury and Economic Development Directorate

To:	Minister for Skills	Tracking No.: CMTEDD2021/6249
Date:	21/12/2021	
From:	Executive Branch Manager Skills (Canberra
Subject:	ACT Critical Skills List update, effe	ctive January 2022
Critical Date:	10/01/2022	
Critical Reason:	To publish the updated ACT Critic	al Skills List on 12 January 2022

ecommendations	G = 0.0,	
hat you agree to t	he updated ACT Critical Skills List, fo	or publication on 12 January 2022.

R

Minister's Office Feedback

CMTEDD2021/6249 1

Background

- The Territory Migration Agreement with the Australian Government provides the
 ACT Government with the flexibility to address skills shortages and labour market needs
 through the state/territory nominated stream of the Australian Migration Program.
 Under this stream, the ACT can attract and retain appropriate and sustainable levels of
 skilled migrants to contribute to Canberra's economy and society, and support strategic
 growth in the region.
- 2. Intending migrants with an occupation on the ACT Critical Skills List (the List) are eligible to express an interest in ACT nomination by completing the Canberra Matrix. The Matrix score determines whether an invitation to apply for ACT nomination is issued.
- 3. Currently, the List is developed by adapting the Skills Canberra Forecasting Industry Needs and Entitlement (FINE) Model.
 - a. The FINE Model calculates a score based on several inputs, including vacancy rate trends, vacancy rate growth, employment levels, projected employment growth, predicted retirements and number of graduates.
 - b. The List is further refined by the national skilled migration occupation lists (the Short-Term Skilled Occupation List, the Medium and Long-Term Strategic Skills List and the Regional Occupation List) and industry feedback from the JobTrainer consultation.
- 4. In addition to defining occupations with a critical skill need, the FINE Model provides monthly data on occupation vacancy rates. The number of nomination places offered to certain occupations on the List may be capped if the demand exceeds the monthly vacancy rate.
- 5. On 25 March 2021, you agreed Skills Canberra would seek your approval of an updated List every four months, prior to republication (CMTEDD2021/471).
- 6. The List was last updated in September 2021.

Issues

- 7. Skills Canberra is seeking your agreement to publish an updated List on 12 January 2022. The proposed List is at tab one of <u>Attachment A</u>.
- 8. Tab two of <u>Attachment A</u> shows the comparison between the September 2021 List and the proposed January 2022 List.
 - a. The following occupations been added to the List due to the increased critical need for skilled staff, in the hospitality and education sectors in particular.
 - i. childcare centre managers
 - ii. primary and secondary teachers
 - iii. bakers and pastry chefs
 - iv. insurance loss adjusters.

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- b. The following occupations have been removed from the List as the critical need has declined:
 - i. architects and landscape architects,
 - ii. architectural draftspersons,
 - iii. sports development officers,
 - iv. hairdressers,
 - v. fitters, and
 - vi. electricians.
- 9. Should you agree to the recommendation in this brief, the ACT Critical Skills List: January 2022 will be published on the Skills Canberra website (www.act.gov.au/migration) on 12 January 2022.
- You recently agreed to a new process for developing the List, which includes consultation with ACT employers on skills needs and reverting to an annual update of the List (CMTEDD2021/5096).

Consultation

11. Nil.

Financial

12. Nil.

Benefits/Sensitivities

- 13. Once the January 2022 List is published, intending migrants who submitted a Matrix based on the September List will not be ranked if their occupation has been removed. Currently, there are no applicants in the Matrix queue who will be affected.
- 14. There are no legislative or other impediments to updating the List based on identified need.

Media

15. Nil.

Signatory Name: Josephine Andersen Phone: 62074791
Action Officer: Julianne O'Brien Phone: 62071957

Attachment A Tab one: Updated ACT Critical Skills List: January 2022

Tab two: Comparison of September 2021 List and proposed
January 2022 List

ACT CRITICAL SKILLS LIST - June 2022							
ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION			
			131112	sales and marketing manager			
Advertising, public relations and sales managers	1311	5 or Less	131113	advertising manager			
			131114	public relations manager (491 only)			
Corporate Services Manager	1321	5 or Less	132111	corporate services manager			
Finance managers	1322	5 or Less	132211	finance manager			
Human resource managers	1323	5 or Less	132311	human resource manager			
	1.2	V VVV		g			
Policy and planning managers	1324	10 or Less	132411	policy and planning manager (491 only)			
Construction managers	1331	15 or Less	133111	construction project manager			
			133112	project builder (491 only)			
Descharties seems	4225	5	133511	production manager (forestry)			
Production managers	1335	5 or Less	133512	production manager (manufacturing)			
			133513	production manager (mining)			
Supply and Distribution Manager	1336	5 or Less	133611	supply and distribution manager			
0.11.00	4044	5	133612	procurement manager (491 only)			
Child Care Centre manager	1341	5 or Less	134111	child care centre manager			
			134211	medical administrator (491 only)			
			134212	nursing clinical director			
Health and Welfare Services Managers	1342	5 or Less	134213	primary health organisation manager			
			134214	welfare centre manager			
			134299	health and welfare services managers (nec)			
Other Education Managers	1344	5 or Less	134412	regional education manager (491 only)			
<u> </u>			134499	education managers (nec)			
ICT managers	1351	5 or Less	135112	ICT project manager			
-			135199	ICT managers (nec)			
			139911	arts administrator or manager			
			139912	environmental manager			
Other specialist managers	1399	5 or Less	139913	laboratory manager			
			139914	quality assurance manager			
			139915	sports administrator (491 only)			
Café and restaurant managers	1411	5 or Less	139999	specialist managers (nec) cafe or restaurant manager			
Hotel and Motel Managers	1413	5 or Less	141311	hotel or motel manager			
Retail Managers	1421	5 or Less	142115	post office manager (491 only)			
Call or contact centre and customer service managers	1492	5 or Less	149212	customer service manager			
Conference and Event Organisers	1493	5 or Less	149311	conference and event organiser			
<u> </u>			149912	cinema or theatre manager (491 only)			
Hospitality, Retail and Service Managers	1499	5 or Less	149913	facilities manager			
			149914	financial institution branch manager (491 only)			
			212411	copywriter			
			212412	newspaper or periodical editor			
Journalists and other writers	2124	5 or Less	212413	print journalist			
			212415	technical writer			
			212416 212499	television journalist journalists and other writers (nec)			
			221111	accountant (general)			
Accountants	2211	5 or Less	221112	management accountant			
			221113	taxation accountant			
			221211	company secretary			
Auditors, company secretaries and corporate treasurers	2212	5 or Less	221213	external auditor			
			221214	internal auditor			
Financial Investment Advisors and Managers	2223	5 or Less	222311	financial investment adviser			
Financial Investment Advisers and Managers	2223	2 OI LESS	222312	financial investment manager			
			223111	human resource adviser (491 only)			
Human Resource Professionals	2231	5 or Less	223112	recruitment consultant			
			223113	workplace relations adviser (491 only)			
Intelligence and policy analysts	2244	10 or Less	224412	policy analyst (491 only)			
Management and organisation analysts	2247	5 or Less	224711	management consultant			
			224712	organisation and methods analyst			
			224912	liaison officer (491 only)			
Other information and organisation professionals	2249	5 or Less	224914	patents examiner			
			224999	information and organisation professionals (nec)			
			225111	advertising specialist			
Advertising and marketing professionals	2251	5 or Less	225112	market research analyst (491 only)			
			225113	marketing specialist			

			1	
Public relations professionals	2253	5 or Less	225311	public relations professional
			232212	surveyor
Surveyors and Spatial Scientists	2322	5 or Less	232213	cartographer
			232214	other spatial scientist
			232411	·
				graphic designer
Graphic and web designers, and illustrators	2324	5 or Less	232412	illustrator
			232413	multimedia designer (491 only)
			232414	web designer
			233211	civil engineer
			233212	geotechnical engineer
Civil engineering professionals	2332	5 or Less	233213	quantity surveyor
Own originating protossionals	2002	0 01 2000		
			233214	structural engineer
			233215	transport engineer
Electrical Engineers	2333	5 or Less	233311	electrical engineer
Electronics Engineers	2334	5 or Less	233411	electronics engineer
			233511	industrial engineer
Industrial, Mechanical and Production Engineers	2335	5 or Less	233512	mechanical engineer
3			233513	*
				production or plant engineer
			233911	aeronautical engineer
			233912	agricultural engineer
			233913	biomedical engineer
Other engineering professionals	2339	5 or Less	233914	engineering technologist
			233915	environmental engineer
			233916	naval architect
			233999	engineering professionals (nec)
			234311	conservation officer (491 only)
			234312	environmental consultant
Environmental Scientists	2343	5 or Less	234313	environmental research scientist
			-	
			234399	environmental scientist (nec)
Veterinarians	2347	5 or Less	234711	veterinarian
			234911	conservator
			234912	metallurgist
			234913	meteorologist
Other Natural and Physical Science Professionals	2349	5 or Less	234914	physicist
		-	234915	
				exercise physiologist (491 only)
			234999	natural and physical science professionals (nec)
Early childhood	2411	5 or Less	241111	early childhood (pre primary school) teacher
Primary School Teachers	2412	5 or Less	241213	primary school teacher
Primary School Teachers Secondary School Teachers	2412 2414	5 or Less	241213 241411	primary school teacher secondary school teacher
			241411 241511	secondary school teacher special needs teacher
			241411 241511 241512	secondary school teacher special needs teacher teacher of the hearing impaired
Secondary School Teachers	2414	5 or Less	241411 241511 241512 241513	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired
Secondary School Teachers Special Education Teachers	2414	5 or Less	241411 241511 241512 241513 241599	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec)
Secondary School Teachers	2414	5 or Less	241411 241511 241512 241513	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired
Secondary School Teachers Special Education Teachers	2414	5 or Less	241411 241511 241512 241513 241599	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors	2414 2415 2421	5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers	2414 2415 2421 2422	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 242211	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer
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Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 242211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252411 252711 252711 252711 252711 252711	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 242211 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252411 252711 252711 252711 253111 253112 254111	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 242211 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252311 252311 252711 252711 252711 253111 253112 254111 253112 254111 253112	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252711 252711 252711 253112 254111 254311 254411 254411	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252711 252711 252711 253112 254111 254311 254411 254412 254413	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 242211 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252211 252511 252711 252711 253112 254111 254311 254411 254411 254412 254413 254414	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist tetail pharmacist dental specialist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (community health)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252711 252711 252711 252711 252711 253111 254411 254411 254411 254413 254414 254415	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist dental specialist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 241211 251211 251212 251213 251214 251311 251312 251511 251512 251513 252312 252311 252312 252411 252712 253111 253112 254411 254411 254411 254411 254414 254416	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (community health) registered nurse (cirtical care and emergency) registered nurse (developmental disability)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252311 252311 252711 252711 252711 252711 252711 253111 254411 254411 254411 254413 254414 254415	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist dental specialist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives Nurse Managers	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541 2543	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 241211 251211 251212 251213 251214 251311 251312 251511 251512 252311 252311 252311 252711 252712 253111 252711 252712 253111 252712 25411 252711 252712 25411 252712 25411 254416 254416 254416	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist tetail pharmacist dental specialist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (community health) registered nurse (developmental disability) registered nurse (disability and rehabilitation)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 241211 251211 251212 251213 251214 251311 251312 251511 251512 251513 252312 252311 252312 252411 252712 253111 253112 254411 254411 254411 254411 254414 254416	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist retail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (community health) registered nurse (cirtical care and emergency) registered nurse (developmental disability)
Secondary School Teachers Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives Nurse Managers	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541 2543	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 241211 251211 251212 251213 251214 251311 251312 251511 251512 252311 252311 252311 252711 252712 253111 252711 252712 253111 252712 25411 252711 252712 25411 252712 25411 254416 254416 254416	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist tetail pharmacist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (community health) registered nurse (cirical care and emergency) registered nurse (developmental disability) registered nurse (medical)
Special Education Teachers University Lecturers and Tutors Vocational Education Teachers \ Polytechnic Teachers Medical Imaging Professionals Occupational and environmental health professionals Pharmacists Dental practitioners Occupational therapists Physiotherapists Audiologists and speech pathologists / therapists General practitioners and resident medical officers Midwives Nurse Managers	2414 2415 2421 2422 2512 2513 2515 2523 2524 2525 2527 2531 2541 2543	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	241411 241511 241512 241513 241599 242111 242211 251211 251212 251213 251214 251311 251312 251511 251512 251513 252311 252312 252411 252712 253111 253112 254111 254411 254411 254411 254413 254414 254415 254418	secondary school teacher special needs teacher teacher of the hearing impaired teacher of the sight impaired special education teachers (nec) university lecturer vocational education teacher (491 only) medical diagnostic radiographer medical radiation therapist nuclear medicine technologist sonographer environmental health officer (491 only) occupational health and safety adviser hospital pharmacist industrial pharmacist tetail pharmacist dental specialist dental specialist dentist (491 only) occupational therapist physiotherapist audiologist speech pathologist general practitioner resident medical officer midwife nurse manager nurse practitioner registered nurse (aged care) registered nurse (community health) registered nurse (developmental disability) registered nurse (disability and rehabilitation)

			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
CT business and systems analysts	2611	20 or Less	261112	systems analyst
			261211	multimedia specialist
Multimedia Specialists and Web Developers	2612	5 or Less	261212	·
			-	web developer
			261311	analyst programmer
			261312	developer programmer
Software and applications programmers	2613	40 or Less	204242	
			261313	software engineer
			261314	software tester
			261399	software and applications programmers (nec)
Details and the state of the st	0004		262111	database administrator
Database and systems administrators, and ICT security specialists	2621	10 or Less	262112	ICT security specialist
			262113	systems administrator
			263111	computer network and systems engineer
Computer network professionals	2631	5 or Less	263112	network administrator
			263113	network analyst
			263211	ICT quality assurance engineer
CT support and test engineers	2622	5 or Less	263212	ICT support engineer
CT support and test engineers	2632	5 OF Less	263213	ICT systems test engineer
			263299	ICT support and test engineers (nec)
Solicitors	2713	5 or Less	271311	solicitor
	_, .0	2 2. 2000	272111	careers counsellor
			272111	drug and alcohol counsellor
				family and marriage counsellor
Counsellors	2721	5 or Less	272113	
			272114	rehabilitation counsellor
			272115	student counsellor
			272199	counsellors (nec)
			272311	clinical psychologist
			272312	educational psychologist
Psychologists	2723	5 or Less	272313	organisational psychologist
			272314	psychotherapist
			272399	psychologists (nec)
			272412	interpreter
Social Professionals	2724	5 or Less	272413	translator (491 only)
			272499	social professionals (nec)
Social workers	2725	5 or Less	272511	social worker
NOIGH WOTKOTO	2720	0 01 2000	272611	community arts worker (491 only)
				community arts worker (491 only)
Velfare recreation and community arts workers	2726	5 or Lees		recreation officer
Velfare, recreation and community arts workers	2726	5 or Less	272612	recreation officer
Velfare, recreation and community arts workers	2726	5 or Less	272612 272613	welfare worker
Velfare, recreation and community arts workers	2726	5 or Less	272612 272613 311211	welfare worker anaesthetic technician
Velfare, recreation and community arts workers	2726	5 or Less	272612 272613 311211 311212	welfare worker anaesthetic technician cardiac technician
<u> </u>			272612 272613 311211 311212 311213	welfare worker anaesthetic technician
<u> </u>	2726 3112	5 or Less	272612 272613 311211 311212	welfare worker anaesthetic technician cardiac technician
<u> </u>			272612 272613 311211 311212 311213	welfare worker anaesthetic technician cardiac technician medical laboratory technician
<u> </u>			272612 272613 311211 311212 311213 311214	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only)
<u> </u>			272612 272613 311211 311212 311213 311214 311215	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician
<u> </u>			272612 272613 311211 311212 311213 311214 311215 311216	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only)
<u> </u>			272612 272613 311211 311212 311213 311214 311215 311216 311299	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson
fedical Technicians			272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector
fedical Technicians	3112	5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only)
fedical Technicians	3112	5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312116	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only)
fedical Technicians	3112	5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312116 312199	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians
fedical Technicians	3112	5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312114 312116 312199 313111	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician
dedical Technicians rechitectural, Building and Surveying Technicians	3112	5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312116 312199 313111 313112	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer
dedical Technicians rechitectural, Building and Surveying Technicians	3112	5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312119 313111 313112 313113	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator
Medical Technicians Architectural, Building and Surveying Technicians	3112	5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312119 313111 313112 313113 313119	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec)
Velfare, recreation and community arts workers Medical Technicians Architectural, Building and Surveying Technicians CT support technicians	3112	5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311216 311299 312111 312113 312114 312119 313111 313112 313113 313119 321211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general)
dedical Technicians architectural, Building and Surveying Technicians CT support technicians	3112	5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311216 311299 312111 312116 312199 313111 313112 313111 313112 313113 313199 321211 321212	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec)
dedical Technicians architectural, Building and Surveying Technicians CT support technicians	3112	5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311216 311299 312111 312113 312114 312119 313111 313112 313113 313119 321211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general)
dedical Technicians architectural, Building and Surveying Technicians CT support technicians	3112	5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311216 311299 312111 312116 312199 313111 313112 313111 313112 313113 313199 321211 321212	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic
Medical Technicians Architectural, Building and Surveying Technicians CT support technicians Motor mechanics	3112	5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312114 312116 312199 313111 313112 313111 313112 313113 313119 321211 321212	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic
dedical Technicians rechitectural, Building and Surveying Technicians CT support technicians fotor mechanics	3112 3121 3131 3212 3241	5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312114 312116 312199 313111 313112 313113 313119 321211 321212 321213 321214	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic
dedical Technicians rechitectural, Building and Surveying Technicians CT support technicians fotor mechanics	3112 3121 3131 3212	5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312116 312199 313111 313112 313111 313112 313113 331214 321212 321211 321214 324111	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic
dedical Technicians rechitectural, Building and Surveying Technicians CT support technicians fotor mechanics	3112 3121 3131 3212 3241	5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312119 313111 313112 313113 313199 321211 321212 321213 321214 324111 331111 331112	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater bricklayer stonemason
fedical Technicians rchitectural, Building and Surveying Technicians CT support technicians flotor mechanics anelbeaters ricklayers and Stonemasons	3112 3121 3131 3212 3241 3311	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312119 313111 313112 313113 313199 321211 321212 321213 321214 322411 331111 331111 331111 331111 331111 331111 331111 331111 331111 331111	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater bricklayer stonemason carpenter and joiner
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fedical Technicians Trechitectural, Building and Surveying Technicians To support technicians fotor mechanics Tanelbeaters Tricklayers and Stonemasons Tarpenters and joiners Tainting Trades Workers	3112 3121 3131 3212 3241 3311 3312	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312114 312116 312199 313111 313112 313113 313119 321211 321212 321213 321214 324111 331111 331112 331214 331111 331112 331214 331214 331211 331212 331213 332211 3332211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer
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fedical Technicians Trechitectural, Building and Surveying Technicians To support technicians fotor mechanics Tanelbeaters Tricklayers and Stonemasons Tarpenters and joiners Tainting Trades Workers	3112 3121 3131 3212 3241 3311 3312	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312114 312116 312199 313111 313112 313113 313119 321211 321212 321213 321214 324111 331111 331112 331214 331111 331112 331214 331214 331211 331212 331213 332211 3332211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer
fedical Technicians Trechitectural, Building and Surveying Technicians To support technicians fotor mechanics Tanelbeaters Tricklayers and Stonemasons Tarpenters and joiners Tainting Trades Workers	3112 3121 3131 3212 3241 3311 3312	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312116 312199 313111 313112 313113 313199 321211 321212 321213 321214 32111 331111 331111 331111 331111 331111 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer
fedical Technicians Trechitectural, Building and Surveying Technicians To support technicians fotor mechanics Tanelbeaters Tricklayers and Stonemasons Tarpenters and joiners Tainting Trades Workers Talesterers	3112 3121 3131 3212 3241 3311 3312	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312116 312199 313111 313112 313113 313199 321211 321212 321213 321214 324111 331111 331112 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 331211 3332211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) surveying or spatial science technician (491 only) surveying or spatial science technician (491 only) surveying or spatial science technician (471 only) surveying or spatial science technician (472 only) surveying or spatial science technician (473 only) surveying or spatial science technician (474 only) surveying or spatial science technician (475 only) surveying or spatial science
Medical Technicians Architectural, Building and Surveying Technicians CT support technicians Motor mechanics Panelbeaters Aricklayers and Stonemasons Carpenters and joiners Painting Trades Workers Plasterers	3112 3121 3131 3212 3241 3311 3312 3322 3332	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312119 313111 313112 313113 313119 321211 321212 321213 321214 324111 331112 331211 331212 331213 332211 3332211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer
Medical Technicians Architectural, Building and Surveying Technicians CT support technicians Motor mechanics Panelbeaters Aricklayers and Stonemasons Carpenters and joiners Painting Trades Workers Plasterers	3112 3121 3131 3212 3241 3311 3312 3322 3332	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312114 312119 313111 313112 313113 313199 321211 321212 321213 321214 331111 331112 331211 331212 331211 331212 331211 331212 331211 331212 331211 331212 331211 331212 331211 331212 331211 331212 331211 331212 331211 333211 333211 333211 333211 333211 334111	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic small engine mechanic small engine mechanic sanall engine mechanic carpenter and joiner carpenter joiner painting trades worker fibrous plasterer plumber (general) airconditioning and mechanical services plumber drainer gasfitter
Medical Technicians Architectural, Building and Surveying Technicians	3112 3121 3131 3212 3241 3311 3312 3322 3332	5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less 5 or Less	272612 272613 311211 311212 311213 311214 311215 311216 311299 312111 312113 312114 312119 313111 313112 313113 313119 321211 321212 321213 321214 324111 331112 331211 331212 331213 332211 3332211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211 333211	welfare worker anaesthetic technician cardiac technician medical laboratory technician operating theatre technician (491 only) pharmacy technician pathology collector (491 only) medical technicians (nec) architectural draftsperson building inspector construction estimator (491 only) surveying or spatial science technician (491 only) architectural, building and surveying technicians hardware technician ICT customer support officer web administrator ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater bricklayer stonemason carpenter and joiner carpenter joiner painting trades worker fibrous plasterer solid plasterer plumber (general) airconditioning and mechanical services plumber drainer

			341113	lift mechanic
			351111	baker
Bakers and Pastrycooks	3511	5 or Less	351112	pastrycook
Chef	3513	5 or Less	351311	chef
Cook	3514	5 or Less	351411	cook
			361111	dog handler or trainer
Animal Attendants and Trainers	3611	5 or Less	361112	horse trainer
Animal Altendants and Trainers	3011	5 Of Less	361114	zookeeper (491 only)
			361199	animal attendants and trainers (nec)
			362211	gardener (general)
Gardener	3622	5 or Less	362212	arborist
			362213	landscape gardener
Hairdressers	3911	5 or Less	391111	hairdresser
Enrolled Nurse	4114	5 or Less	411411	enrolled nurse
Massage Therapists	4116	5 or Less	411611	massage therapist
			411711	community worker
		5 or Less	411712	disabilities services officer
Welfare support workers	4117		411713	family support worker
			411715	residential care officer
			411716	youth worker
			452311	diving instructor (open water)
			452312	gymnastics coach or instructor
			452313	horse riding coach or instructor
Sports Coaches, Instructors and Officials	4523	5 or Less	452314	snowsport instructor
Sports Coaches, instructors and Officials	4525	5 Of Less	452315	swimming coach or instructor
			452316	tennis coach
			452317	other sports coach or instructor
			452321	sports development officer
Contract, program and project administrators	5111	5 or Less	511111	contract administrator
Contract, program and project administrators	3111	3 01 F622	511112	program or project administrator

		ILLS LIST - J	2022	
ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising, public relations and sales managers	1311	5 or Less	131112 131113 131114	sales and marketing manager advertising manager public relations manager (491 only)
Corporate Services Manager	1321	5 or Less	132111	corporate services manager
Finance managers	1322	5 or Less	132211	finance manager
Human resource managers	1323	5 or Less	132311	human resource manager
Policy and planning managers	1324	10 or Less	132411	policy and planning manager (491 only)
Construction managers	1331	15 or Less	133111 133112	construction project manager project builder (491 only)
			133511	production manager (forestry)
Production managers	1335	5 or Less	133512	production manager (manufacturing)
			133513	production manager (mining)
Supply and Distribution Manager	1336	5 or Less	133611	supply and distribution manager
Child Care Centre manager	1341	5 or Less	133612 134111	procurement manager (491 only) child care centre manager
Tind Gard Centre manager	1341	J UI LESS	134211	medical administrator (491 only)
			134212	nursing clinical director
lealth and Welfare Services Managers	1342	5 or Less	134213	primary health organisation manager
		0 0: 2000	134214	welfare centre manager
			134299	health and welfare services managers (nec)
			134412	regional education manager (491 only)
ther Education Managers	1344	5 or Less	134499	2 7 1
			135112	education managers (nec) ICT project manager
T managers	1351	5 or Less	135112	ICT managers (nec)
			139911	arts administrator or manager
			139912	environmental manager
her specialist managers	1399	5 or Less	139913	laboratory manager
ior specialist managers	1000	0 01 2033	139914	quality assurance manager
			139915	sports administrator (491 only)
<i>"</i>		- 1	139999	specialist managers (nec)
Ifé and restaurant managers otel and Motel Managers	1411	5 or Less 5 or Less	141111 141311	cafe or restaurant manager hotel or motel manager
tail Managers	1413	5 or Less	142115	post office manager (491 only)
			149211	Call or Contact Centre Manager (491 Only)
Il or contact centre and customer service managers	1492	5 or Less	149212	customer service manager
nference and Event Organisers	1493	5 or Less	149311	conference and event organiser
			149912	cinema or theatre manager (491 only)
			149913	facilities manager
			149914 212411	financial institution branch manager (491 only)
			212411	copywriter newspaper or periodical editor
uradiate and other uriters	0404	E!-	212413	print journalist
ournalists and other writers	2124	5 or Less	212415	technical writer
			212416	television journalist
			212499 221111	journalists and other writers (nec) accountant (general)
ccountants	2211	5 or Less	221111	management accountant
555 d. nd. nd	2211	J 01 L635	221112	taxation accountant
			221211	company secretary
uditors, company secretaries and corporate treasurers	2212	5 or Less	221213	external auditor
			221214	internal auditor
nancial Investment Advisers and Managers	2223	5 or Less	222311	financial investment adviser
		3 01 2030	222312	financial investment manager
Iman Dagaura Drafaggiar -1-	0001	E! -	223111	human resource adviser (491 only)
ıman Resource Professionals	2231	5 or Less	223112	recruitment consultant
ellinence and noticy analysts	2244	10 or Less	223113 224412	workplace relations adviser (491 only) policy analyst (491 only)
elligence and policy analysts			224711	management consultant
nagement and organisation analysts	2247	5 or Less	224712	organisation and methods analyst
			224912	liaison officer (491 only)
ner information and organisation professionals	2249	5 or Less	224914	patents examiner
			224999	information and organisation professionals (nec
dvertising and marketing professionals	2251	5 or Less	225111 225112	advertising specialist
g and manoring professionals	2201	5 01 E033	225112	market research analyst (491 only) marketing specialist
				J -1
ublic relations professionals	2253	5 or Less	225311	public relations professional
Public relations professionals	2253	5 or Less	225311 232212	public relations professional surveyor
ublic relations professionals urveyors and Spatial Scientists	2253	5 or Less		

			232411	graphic designer
Craphia and uph designers and Westerland	0004	5 or Less	232412	illustrator
Graphic and web designers, and illustrators	2324	5 or Less	232413	multimedia designer (491 only)
			232414	web designer
			233211	civil engineer
			233212	geotechnical engineer
Civil engineering professionals	2332	5 or Less	233213	quantity surveyor
			233214	structural engineer
			233215	transport engineer
Electrical Engineers	2333	5 or Less	233311	electrical engineer
Electronics Engineers	2334	5 or Less	233411	electronics engineer
			233511	industrial engineer
Industrial, Mechanical and Production Engineers	2335	5 or Less	233512	mechanical engineer
			233513	production or plant engineer
			233911	aeronautical engineer
			233912	agricultural engineer
			233913	biomedical engineer
Other engineering professionals	2339	5 or Less	233914	engineering technologist
			233915	environmental engineer
			233916	naval architect
			233999	engineering professionals (nec)
			234311	conservation officer (491 only)
Environmental Scientists	2343	5 or Less	234312	environmental consultant
			234313	environmental research scientist
Valuational	05:=	<i>-</i> .	234399	environmental scientist (nec)
Veterinarians	2347	5 or Less	234711	veterinarian
			234911	conservator
			234912	metallurgist
Other Natural and Physical Science Professionals	2349	5 or Less	234913	meteorologist
, , , , , , , , , , , , , , , , , , , ,			234914	physicist
			234915	exercise physiologist (491 only)
			234999	natural and physical science professionals (nec)
Early childhood	2411	5 or Less	241111	early childhood (pre primary school) teacher
Primary School Teachers	2412	5 or Less	241213	primary school teacher
Secondary School Teachers	2414	5 or Less	241411	secondary school teacher
			241511	special needs teacher
Special Education Teachers	2415	5 or Less	241512	teacher of the hearing impaired
	2410		241513	teacher of the sight impaired
			241599	special education teachers (nec)
University Lecturers and Tutors	2421	5 or Less	242111	university lecturer
Vocational Education Teachers \ Polytechnic Teachers	2422	5 or Less	242211	vocational education teacher (491 only)
			251211	medical diagnostic radiographer
Medical Imaging Professionals	2512	5 or Less	251212	medical radiation therapist
Medical Imaging Professionals	2512	5 of Less	251213	nuclear medicine technologist
			251214	sonographer
Occupational and anyiranmental health professionals	2513	5 or Less	251311	environmental health officer (491 only)
Occupational and environmental health professionals	2515	5 of Less	251312	occupational health and safety adviser
			251511	hospital pharmacist
Pharmacists	2515	5 or Less	251512	industrial pharmacist
			251513	retail pharmacist
Donated and officer and	25	-	252311	dental specialist
Dental practitioners	2523	5 or Less	252312	dentist (491 only)
Occupational therapists	2524	5 or Less	252411	occupational therapist
Physiotherapists	2525	5 or Less	252511	physiotherapist
Audiologists and speech pathologists / therapists	2527	5 or Less	252711	audiologist
radiologists and speech pathologists / therapists	2021	J OI LUSS	252712	speech pathologist
General practitioners and resident medical officers	2531	5 or Less	253111	general practitioner
·			253112	resident medical officer
Midwives	2541	5 or Less	254111	midwife
Nurse Managers	2543	5 or Less	254311	nurse manager
			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)
Registered nurses	2544	15 or Less	254418	registered nurse (medical)
			254421 254422	registered nurse (medical practice) registered nurse (mental health)
			254423	registered nurse (perioperative)
			254424	registered nurse (surgical)
			254425	registered nurse (paediatrics)
			254499	registered nurses (nec)
CT business and systems analysts	2611	20 or Less		

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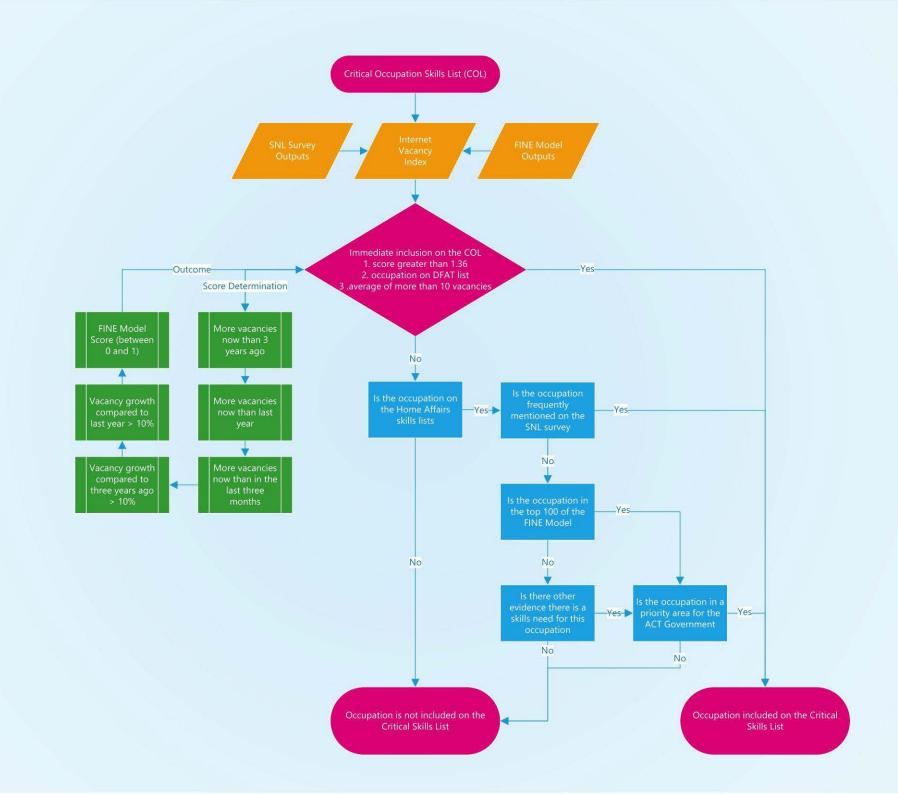
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Infaltificate obeciencie and men perciopers	2012	J UI L033			
			261212	web developer	
			261311	analyst programmer	
			261312	developer programmer	
Software and applications programmers	2613	40 or Less	261313	software engineer	
			261314	software tester	
			261399	software and applications programmers (nec)	
			262111	database administrator	
Database and systems administrators, and ICT security specialists	2621	10 or Less	262112	ICT security specialist	
			262113	systems administrator	
	1		263111	computer network and systems engineer	
Computer network professionals	2631	5 or Less	263112	network administrator	
Computer network protectionals	2001	0 01 2000	263113	network analyst	
	+		263211	ICT quality assurance engineer	
			263211	1	
ICT support and test engineers	2632	5 or Less	263212	ICT support engineer	
				ICT systems test engineer	
			263299	ICT support and test engineers (nec)	
Solicitors	2713	5 or Less	271311	solicitor	
			272111	careers counsellor	
			272112	drug and alcohol counsellor	
Counsellors	2721	5 or Less	272113	family and marriage counsellor	
			272114	rehabilitation counsellor	
			272115	student counsellor	
			272199	counsellors (nec)	
			272311	clinical psychologist	
			272312	educational psychologist	
Psychologists	2723	5 or Less	272313	organisational psychologist	
			272314	psychotherapist	
			272399	psychologists (nec)	
			272412	interpreter	Adde
Social Professionals	2724	5 or Less	272413	translator (491 only)	Adde
			272499	social professionals (nec)	Added
Social workers	2725	5 or Less	272511	social worker	710001
Social workers	2725	3 OI Less	272611	1	
Wolfers, regression and community arts workers	2726	5 or Less	272612	community arts worker (491 only)	
Welfare, recreation and community arts workers	2/20	5 OF Less		recreation officer	
			272613	welfare worker	
			311211	anaesthetic technician	Added
			311212	cardiac technician	Added
fedical Technicians			311213	medical laboratory technician	Added
	3112	5 or Less	311214	operating theatre technician (491 only)	Added
			311215	pharmacy technician	Added
			311216	pathology collector (491 only)	Added
			311299	medical technicians (nec)	Added
			312111	architectural draftsperson	Added
			312113	building inspector	Added
Architectural, Building and Surveying Technicians	3121	5 or Less	312114	construction estimator (491 only)	Added
			312116	surveying or spatial science technician (491 only)	Added
			312199	architectural, building and surveying technicians (Added
	_		313111	hardware technician	
			0.0	ICT customer support officer	
ICT aumort to chairing		5 or Less	313112		
ICT support technicians	3131	5 or Less	313112	web administrator	
IC I Support technicians	3131	5 or Less	313113	web administrator	
ιο ι support tecnnicians	3131	5 or Less	313113 313199	ICT support technicians (nec)	
Ic i support technicians	3131	5 or Less	313113 313199 321211	ICT support technicians (nec) motor mechanic (general)	
ICT support technicians Motor mechanics	3131	5 or Less 5 or Less	313113 313199 321211 321212	ICT support technicians (nec) motor mechanic (general) diesel motor mechanic	
			313113 313199 321211 321212 321213	ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic	
Motor mechanics	3212	5 or Less	313113 313199 321211 321212 321213 321214	ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic	
			313113 313199 321211 321212 321213 321214 324111	ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater	
Motor mechanics Panelbeaters	3212	5 or Less	313113 313199 321211 321212 321213 321214 324111 331111	ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater bricklayer	Adde
Motor mechanics	3212	5 or Less	313113 313199 321211 321212 321213 321214 324111 331111 331112	ICT support technicians (nec) motor mechanic (general) diesel motor mechanic motorcycle mechanic small engine mechanic panelbeater bricklayer stonemason	Adde
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Enrolled Nurse	4114	5 or Less	411411	enrolled nurse	
Massage Therapists	4116	5 or Less	411611	massage therapist	Added
			411711	community worker	1
Welfare support workers			411712	disabilities services officer	
	4117	5 or Less	411713	family support worker	
			411715	residential care officer	
			411716	youth worker	
			452311	diving instructor (open water)	Added
			452312	gymnastics coach or instructor	Added
			452313	horse riding coach or instructor	Added
Sports Coaches, Instructors and Officials	4523	5 or Less	452314	snowsport instructor	Added
Sports Coaches, instructors and Officials	4523	5 of Less	452315	swimming coach or instructor	Added
			452316	tennis coach	Added
			452317	other sports coach or instructor	Added
			452321	sports development officer	Added
Contract, program and project administrators	5111	5 or Less	511111	contract administrator	
Contract, program and project administrators	3111	J OI Less	511112	program or project administrator	
Insurance Investigators, Loss Adjusters and Risk Surveyors	5996	5 or Less	599612	Insurance Loss Adjuster	Removed





Chief Minister, Treasury and Economic Development Directorate

То:	Minister for Skills	Tracking No.: CMTEDD2022/2307
Date:	07/06/2022	
From:	Executive Branch Manager Skills Canberra	
Subject:	ACT Critical Occupations List - effective July 2022	
Critical Date:	23/06/2022	
Critical Reason:	To publish the 2022-23 ACT Critical Occupation List in time for implementation on 1 July 2022	

- DDG 15/06/22
- EGM 14/06/22

Recommendations

That you:

 Agree to the 2022-23 ACT Critical Occupation List, for publication on 24 June 2022 at <u>Attachment A</u>; and

Agreed / Disagreed / Please Discuss

 Note Skills Canberra will seek your agreement to amend the 2022-23 ACT Critical Occupation List, if the Australian Government changes its skilled occupation lists (ACT nominations are restricted to these lists).

Noted / Please Discuss

Minister's Office Feedback

Background

- The Territory Migration Agreement with the Australian Government provides the ACT Government with the flexibility to address skills shortages and labour market needs through the state and territory nominated stream of the Australian Migration Program.
- This stream assists the ACT to attract and retain appropriate and sustainable levels of skilled migrants to contribute to Canberra's economy and society and support strategic growth in the region. The scope of nominations is restricted to occupations on the various Commonwealth skilled occupation lists.
- 3. Prospective migrants with an occupation on the ACT Critical Occupation List are eligible to express an interest in ACT nomination by completing the Canberra Matrix. The Matrix score determines whether an invitation to apply for ACT nomination is issued.
- In May 2022, you were briefed about the process to develop the 2022-2023 ACT Skills Needs List and the associated employer survey (CMTEDD2022/1985).
- In December 2021, you agreed the ACT Critical Occupation List would revert to annual updates (CMTEDD2021/5096).

Issues

- 6. Skills Canberra is seeking your agreement to publish an updated ACT Critical Occupation List on 24 June 2022, with effect on 1 July 2022.
 - a. An update is required based on the significant increase in vacancies in recent months.
 - b. The Australian Bureau of Statistics estimates the number of vacancies increased by nearly 16 per cent between November 2021 and February 2022.
 - c. Further, the number of vacancies outstrips the number of unemployed people in the ACT.
- 7. Based on labour market conditions, Skills Canberra is proposing an increase to the number of occupations on the 2022-23 ACT Critical Occupation List.
- 8. The proposed list is at tab one of <u>Attachment A</u>. Tab two of <u>Attachment A</u> compares the current and proposed 2022-23 ACT Critical Skills List.
 - a. Occupations have been added or removed based on the annual industry skills needs survey and recent updates to the Australian Government's skilled occupation lists.
 - b. A number of occupations have been added to the list due to critical increased need in the health, education, trade and hospitality sectors.
 - c. Three occupations call or contact centre managers, insurance investigators, and air conditioning and refrigeration mechanics have been removed from the list as the critical need has declined.

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- d. If needed, the number of nomination places offered to certain occupations on the list may be capped if the demand exceeds the monthly occupation vacancy rate. This should ensure the Skilled Migration program addresses skills needs that cannot be filled by permanent residents or Australian Citizens already in the ACT.
- Some occupations appear on the ACT Critical Skills List for the 491 visa only. These
 occupations are on the Department of Home Affairs' Regional Occupation List but not
 on the Short-Term Skilled Occupation List or Medium and Long-Term Strategic Skills List.
 This means 190 visa applicants cannot be nominated for those occupations.
- 10. Further to your agreement in May 2022 (CMTEDD2022/1233), the ACT has requested an increase in its visa nomination allocation for the 2022-23 program year to 4,030 nomination places. The Commonwealth is yet to respond this request.
- 11. You will be provided a further brief if the incoming Australian Government changes its skilled occupation lists and adjustments are required to the 2022-23 ACT Critical Occupation List.

Financial Implications

12. Nil.

Consultation

Internal

13. Nil.

Cross Directorate

14. Nil.

External

15. Nil.

Work Health and Safety

16. Nil.

Benefits/Sensitivities

- 17. When the July 2022 list is published, intending migrants who submitted a Matrix based on the January list will not be ranked if their occupation has been removed. At 20 May 2022, there is one applicant in the Matrix queue who will be affected. Currently, only applicants with a minimum score of 65 will receive an invitation. This applicant's score is well below this threshold and is therefore very unlikely to receive an invitation.
- 18. There are no legislative or other impediments to updating the *Critical Skills List* based on identified need.

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Communications, media and engagement implications

19. Nil.

Signatory: Josephine Andersen Phone: X74791

Action Officer: Hans-Willem van Deursen Phone: X70839

Attachments

Attachment	Title
Attachment A	Updated July 2022 Critical Skills List and comparison with current list

Tracking No.: CMTEDD2022/2307

				NS LIST - APRIL 2023			
ANZSCO Unit Group	Code	Occupation Cap	ANZSCO	NOMINATED OCCUPATION			
Advertising, Public Relations and Sales Managers	1311	25 or Less		sales and marketing manager advertising manager			
naver tising, i abiic Nelations and Sales Managers	1311	25 01 Le33	131114	public relations manager (491 only)	-		
Corporate Services Managers	1321	5 or Less	132111	corporate services manager			
Finance Managers	1322	5 or Less		finance manager	_		
Human Resource Managers Policy and Planning Managers	1323 1324	5 or Less 10 or Less		human resource manager policy and planning manager (491 only)	_		
Construction Managers	1331	25 or Less		construction project manager			
<u> </u>				project builder (491 only)			
Research and Development Managers Engineering Managers	1325 1332	5 or Less 5 or Less	132511 133211	research and development manager engineering manager	Ne Ne		
				production manager (forestry)			
Production Managers	1335	5 or Less		production manager (manufacturing)			
				production manager (mining) supply and distribution manager			
Supply, Distribution and Procurement Managers	1336	5 or Less	133612	procurement manager (491 only)			
Child Care Centre Managers	1341	5 or Less		child care centre manager			
			134211 134212	medical administrator (491 only) nursing clinical director	_		
Health and Welfare Services Managers	1342	5 or Less		primary health organisation manager			
				welfare centre manager	1		
Select Distriction		F .	134299	health and welfare services managers (nec)	-		
School Principals	1343	5 or Less	134311 134412	school principal regional education manager (491 only)	N ₁		
Other Education Managers	1344	5 or Less	134499	education managers (nec)	1		
ICT Managers	1351	10 or Less		ICT project manager			
				ICT managers (nec)	_		
			139911 139912	arts administrator or manager environmental manager	-		
	4000			laboratory manager	+		
Other Specialist Managers	1399	5 or Less		quality assurance manager			
			139915	sports administrator (491 only)			
			139999	specialist managers (nec) except:	_		
Cafe and Restaurant Managers Hotel and Motel Managers	1411	5 or Less 5 or Less	141111 141311	cafe or restaurant manager hotel or motel manager	-		
Other Accommodation and Hospitality Managers	1419	5 or Less	141999	accommodation and hospitality managers (nec)	N		
Call or Contact Centre and Customer Service Managers	1492	5 or Less	149212	customer service manager			
Conference and Event Organisers	1493	5 or Less	149311	conference and event organiser			
Other Hospitality, Retail and Service Managers	1499	5 or Less	149912 149913	cinema or theatre manager (491 only) facilities manager	-		
other riospitanty, recan and service managers	1.55	3 0. 2033	149914	financial institution branch manager (491 only)			
			212411	copywriter			
			212412	newspaper or periodical editor			
Journalists and Other Writers	2124	2124	2124	10 or Less		print journalist technical writer	
				television journalist			
			212499	journalists and other writers (nec)			
				accountant (general)			
Accountants	2211	5 or Less		management accountant	_		
			221113	taxation accountant company secretary	-		
Auditors, Company Secretaries and Corporate Treasurers	2212	5 or Less	221213	external auditor			
·			221214	internal auditor			
Financial Investment Advisers and Managers	2223	5 or Less	222311	financial investment adviser			
	2223	2 OI LE33	222312	financial investment manager			
				human resource adviser (491 only)			
Human Resource Professionals	2231	10 or Less	223112 223113	recruitment consultant	-		
ICT Trainers	2232	5 or Less	223113	workplace relations adviser (491 only) ICT trainer	N		
C. Hallers	2232	3 OF LE33	224111	actuary	No.		
Actuaries, Mathematicians and Statisticians	2241	5 or Less	224112	mathematician	N ₁		
Authority Control of the Control of	22.5		224113	statistician	Ne		
Archivists, Curators and Records Managers Economists	2242	5 or Less 5 or Less	224213 224311	health information manager economist	No.		
ntelligence and Policy Analysts	2243	10 or Less	224412	policy analyst (491 only)	11/1		
ibrarians	2246	5 or Less	224611	librarian	N ₁		
Management and Organisation Analysts	2247	15 or Less		management consultant			
· · · ·	-		224712 224912	organisation and methods analyst	-		
Other Information and Organisation Professionals	2249	5 or Less	224912	liaison officer (491 only) patents examiner	1		
	2243	5 01 1033	224999	information and organisation professionals (nec)	1		
			225111	advertising specialist			
Advertising and Marketing Professionals	2251	10 or Less		market research analyst (491 only)	4		
				marketing specialist			
ICT Sales Professionals	2252	5 or Less	225211 225212	ICT account manager ICT business development manager	N N		
	2232	J 0. LC33			_		
			225213	ICT sales representative	N		

Architects and Landscape Architects	2321	10 or Less	232111	architect landscape architect	Nev Nev
			232212	surveyor	.,,
Surveyors and Spatial Scientists	2322	5 or Less	232213	cartographer	
			232214	other spatial scientist	
			232411	graphic designer	
Graphic and Web Designers, and Illustrators	2324	10 or Less	232412	illustrator	_
			232413 232414	multimedia designer (491 only) web designer	-
Urban and Regional Planners	2326	5 or Less	232611	urban and regional planner	Ne
			233111	chemical engineer	Ne
Chemical and Materials Engineers	2331	5 or Less	233112	materials engineer	Ne
			233211	civil engineer	
			233212	geotechnical engineer	
Civil Engineering Professionals	2332	10 or Less	233213	quantity surveyor	4
			233214	structural engineer	
Electrical Engineers	2333	5 or Less	233215 233311	transport engineer electrical engineer	Ne
Electronics Engineers	2334	5 or Less	233411	electronics engineer	1100
Erect chios Engineers	2001	3 0. 2033	233511	industrial engineer	1
Industrial, Mechanical and Production Engineers	2335	5 or Less	233512	mechanical engineer	
			233513	production or plant engineer	
			233911	aeronautical engineer	
			233912	agricultural engineer	4
Other Engineering Drefessionals	2220	E and	233913	biomedical engineer	4
Other Engineering Professionals	2339	5 or Less	233914	engineering technologist environmental engineer	-
			233915	naval architect	1
			233910	engineering professionals (nec)	1
	1		234311	conservation officer (491 only)	1
Environmental Scientists	2343	5 or Less	234312	environmental consultant	1
Environmental Scientists	2543	5 OF LESS	234313	environmental research scientist]
			234399	environmental scientist (nec)	4
			234511	life scientist (general)	Ne
			234513	biochemist	Ne ¹
			234514 234515	biotechnologist botanist	Ne ¹
Life Scientists	2345	5 or Less	234516	marine biologist	Ne
			234517	microbiologist	Ne
			234518	zoologist	Ne
			234599	life scientists (nec)	Ne
Medical Laboratory Scientists	2346	5 or Less	234611	medical laboratory scientist	Ne
Veterinarians	2347	5 or Less	234711	veterinarian	
			234911	conservator	_
			234912 234913	metallurgist	4
Other Natural and Physical Science Professionals	2349	5 or Less	234913	meteorologist physicist	-
			234915	exercise physiologist (491 only)	1
			234999	natural and physical science professionals (nec)	1
Early Childhood (Pre-primary School) Teachers	2411	10 or Less	241111	early childhood (pre-primary school) teacher	1
Primary School Teachers	2412	5 or Less	241213	primary school teacher	
Middle School Teachers \ Intermediate School Teachers	2413	5 or Less	241311	middle school teacher (Aus) / intermediate school teacher (NZ)	Ne
					-1.0
Secondary School Teachers	2414	5 or Less	241411	secondary school teacher	4
			241511 241512	special needs teacher teacher of the hearing impaired	-
Special Education Teachers	2415	5 or Less	241512	teacher of the sight impaired	1
			241513	special education teachers (nec)	1
University Lecturers and Tutors	2421	5 or Less	242111	university lecturer	1
,				·	1
Vocational Education Teachers \ Polytechnic Teachers	2422	5 or Less	242211	vocational education teacher (491 only)	
Education Advisers and Reviewers	2491	5 or Less	249111	education adviser	Ne
Teachers of English to Speakers of Other Languages	2493	5 or Less	249311	teacher of English to speakers of	Ne
Nutrition Professionals	2511	5 or Less	251111	dietitian	Ne ¹
			251112	nutritionist	Ne ⁻
			251211 251212	medical diagnostic radiographer medical radiation therapist	1
Medical Imaging Professionals	2512	10 or Less	251212	nuclear medicine technologist	1
			251214	sonographer	1
Occupational and Fundamental Use 11 Co. 1	2512	F 1.	251311	environmental health officer (491 only)	1
Occupational and Environmental Health Professionals	2513	5 or less	251312	occupational health and safety adviser	
Optometrists and Orthoptists	2514	5 or Less	251411	optometrist	Ne
optometrists and orthophists	2314	3 01 1633	251412	orthoptist	Ne
Dharmarista	3515	10 1	251511	hospital pharmacist	4
Pharmacists	2515	10 or Less	251512	industrial pharmacist	-
	+		251513	retail pharmacist	-
Other Health Diagnostic and Promotion Professionals	2519	5 or Less	251911 251912	health promotion officer orthotist or prosthetist	-
Other Treatiti Diagnostic and Promotion Professionals	2319	5 OF LESS	251912	health diagnostic and promotion professionals (nec)	1
			252111	chiropractor	Ne
	2524	5 or Less	252111	osteopath	Ne
Chiropractors and Osteopaths	2521		232112		
Chiropractors and Osteopaths	2521		252211	acupuncturist	Ne
		5 or Loss			Ne ^s
Chiropractors and Osteopaths Complementary Health Therapists	2521	5 or Less	252211	acupuncturist	-

Dental Practitioners	2523	5 or Less	252311	dental specialist
			252312	dentist (491 only)
Occupational Therapists Physiotherapists	2524 2525	10 or Less 5 or Less	252411 252511	occupational therapist physiotherapist
Podiatrists Podiatrists	2526	5 or Less	252611	podiatrist
			252711	audiologist
Audiologists and Speech Pathologists \ Therapists	2527	5 or Less	252712	speech pathologist
General Practitioners and Resident Medical Officers	2531	15 or Less	253111	general practitioner
Apporthetists	2532	Forloss	253112 253211	resident medical officer anaesthetist (491 only)
Anaesthetists	2552	5 or Less	253211	specialist physician (general medicine)
			253312	cardiologist
			253313	clinical haematologist
			253314	medical oncologist
			253315	endocrinologist gastroenterologist
Specialist Physicians	2533	5 or Less	253316 253317	intensive care specialist
Specialist i Hysicians	2333	5 0. 2035	253318	neurologist
			253321	paediatrician
			253322	renal medicine specialist
			253323	rheumatologist thoracic medicine specialist
			253324 253399	specialist physicians (nec)
			253511	surgeon (general)
			253512	cardiothoracic surgeon
			253513	neurosurgeon
Surren	2525	F	253514	orthopaedic surgeon
Surgeons	2535	5 or Less	253515 253516	otorhinolaryngologist paediatric surgeon
			253517	plastic and reconstructive surgeon
			253518	urologist
			253521	vascular surgeon
Psychiatrists	2534	10 or Less	253411 253911	psychiatrist dermatologist
			253911	emergency medicine specialist
			253913	obstetrician and gynaecologist
Other Medical Practitioners	2539	5 or Less	253914	ophthalmologist
other medical resolutioners	2333	5 0. 2035	253915	pathologist
			253917 253918	diagnostic and interventional radiologist radiation oncologist
			253918	medical practitioners (nec)
Midwives	2541	10 or Less	254111	midwife
Nurse Educators and Researchers	2542	5 or Less	254211	nurse educator
			254212	nurse researcher
Nurse Managers	2543	5 or Less	254311	nurse researcher nurse manager
			254311 254411	nurse researcher nurse manager nurse practitioner
			254311	nurse researcher nurse manager
			254311 254411 254412 254413 254414	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health)
			254311 254411 254412 254413 254414 254415	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency)
Nurse Managers			254311 254411 254412 254413 254414 254415 254416	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability)
			254311 254411 254412 254413 254414 254415	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (disability and rehabilitation)
Nurse Managers	2543	5 or Less	254311 254411 254412 254413 254414 254415 254416 254417	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability)
Nurse Managers	2543	5 or Less	254311 254411 254412 254413 254414 254415 254416 254417 254418 254421 254422	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (isability and rehabilitation) registered nurse (medical) registered nurse (medical practice) registered nurse (mendical practice)
Nurse Managers	2543	5 or Less	254311 254411 254412 254413 254414 254415 254416 254417 254418 254421 254422 254423	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (disability and rehabilitation) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (mental health) registered nurse (perioperative)
Nurse Managers	2543	5 or Less	254311 254411 254412 254413 254414 254415 254416 254417 254418 254421 254422 254423 254424	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (disability and rehabilitation) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical health) registered nurse (perioperative) registered nurse (perioperative)
Nurse Managers	2543	5 or Less	254311 254411 254412 254413 254414 254415 254416 254417 254418 254421 254422 254423	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (disability and rehabilitation) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (mental health) registered nurse (perioperative)
Nurse Managers Registered Nurses	2543	5 or Less	254311 254412 254413 254414 254415 254415 254416 254417 254418 254421 254422 254422 254423 254424 254425 254429 261111	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (mental health) registered nurse (mental health) registered nurse (perioperative) registered nurse (paediatrics) registered nurse (snec) ICT business analyst
Nurse Managers	2543	5 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254421 254421 254422 254423 254424 254425 254429 261111	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (mental health) registered nurse (perioperative) registered nurse (surgical) registered nurse (paediatrics) registered nurses (nec) ICT business analyst systems analyst
Nurse Managers Registered Nurses	2543	5 or Less	254311 254412 254413 254414 254415 254416 254417 254418 254421 254422 254422 254424 254425 254499 261111 261112	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (mental health) registered nurse (surgical) registered nurse (perioperative) registered nurses (perioperative) registered nurse surgical) registered nurse surgical) registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical
Nurse Managers Registered Nurses ICT Business and Systems Analysts	2544 2544 2611	30 or Less 25 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254421 254421 254422 254423 254424 254425 254429 261111	nurse researcher nurse manager registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (perioperative) registered nurse (perioperative) registered nurse (surgical) registered nurse (paediatrics) registered nurse since) ICT business analyst multimedia specialist web developer
Nurse Managers Registered Nurses ICT Business and Systems Analysts	2544 2544 2611	30 or Less 25 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254421 254422 254422 254424 254425 254499 261111 261212	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (mental health) registered nurse (surgical) registered nurse (perioperative) registered nurses (perioperative) registered nurse surgical) registered nurse surgical) registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical
Nurse Managers Registered Nurses ICT Business and Systems Analysts	2544 2544 2611	30 or Less 25 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254421 254422 254422 254423 254424 254425 254111 261111 261211 261211 261312 261313	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (mental health) registered nurse (perioperative) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurse surgical) registered nurse surgical registered nurse surgical registered nurse surgical registered nurse fonec) ICT business analyst systems analyst multimedia specialist web developer analyst programmer developer programmer software engineer
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers	2544 2544 2611 2612	30 or Less 25 or Less 5 or Less	254311 254412 254413 254414 254415 254416 254417 254418 254421 254422 254423 254424 254425 254111 261112 261211 261313 261313	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurse surgical) registered nurse surgical) registered nurse surgical) registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical registered nurse surgical
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers	2544 2544 2611 2612	30 or Less 25 or Less 5 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254423 254424 25425 25411 261112 261211 261311 261312 261313 261314 261399	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (gerioperative) registered nurse (surgical) registered nurse (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security	2544 2544 2611 2612	30 or Less 25 or Less 5 or Less	254311 254412 254413 254414 254415 254416 254417 254418 254421 254422 254423 254424 254425 254111 261112 261211 261313 261313	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (serioperative) registered nurse (perioperative) registered nurse (surgical) registered nurse (saugical) registered nurse sonce) ICT business analyst multimedia specialist web developer analyst programmer developer programmer software engineer software and applications programmers (nec) database administrator
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers	2544 2544 2611 2612 2613	30 or Less 25 or Less 5 or Less 40 or Less	254311 254412 254413 254414 254415 254416 254417 254418 254421 254422 254423 254424 254425 261111 261112 261311 261312 261313 261314 261314 261319 261314	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (gerioperative) registered nurse (surgical) registered nurse (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists	2544 2544 2611 2612 2613	30 or Less 25 or Less 5 or Less 40 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254423 254424 254425 254191 261112 261211 261313 261313 261314 26139 262111 262111 261313	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurse surgical) registered nurse surgical registered nurse surgical registered nurse fonco ICT business analyst systems analyst multimedia specialist web developer analyst programmer developer programmer software engineer software engineer software and applications programmers (nec) database administrator ICT security specialist systems administrator computer network and systems engineer
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security	2544 2544 2611 2612 2613	30 or Less 25 or Less 5 or Less 40 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254423 254424 25425 254499 261111 261212 261313 261313 261314 26139 262111 262112 262111 261313	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurse source (surgical) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse source (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (paediatrics) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (paediatrics) registered nurse (paedi
Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists	2544 2544 2611 2612 2613	30 or Less 25 or Less 5 or Less 40 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254423 254424 254425 254499 261111 261212 261313 261313 261314 261319 262111 262111 262112 263131 263134 263134 263134 263134 263131 263113	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (surgical) registered nurse (surgical) registered nurse (saurgical) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (perioperative
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Nurse Managers Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists Computer Network Professionals	2544 2544 2611 2612 2613 2621 2631	30 or Less 25 or Less 5 or Less 40 or Less 15 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254423 254424 254425 254429 261111 261112 261211 261313 261313 261314 26139 262111 262112 263113 263113 263113 263113 263113 263113 263211 263213	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (cilid and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurses (nec) ICT business analyst systems analyst multimedia specialist web developer analyst programmer developer programmer software engineer software engineer software and applications programmers (nec) database administrator ICT security specialist systems administrator computer network and systems engineer network administrator network analyst ICT quality assurance engineer ICT support engineer ICT support and test engineers (nec) telecommunications engineer
Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists Computer Network Professionals ICT Support and Test Engineers Telecommunications Engineering Professionals	2544 2544 2611 2612 2613 2621 2631 2632 2633	25 or Less 5 or Less 40 or Less 15 or Less 5 or Less 5 or Less	254311 254412 254413 254414 254415 254416 254416 254417 254418 254421 254422 254422 254423 254424 254425 261111 261112 261211 261212 261313 261313 261314 262112 262111 262112 262113 263211 263211 263211 263212 263211 263212 263213 263233 263239 263311	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (disability and rehabilitation) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (surgical) registered nurse (surgical) registered nurse (surgical) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (medical) registered nurs
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Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists Computer Network Professionals ICT Support and Test Engineers Telecommunications Engineering Professionals	2544 2544 2611 2612 2613 2621 2631 2632 2633	25 or Less 5 or Less 40 or Less 15 or Less 5 or Less 5 or Less	254311 254412 254413 254414 254415 254416 254417 254418 254421 254421 254422 254423 254424 254425 254429 261112 261212 261313 261312 261313 261314 262112 262113 263112 263113 263112 263113 263112 263113 263112 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263213 273311 273111 273111 272111	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (disability and rehabilitation) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (serioperative) registered nurse (perioperative) registered nurse (surgical) registered nurse (saurgical) registered nurse sonce) ICT business analyst multimedia specialist web developer analyst programmer developer programmer developer programmer software engineer software tester software tester software tester software tester software wand applications programmers (nec) database administrator ICT security specialist systems administrator network administrator network administrator network analyst ICT quality assurance engineer ICT support engineer ICT systems test engineer ICT support and test engineers (nec) telecommunications network engineer
Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists Computer Network Professionals ICT Support and Test Engineers Telecommunications Engineering Professionals	2544 2544 2611 2612 2613 2621 2631 2632 2633	25 or Less 5 or Less 40 or Less 15 or Less 5 or Less 5 or Less	254311 254412 254413 254414 254416 254416 254416 254417 254418 254421 254422 254423 254424 254425 254429 261111 261112 261211 261313 261314 26139 262111 262112 263113 263113 263112 263113 263113 263112 263113 263113 263113 263113 263114 263112 263113 263113 263113 263113 263113 263113 263212 263213 263212 263213 263212 263311 263312 273111 273111 273111	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (community health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (medical practice) registered nurse (perioperative) registered nurse (surgical) registered nurse (surgical) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse (paediatrics) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse so (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (medical) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) registered nurse (perioperative) r
Registered Nurses ICT Business and Systems Analysts Multimedia Specialists and Web Developers Software and Applications Programmers Database and Systems Administrators, and ICT Security Specialists Computer Network Professionals ICT Support and Test Engineers Telecommunications Engineering Professionals Solicitors	2544 2544 2611 2612 2613 2621 2631 2632 2633 2713	25 or Less 25 or Less 40 or Less 15 or Less 5 or Less 5 or Less 5 or Less 5 or Less	254311 254412 254413 254414 254415 254416 254417 254418 254421 254421 254422 254423 254424 254425 254429 261112 261212 261313 261312 261313 261314 262112 262113 263112 263113 263112 263113 263112 263113 263112 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263113 263213 273311 273111 273111 272111	nurse researcher nurse manager nurse practitioner registered nurse (aged care) registered nurse (child and family health) registered nurse (child and family health) registered nurse (critical care and emergency) registered nurse (developmental disability) registered nurse (developmental disability) registered nurse (medical) registered nurse (medical) registered nurse (medical practice) registered nurse (medical practice) registered nurse (medical practice) registered nurse (perioperative) registered nurse (surgical) registered nurse (surgical) registered nurses (nec) ICT business analyst systems analyst multimedia specialist web developer analyst programmer developer programmer software engineer software and applications programmers (nec) database administrator ICT security specialist systems administrator computer network and systems engineer network analyst ICT quality assurance engineer ICT support engineer ICT systems test engineer ICT support engineer ICT support and test engineers (nec) telecommunications engineer telecommunications engineer telecommunications engineer careers counsellor drug and alcohol counsellor

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	1 1		272199	counsellors (nec)	ר
			272311	clinical psychologist	1
			272312	educational psychologist]
Psychologists	2723	2723 10 or Less		organisational psychologist	4
				psychotherapist	4
			272399 272412	psychologists (nec) interpreter	-
Social Professionals	2724	5 or Less	272413	translator (491 only)	-
			272499	social professionals (nec)	1
Social Workers	2725	5 or Less	272511	social worker	
			272611	community arts worker (491 only)	
Welfare, Recreation and Community Arts Workers	2726	10 or Less		recreation officer	4
	-		272613 311211	welfare worker anaesthetic technician	-
				cardiac technician	-
				medical laboratory technician	1
Medical Technicians	3112	5 or Less		operating theatre technician (491 only)	1
				pharmacy technician	
				pathology collector (491 only)	4
			311299 311411	medical technicians (nec) chemistry technician	Ne
				earth science technician	Ne
Science Technicians	3114	5 or Less		life science technician	Ne
			311499	science technicians (nec)	Ne
				architectural draftsperson	4
Analysis about Building 15 and 15 and 15	2424	15!		building inspector	4
Architectural, Building and Surveying Technicians	3121	15 or less		construction estimator (491 only) surveying or spatial science technician (491 only)	-
				architectural, building and surveying technicians (nec)	1
Civil Engineering Draftsparsage and Tasksisians	2122	Forless		civil engineering draftsperson	Ne
Civil Engineering Draftspersons and Technicians	3122	5 or Less	312212	civil engineering technician	Ne
Electrical Engineering Draftspersons and Technicians	3123	5 or Less		electrical engineering draftsperson	Ne
				electrical engineering technician	Ne
Mechanical Engineering Draftspersons and Technicians	3125	5 or Less		mechanical engineering draftsperson (491 only) mechanical engineering technician	Ne Ne
				maintenance planner (491 only)	Ne
Other Building and Engineering Technicisms	2120	F 1		metallurgical or materials technician	Ne
Other Building and Engineering Technicians	3129	5 or Less	312913	mine deputy	Ne
			312999	building and engineering technicians (nec) (491 only)	N€
				hardware technician	-
ICT Support Technicians	3131	25 or Less		ICT customer support officer web administrator	-
				ICT support technicians (nec)	1
Automotive Electricians	3211	5 or Less		automotive electrician	Ne
Motor Mechanics	3212	10 or Less		diesel motor mechanic]
motor medianics	-			motorcycle mechanic	4
Sheetmetal Trades Workers	3222	5 or Less		small engine mechanic sheetmetal trades worker	Ne
Sileetilietai ITades Workers	3222	5 or Less		metal fabricator	IN
Structural Steel and Welding Trades Workers	3223	5 or Less		pressure welder	1
		5 or Less	322313	welder (first class)]
				aircraft maintenance engineer (avionics)	N
Aircraft Maintenance Engineers	3231	5 or Less		aircraft maintenance engineer (mechanical)	N
				aircraft maintenance engineer fitter (general)	N N
				fitter and turner	N
Metal Fitters and Machinists	3232	5 or Less		fitter-welder	N
			323214	metal machinist (first class)	N
				metal fitters and machinists (nec)	N
Precision Metal Trades Workers	3233	5 or Less		locksmith	No.
Toolmakers and Engineering Patternmakers	3234	5 or Less	323314 323412	precision instrument maker and repairer toolmaker	No No
Panelbeaters	3234	5 or Less	1	panelbeater	1 1
				vehicle body builder	N
Vehicle Body Builders and Trimmers	3242	5 or Less	324212	vehicle trimmer	N
Vehicle Painters	3243	5 or Less		vehicle painter (491 only)	N
Bricklayers and Stonemasons	3311	5 or Less		bricklayer	4
			331112 331211	stonemason carpenter and joiner	4
Carpenters and Joiners	3312	10 or Less	331211	carpenter	1
• • • • • • • • • • •				joiner	1
Floor Finishers	3321	5 or Less	332111	floor finisher (491 only)	N
Painting Trades Workers	3322	5 or Less		painting trades worker	4
Glaziers	3331	5 or Less	333111	glazier	N
Plasterers	3332	5 or less	333211 333212	fibrous plasterer solid plasterer	-
Roof Tilers	3333	5 or Less	333311	roof tiler	N
	_	5 or Less		wall and floor tiler	N
	3334			plumber (general)	1
	3334		334111		
Wall and Floor Tilers			334112	airconditioning and mechanical services plumber	
Wall and Floor Tilers	3334	5 or Less	334112 334113	airconditioning and mechanical services plumber drainer]
Wall and Floor Tilers		5 or Less	334112 334113 334114	airconditioning and mechanical services plumber drainer gasfitter	
		5 or Less	334112 334113 334114 334115	airconditioning and mechanical services plumber drainer	- - -

				I	_
			341113	lift mechanic	
Airconditioning and Refrigeration Mechanics	3421	5 or Less	342111	airconditioning and refrigeration mechanic	N
Electrical Distribution Trades Workers	3422	5 or Less	342211	electrical linesworker (491 only)	N
			342212	technical cable jointer	N
			342311	business machine mechanic	N
Electronics Trades Workers	3423	5 or Less	342313	electronic equipment trades worker	٨
	3 123	3 01 2033	342314	electronic instrument trades worker (general)	١
			342315	electronic instrument trades worker (special class)	N
Bakers and Pastrycooks	3511	5 or Less	351111	baker	
<u> </u>			351112	pastrycook	
Chefs	3513	15 or Less	351311	chef	
Cooks	3514	5 or Less	351411	cook	
			361111	dog handler or trainer	
Animal Attendants and Trainers	3611	5 or Less	361112	horse trainer	
Allillal Attellualits and Traillers	3011	J OI LESS	361114	zookeeper (491 only)	
			361199	animal attendants and trainers (nec)	
/eterinary Nurses	3613	5 or Less	361311	veterinary nurse	N
			362211	gardener (general)	
Gardeners	3622	5 or Less	362212	arborist	
			362213	landscape gardener	
Hairdressers	3911	5 or Less	391111	hairdresser	
Jpholsterers	3933	5 or Less	393311	upholsterer	١
Cabinetmakers	3941	5 or Less	394111	cabinetmaker	N
			411111	ambulance officer	N
Ambulance Officers and Paramedics	4111	5 or Less	411112	intensive care ambulance paramedic	N
			411211	dental hygienist (491 only)	- N
Dental Hygienists, Technicians and Therapists	4112	5 or Less	411213	dental technician	- N
serial Hygierists, recommons and merapists	.112	3 0. 2033	411214	dental therapist (491 only)	
Diversional Therapists	4113	5 or Less	411311	diversional therapist	_ ·
Enrolled and Mothercraft Nurses	4114	5 or Less	411411	enrolled nurse	- '
Massage Therapists	4114	5 or Less	411611	massage therapist	
viassage Therapists	4110	5 Of Less	411711	community worker	_
			411711	disabilities services officer	_
Velfare Support Workers	4117	5 or Less	411713	family support worker	_
weilare support workers	4117	5 Of Less	411715	, ,,	_
				residential care officer	
			411716	youth worker	┥.
Fire and Emergency Workers	4412	5 or Less	441211	emergency service worker (491 only)	_ \
Other Personal Service Workers	4518	5 or Less	451815	first aid trainer (491 only)	١
			452312	gymnastics coach or instructor	
			452313	horse riding coach or instructor	
			452314	snowsport instructor	
ports Coaches, Instructors and Officials	4523	5 or Less	452315	swimming coach or instructor	
			452316	tennis coach	
			452317	other sports coach or instructor	
			452321	sports development officer	
Contract, Program and Project Administrators	5111	25 or Less	511111	contract administrator	
contract, Frogram and Froject Administrators	3111	23 01 Less	511112	program or project administrator	
Other Miscellaneous Clerical and Administrative Workers	5999	5 or Less	599915	clinical coder	N
nsurance Investigators, Loss Adjusters and Risk Surveyors	5996	5 or Less	599612	insurance loss adjuster	١
					- 1 .
Real Estate Sales Agents	6121	5 or Less	612112	property manager (491 only)	N

Attachment B: Summary of Proposed Key Changes to ACT Nomination criteria

Changes to the nomination guidelines for ACT Residents

Recommendation	Rationale /Comments	Decision
. Easing employment eligibility criteria.	This will make it easier for skilled migrants to become eligible for ACT nomination.	Agreed / Disagreed / Please Discuss
. Easing English level criteria for applicants applying for ACT nomination of a 491 visa.	This aligns this criterion with minimum requirements set by the Department of Home Affairs. It is recommended to keep higher standards for permanent 190 applications, as these applicants have no visa conditions tying them to Canberra. A higher English level means it is more likely applicants will be competitive in the ACT job market. Additionally, it will mean applicants with a lower English level are only eligible for nomination of a 491 visa, differentiating the two pathways. This aligns this criterion with minimum requirements set by the Department of Home Affairs.	Agreed / Disagreed / Please Discuss

Category	Criteria	Current	Proposed
491 Nomination Eligibility Criteria	Employment	You worked a minimum of 20 hours per week in each of the 13 weeks up to the date you submit the Matrix.	You worked a minimum of 15 hours per week in at least 13 out of the 15 weeks before Canberra Matrix submission.
		Your employment in Canberra was continuous for the 13 weeks	Remove
	English	Department of Home Affairs requirement for 'proficient' or 'superior' English unless your nominated occupation is Chef 351311 or has an ANZSCO skill level 3 to 5.	<u>Department of Home Affairs requirement</u> for 'competent' English unless a higher level is required by your assessing authority.
190 Nomination Eligibility Criteria	Employment	You worked a minimum of 35 hours per week in each of the 26 weeks up to the date you submit the Matrix	You worked a minimum of 30 hours per week in at least 26 out of the 30 weeks before Canberra Matrix submission.
		Your employment in Canberra was continuous for the 26 weeks.	Remove

English	Department of Home Affairs requirement for 'proficient' or 'superior' English unless your nominated	Department of Home Affairs requirement for 'competent' English unless a higher level is required by your assessing
	occupation is Chef 351311 or has an ANZSCO skill level	authority.
	3 to 5.	

	Recommendation	Rationale /Comments	Decision
3.	Allow Canberra residents to claim Matrix points for length of ACT residence when they have been away from Canberra for more than six weeks under certain conditions.	This makes it easier for applicants who have resided in Canberra for a longer period, particularly recent graduates, to claim more points.	Agreed / Disagreed / Please Discuss
4.	Allow Canberra residents to claim Canberra Matrix points for length of ACT residence when they have previously worked in Queanbeyan the ACT commuter region while living in the ACT – they must work in the ACT at date of application.	This makes it easier for applicants to claim ACT residency points. This category tests tiestests ties to Canberra. Someone who used to work in regional NSW within a commuting distance of their Canberra-based homeQueanbeyan while living in, was was still building a connection to the ACT Canberra, particularly because they. Applicants must need to have started working in the ACT by the time they apply for ACT nomination.	Agreed / Disagreed / Please Discuss

Category	Criteria	Current	Proposed
Canberra Matrix	ACT Residence	You may have holidays away from Canberra for a maximum of six weeks in any year. You cannot claim ACT residency for any period that you lived or worked interstate or overseas.	You cannot be away from Canberra for more than <u>six</u> weeks in any year (e.g. for a holiday or to visit family) unless you are claiming two or more years residency and you were not away from Canberra for more than <u>twelve</u> weeks in any given year. You must provide evidence that the ACT continued to be your primary place of residence for these twelve weeks, such as rent or other housing payments. These payments need to be highlighted in your bank statements.
Canberra Matrix	ACT Residence	 You can study interstate for one or two days a week. However, if you studied more than two days (one night) a week interstate, you will not be considered an ACT resident for that period. You cannot claim ACT residency for any period that you lived or worked interstate or overseas. You can live in NSW if you are within a 30-minute commute to where you work in Canberra e.g., Queanbeyan, Bungendore. 	 You cannot live, study, or work interstate for any period of claimed ACT residence, unless: You studied interstate for no more than one night (or two days) per week; You worked in regional NSW while living in Canberra, provided you worked within a 30-minute commute of your Canberra-based home; Queanbeyan while living in the ACT; or,

	 You lived in regional NSW while working in Canberra, (provided you lived within a 30-minute commute of your Canberra-based work, (e.g Queanbeyan or Bungendore). Places in the Canberra commuter region include but are not limited to: Jerrabomberra, Googong, and Queanbeyan.
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Changes to the nomination guidelines for Overseas Residents

	Recommendation	Rationale /Comments	Decision	
5.	Easing employment eligibility criteria.	This will make it easier for skilled migrants to become eligible for ACT nomination.	Agreed / Disagreed / Please Discuss	
6.	Easing English level criteria for applicants applying for ACT nomination of a 491 visa.for all visa categories except for overseas 190 visa applicants.	This aligns this criterion with minimum requirements set by the Department of Home Affairs. It is recommended to keep higher standards for overseas permanent 190 applications, as these applicants have no visa conditions tying them to Canberra. A higher English level means it is more likely applicants will be competitive in the ACT job market. Additionally, it will mean applicants with a lower English level are only eligible for nomination of a 491 visa, differentiating the two pathways.	Agreed / Disagreed / Please Discuss	

Category	Criteria	Current	Proposed		
491 Nomination Eligibility Criteria	Nominated Occupation	You are working full time in your nominated occupation.	Remove		
	Relevant overseas work experience	You have at least three -years full time, post graduate work experience in your nominated occupation.	You have at least one year full time, post graduate work experience in your nominated occupation in the last five years.		
	ACT employability	You must attach an employment statement explaining the research undertaken and confirming that you are employable in Canberra.	You must attach an employment statement explaining the research undertaken and confirming that you are employable in Canberra. The statement should include recent job vacancies you are eligible for.		
	English	Department of Home Affairs requirement for 'proficient' or 'superior' English unless your nominated occupation is Chef 351311 or has an ANZSCO skill level 3 to 5.	Department of Home Affairs requirement for 'competent' English unless a higher level is required by your assessing authority.		

Category	Criteria	Current	Proposed		
190 Nomination Eligibility Criteria	Nominated Occupation	You are working full time in your nominated occupation.	Remove		
	ACT Job Offer	You have a full-time job offer in your nominated occupation.	Remove		
	Employer statutory declaration	N/A - New	Remove		
	ACT employability	N/A - New	You must attach an employment statement explaining the research undertaken and confirming that you are employable in Canberra. The statement should include recent job vacancies you are eligible for.		
	Relevant overseas work experience	N/A - New	You have at least three years full time, post graduate work experience in your nominated occupation in the last five years.		

Recommendation	Rationale /Comments	Decision
points for their partner if they are in a de facto relationship and cannot legally obtain a relationship certificate in their country of residence.	ACT Migration does not accept de facto relationships when claiming points for a partner. Applicants can claim a lot of points for a partner and it can be time consuming to determine whether someone is in a de facto relationship in the absence of a relationship certificate. However, not all countries allow all couples to obtain relationship certificates. This change will make ACT Nomination Guidelines more inclusive.	Agreed / Disagreed / Please Discuss

Category	Criteria	Current	Proposed
All Overseas eligibility criteria	Spouse / Partner	Spouse / partner: If you wish to claim Matrix points for a spouse / partner, you must have proof of the relationship; either a marriage certificate or a civil partnership/union certificate. The ACT does not accept a claim of a defacto relationship. If you wish to claim Matrix points in the spouse / partner employment category, your spouse / partner must meet the Department of Home Affairs requirement for 'competent' English; or hold an Australian passport.	If you wish to claim Matrix points for a Spouse/ Partner: You must have proof of the relationship; either a marriage certificate or civil partnership/union certificate. For ACT nomination purposes, we do not accept a de facto relationship without a relationship certificate unless you cannot legally obtain a relationship certificate in your country of residence. In the spouse / partner employment category, your spouse / partner must meet the Department of Home Affairs requirement for 'competent' English; or hold an Australian passport.
Key documents Checklist	Spouse / partner (if applicable	Proof of relationship: marriage certificate, civil partnership/union registration, or VEVO secondary applicant status for yourself or spouse/partner.	Proof of relationship: marriage certificate, civil partnership/union registration, or VEVO secondary applicant status for yourself or spouse/partner.
			-If you cannot legally obtain a relationship certificate in your country of residence, you can still claim points provided you request a waiver for this requirement. You must demonstrate that you cannot legally obtain a relationship document, that you are in a de facto relationship, and your partner must be listed as a secondary applicant on your visa.

Recommendation	Rationale /Comments	Decision	
8. Increase the Matrix points overseas residents can claim for overseas work experience to ensure someone without a partner or ties to Canberra but with a bachelor's degree, higher level English, and three years of relevant work experience is eligible for ACT nomination.	Currently, an applicant who does not have a partner or existing ties to Canberra cannot reach the minimum points required to obtain an invitation to apply for ACT nomination, even with a bachelor's degree, higher level English, and three years of relevant work experience. This small change would mean they can.	Agreed / Disagreed / Please Discuss	
 Lower the minimum criteria that allow overseas residents to claim Canberra Matrix points for a job offer. 	At the moment, overseas applicants need to have a job offer lasting two years to claim Canberra Matrix points for their job offer. By lowering this to 6 months, it will become easier for overseas applicants to claim points for their job offer. This is also more in line with job offer requirements of other states and territories.	Agreed / Disagreed / Please Discuss	
10. Make it easier for overseas applicants to claim points for their partner's employment.	This will reduce confusion and aligns this criterion with proposed employment criteria for main applicants.	Agreed / Disagreed / Please Discuss	

Category	Criteria	Current	Proposed
Canberra Matrix	Relevant work experience	Eight to 10 years: 20 points	Eight to 10 years: 20 points
		Five to eight years: 10 points	Five to eight years: 15 points
		Three to five years: 5 points	Three to five years: 10 points
Canberra Matrix	ACT Job Offer	Do you have a full-time genuine ACT job offer in your nominated occupation? The position must be in Canberra and be available for at least two years. The terms of employment must be in accordance with Australian legislation. The employer: • must be a medium to large Australian enterprise (50 plus employees) actively trading in Canberra.	Do you have a full-time genuine ACT job offer in your nominated occupation? The position must be in Canberra and be available for at least six months. The terms of employment must be in accordance with Australian legislation. The employer: • cannot be trading from a home, online or serviced office.

		 cannot be trading from a home, online or serviced office. must explain how the position is relevant to the business. must demonstrate that the position has been advertised within the last three months and cannot be filled from the local labour market. 	 must explain how the position is relevant to the business. must demonstrate that the position has been advertised within the last three months and cannot be filled from the local labour market.
Canberra Matrix	Spouse / Partner Employment	Is your spouse/partner currently working? They must have: • Worked fulltime for at least six months in the last 12 months; and • Meet the Home Affairs requirement for 'competent' English or have an Australian passport.	Your spouse/partner must:

Changes to the nomination guidelines for ACT Residents as well as Overseas Residents

Recommendation	Rationale /Comments	Decision
11. Clarify that applicants must also meet Department of Home Affairs visa application eligibility criteria.	While this is currently applied, it is not clearly articulated in the nomination guidelines.	Agreed / Disagreed / Please Discuss
12. Provide the ACT with greater discretion to renominate previous applicants. The ACT will continue to have a 'one nomination place per person policy', but greater flexibility means it will be easier to respond to changing circumstances.	Currently, the renomination policy set out in the ACT nomination guidelines allows renomination under very limited circumstances. This change will allow ACT migration a greater degree of flexibility when applicants seek renomination.	Agreed / Disagreed / Please Discuss

Category	Criteria	Current	Proposed
All Eligibility Criteria	Department of Home Affairs Criteria	N/A – new	 Department of Home Affairs Criteria: you meet the relevant Department of Home Affairs Criteria and can apply for your visa. You must meet this criterion when you submit your Canberra Matrix and continue to do so until you receive ACT nomination. This includes having a valid English test and Skill Assessment. Your English test and Skill Assessment must be valid at date of Canberra Matrix submission and at date of ACT nomination.
All	Reapplying for ACT nomination	You can only reapply for ACT nomination (in the same visa subclass) if you had a genuine reason for not accepting the invitation from the Department of Home Affairs to apply for the ACT nominated visa. Changing your mind, making an error on SkillSelect, been s48 barred or wanting to be nominated for another visa subclass are not genuine reasons.	The ACT Government reserves the right to allow applicants to reapply for ACT nomination at its discretion and in exceptional circumstances. You must be able to demonstrate that you have a genuine reason for reapplying for ACT Nomination. Your case will only be considered if we are convinced you have taken all reasonable steps to avoid the necessity for renomination. Bear in mind, it is always the applicant's responsibility to ensure the ACT Nomination application, SkillSelect EOI, and visa application are accurate.

You will have to wait at least six months before you can submit a new Matrix in the same visa subclass (if you meet the eligibility criteria). After six months, you can email us with the Matrix reference number and explain the reason why you want to reapply for ACT nomination.

We must be satisfied that your reasons were genuine before we will remove the duplicate application flag from the Matrix and place it in the queue for ranking. There is no guarantee that your Matrix will be selected, and an invitation issued to apply for ACT nomination.

We will remove the duplicate application flag from your Matrix and place it in the queue for ranking if we are satisfied that:

- You were unable to apply for your visa due to exceptional circumstances.
- You have taken all possible steps to avoid the necessity for renomination and to ensure your application will be successful if you were to be renominated.
- The impact on other applicants is minimal.
- Renomination would be of benefit to the Territory.

The outcome of your request may be based solely on the demand for nomination places in your nominated occupation or visa subclass as well as the overall remaining allocation in that financial year.

If your application for renomination is rejected based on the demand for nomination places and the impact on other applicants, you may reapply for ACT nomination six months after that decision was made.

Materials Materials <t< th=""><th colspan="8">ACT CRITICAL OCCUPATIONS LIST - ELIGIBLE OCCUPATIONS RECOMMENDED TO EXCLUDE</th></t<>	ACT CRITICAL OCCUPATIONS LIST - ELIGIBLE OCCUPATIONS RECOMMENDED TO EXCLUDE							
1898	The state of the s				Skills shortage	Priority sector, but was not identified as 'in	Industry Skills	
Part	Assaculture Farmers	1211	121211	cotton grower	N N	N N	N N	Skills Camberry analysis and comultation does not support by inclusion.
			121213	fruit or nut grower	N N	N N	N N	Skills Canberra analysis and consultation does not support its inclusion.
1	Crop Farmers	1212	121214	arain, oilseed or pasture prower (Aux)/Tield crop prower (NZ) prace prower	N N	N N	N N	Skills Camberra analysis and comutation does not support its inclusion.
14					N	N	N N	Skilk Carberra analysis and consultation-does not support its inclusion. Skilk Carberra analysis and consultation-does not support its inclusion. Skilk Carberra analysis and consultation does not support its inclusion.
14			121221 121299	vegetable grower (Aus)/market gardener (NZ) crop farmers (nec)		N N	N N	Stills Casherra analysis and consultation does not support its inclusion. Stills Casherra analysis and consultation does not support its inclusion. Stills Casherra analysis and consultation does not support its inclusion.
Page					N	N	N N	Skills Canberra analysis and consultation does not support its inclusion.
1968			121313	dairy cattle farmer	N			Skills Canberra analysis and consultation does not support its inclusion.
			121315	goat farmer	N N		N N	Addit California analysis and consultation does not support to Exclusion. Silfs California analysis and consultation does not support to Exclusion. Silfs California analysis and consultation does not support to Exclusion.
	Livetack + armers	1214	121317	mixed livestock farmer	N N	N	N	Skills Camberra analysis and consultation does not support its inclusion.
			121318 121321	pig farmer poutry farmer	N N	N	N	Skills Canberra analysis and consultation does not support its inclusion.
18								
18	Mixed Crop and Livestock Farmers Manufacturers	1214	133411	manufacturer	N N			
Page	Caravan Park and Campine Ground Managers Retail Managers	1412			N N	N N	N N	
Mary 1966	Amusument Disease and South Centra Managers	1491	149111	amusement centre manager From centre manager	N N	N N	N N	Peterfall link to thoughtaility imperience sector, but was not identified as 'no demand' during the industry count tables. Salitic Carberra analysis and constitution does not support its inclusion. Extended links to benegitately imperience sector, but was not identified as 'no demand' during the industry count tables. Salitic Carberra analysis and constitution does not support its inclusion. Extended links to benegitately imperience sector, but was not identified as 'no indensessed during the industry count tables. Salitic Carberra analysis and consolitation does not support its inclusion.
See See See See See See See See See See			149013	sports centre manuer	N N	N N	N N	Reterrist link to Teophishy / experience sector, but was not identified as 'to demand' during the industry round tables. Sills Carberra analysis and consultation does not support its inclusion.
Series (1964) 1969	Actors, Dancers and Other Entertainers	2111	211112	dancer or choreographer	N	N	N	Link to arts sector, but was not identified as 'in-demand' durine the industry round tables. Skills Canberra analysis and consultation does not support its inclusion.
Marie Mari	Music Professionals	2112	211213	musician (instrumental)	N N	N	N N	
1	Photographers	2113	211311	photographer	N N	N	N	Link to arts sector, but was not identified as 'in-demand' during the industry round tables. Skills Canberrs analysis and consultation does not support its inclusion.
## 18	Artistic Directors, and Media Producers and Presenters Authors, and Book and Script Editors	2121 2122	212111	artistic director book or script editor	N N	N	N	Link to ant sector, but was not identified as 'in-demand during the industry round tables. Skills Cambern analysis and consultation does not support its inclusion. Link to arts sector, but was not identified as 'in-demand during the industry round tables. Skills Cambern analysis and consultation does not support as lockation. Link to arts sector, but was not identified as 'in-demand during the industry round tables. Skills Cambern analysis and consultation does not support as lockation.
Page					N N	N N	N N	
1	Film, Television, Radio and Stage Directors	2123	212315	program director (television or radio) stage manager	N N	N N	N N	
					N N			
1968					N N	N N	N N	Still Camberra analysis and consultation does not support its inclusion. Still Camberra analysis and consultation does not support its inclusion. Still Camberra analysis and consultation does not support in inclusion.
See See See See See See See See See See	Printed property	2221	222113	insurance broker	N N	N N	N N	Skills Canberra analysis and consultation does not support its inclusion.
1	Financial Dealers	2222	222211	financial market dealer stockhooking dealer	N N	N N	N N	Skills Canberra analysis and consultation does not support its inclusion.
1968			222299	financial dealers (nec)	N	N	N	Skills Camberra analysis and consultation does not support its inclusion.
1968 1968 1969			224214	ncords manager	N	Ñ	N	Skills Camberry analysis and consultation does not support its inclusion.
1			224512	saluer		N	N N	Potential link to housing sector, but was not identified as 'in-demand' during the industry round tables. Skills Canberra analysis and consultation does not support its inclusion.
			231111	seroplane pilot	N	N	N	Skills Careberra analysis and consultation does not support its inclusion.
1968 1968 1969			231114	helicopter pilot	N N	N N	N N	Skills Cantherns analysis and consultation does not support its inclusion.
			232311	fashion designer		N.	N	Skills Cantherra analysis and consultation does not support its inclusion.
1966 1967			232313	jewellery designer	N	N	N	Skills Camberra analysis and comultation does not support its inclusion.
1985 1985	Mining Engineers		233611	mining engineer (excluding petroleum)	N	N	N	Skills Canberra analysis and consultation does not support its inclusion.
1	Andread and Ferman Privative	2241	234111	agricultural consultant	N N		N N	Skills Caraberra analysis and consultation does not support its inclusion.
New No. And Ford Profession (1996) 1966			234113	Screeter	N	N	N	Skills Cantherra analysis and consultation does not support its inclusion.
Page	Chemists, and Food and Wine Scientists	2342	234212	food technologist	N N	N N		Skills Canberra analysis and consultation does not support its inclusion.
Part Part			234411	geologist	N	N	N	Link to the scientific research sector, but was not identified as 'in-demand' during the industry round tables, but was not identified in industry round tables.
Section Process Proc	seculgina, securiporias um riparegionagias	2,900	234413	geographics hydrogeologist	N N			Link to the scientific research sector, but was not identified as 'in-demand' during the industry round tables, but was not identified in industry round tables.
1	Private Tutors and Teachers	2492	249212	dance teacher (private tuition)	N	N	N.	Technical in its reduction sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation deep sea sequential to be a sequential of the industry of the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sector, but was not betterfine as to remark during the industry record tables placed sealing establishments oddy. 200 Calculation sectors are recorded as the industry of
1			249299	private tutors and teachers (nec)	N	N	N	Potential link to education sector, but was not identified as 'n-demand' during the industry round tables (private treaching establishments only). Skills Carberra analysis and consultation does not support its inclusion
A Company of the Comp						N N	N N	Skills Caraberra analysis and consultation does not support its inclusion.
The content of the			2/1299 311111	agricultural technician	N N	N N	N N	
1			311299	primary products inspectors (nec)	N	N	N	Skills Camberra analysis and consultation does not support its inclusion.
1			212211	radio communications technician	N N	N N	N	does understate amenges amountementement on supports on exceedible. Foresteral links for II control, fact variant extended rather forest in the state of the sta
1	Telecommunications Technical Specialists	3132	212212 212213	telecommunications network planner	N N	N N	N	Processing makes or standard, was sectional assessment as a reviewable was PRINTED TO CONTROL TO CO
1	Metal Castine. Foreine and Finishine Trades Workers		322113	famler	N N	N N	N N	Parameter and the state of the
Segment (1967) 1967			342413	telecommunications linesworker	N N	N N	N N	
are distinct year from from 1941 1951 1961 19	Florists	3621	362111	florist	N N	N N	N N	
are distinct year from from 1941 1951 1961 19	Nurservoersons	3623 3624	362311 363411	greenkeeper numeryperson	N N	N	N	
1	Drinters	2921 2923	392111	print finisher printing muchinist	N N			SBB. Carbons analysis and consulption does not support his inclusion. SBB. Carbons analysis and consulption does not support his inclusion. SBB. Carbons and and consulption does not support his inclusion.
Part			394211	furniture finisher				Skills Carsherrs analysis and consultation does not support its inclusion. Petertail links it works sector, but was not identified as 'in demand' during the industry round tables. Skills Carsherra analysis and consultation does not support its inclusion.
A	Wood Macranists and Other Wood Trades Workers				N	N	N	Potential link to trades sector, but was not identified as 'in-demand' during the industry round tables. Skills Canberra analysis and consultation does not support its inclusion.
1	Boat Builders and Shipwrights		300112	shinusishe			N	Stift. Canterna surshpix and consultation does not support his inclusion. Stift. Canterna surshpix and consultation does not support his inclusion. Stift. Canterna surshpix and consultation does not support his inclusion.
2007 2007	Chemical, Gas, Petroleum and Power Generation Plant Operators						N	Salit Camberra analysis and consultation does not support its inclusion. Salit Camberra paralysis and consultation does not support the inclusion. Salit Camberra paralysis and consultation does not support the inclusion.
Proceedings	Jewellers		399512	camera operator (film, television or video)	N	N	N	Link to arts sector, but was not identified as 'in-demand' during the industry round tables. Skills Canberra analysis and consultation does not support its inclusion.
menters 396 SHI quarter 8 8 8 1 8 1 6 1 6 6 one major particular for set good per la field in menters and control of the set good per la field in the set good per la field in menters and control of the set	Performing Arts Technicians	3995	399514 399516	make up artist sound technician	N N	N N	N N	Link to ant sector, but was not identified as 'in-demand' during the industry round tables. Skills Carbons analysis and consultation does not support its inclusion. Link to aris sector, but was not identified as 'in-demand' during the industry round tables. Skills Carbons analysis and consultation does not support this inclusion. Link to aris sector, but was not identified as 'in-demand during the industry round tables. Skills Carbons analysis and consultation does not support this inclusion.
Control Cont	Simuritars	2996			N N	N N	N N	Skills Canberra analysis and consultation does not support its inclusion.
and foreigned (2) 6011 Option foreigned N N N N N N N N N N N N N N N N N N N	Drivine Instructors Funeral Workers	4512 4513	451211 451299	driving instructor funeral workers (nec)				SBB Casters arelyki and consultation does not support its inclusion. SBB Casters arelyki and consultation does not support its inclusion. SBB Casters arelyki and consultation does not support its inclusion.
	Travel Attendants	4517 4523		Flight attendant diving instructor (open water)	N N	N N	N N	Skills Cantherns analysis and consultation does not support its inclusion.
	Sportspensors	4524	453411 453413	footballer jockey	N N	N N	N N	
each and Wood Search (SDI) CRESS of SEASON (SDI) and SEAS					N N	N	N	Stift Carolines analysis and consultation does not support this inclusion. Stift Carolines analysis and consultation does not support this inclusion.
	Retail and Wool Buvers	6292	639211	retail buyer	N	N	N	Stallis Camberns analysis and consultation does not support its inclusion.



Chief Minister, Treasury and Economic Development Directorate

То:	Minister for Skills Tracking No.: CMTEDD						
Date:	11/04/2023						
From:	A/g Executive Branch Manager, Skills Canberra						
Subject:	Requested changes to the ACT Critical Occupations List and Skilled Migration Nomination Guidelines						
Critical Date:	e: 19/04/2023						
Critical Reason:	To allow for implementation as soon as possible						

A/g DDG 14/04/23A/g EGM 13/04/23

Recommendations

That you:

1. Note the information contained in this brief;

Noted / Please Discuss

2. Agree to the updated 2022-23 ACT Critical Occupations List at Attachment A;

Agreed / Not Agreed / Please Discuss

 Agree to the revised changes to the ACT Nomination Guidelines at <u>Attachment B</u> for nomination of the permanent Skilled Nominated visa (subclass 190) and temporary Skilled Work Regional visa (subclass 491); and,

Agreed / Not Agreed / Please Discuss

4. Sign the letter to Minister Giles at Attachment C.

Signed / Not Signed / Please Discuss

Minister's Office Feedback	

Background

- The ACT and Australian Government's Territory Migration Agreement provides the ACT with flexibility to address skills shortages and labour market needs through the state and territory nominated stream of the Australian Migration Program.
- 2. In December 2022, the ACT was allocated 4,050 nomination places by the Department of Home Affairs. This more than doubles the 2021-22 financial year allocation of 2,000, and nearly triples the 2020-21 allocation of 1,400.

Issues

- 3. On 24 March 2023, you agreed in part to an updated Critical Occupations List and changes to the ACT nomination guidelines (CMTEDD2023/571). You requested:
 - a. Confirmation that the Critical Occupations List does not omit any occupations for industries Skills Canberra is preparing industry skills plans for;
 - Changing the proposed English language requirements to ensure consistency for all applicants for ACT nomination of a 190 visa;
 - c. Changing language in the Canberra Matrix to clarify what constitutes the ACT commuter region; and,
 - d. Drafting a letter to Minister Giles about state and territory flexibility in adding occupations to the Commonwealth Skilled Occupations Lists, specifically in relation to bus drivers.
- 4. The ACT can only include occupations on the ACT Critical Occupations List that are eligible for migration purposes, as determined by the Department of Home Affairs (DHA).
- 5. Skills Canberra has reviewed the DHA occupation lists to ensure all occupations related to industries Skills Canberra is preparing industry skills plans for are included in the updated ACT Critical Skills List (Attachment A). It is recommended the following four occupations be added:
 - a. Accommodation and Hospitality Manager (ANZSCO 141999)
 - b. Health Information Manager (ANZSCO 224213)
 - c. Education Adviser (ANZSCO 249111)
 - d. Clinical Coder (ANZSCO 599915)
- Occupations on the DHA list that have not been included on the ACT Critical
 Occupations List are at <u>Attachment D</u>. Skills Canberra analysis and consultation as well
 Tracking No.: CMTEDD2023/1548

- as feedback from the industry roundtables did not indicate a skills shortage for these occupations.
- 7. Requested changes have been made to the ACT Nomination Guidelines at <u>Attachment</u> B for your agreement.
- 8. A draft letter to Minister Giles is at Attachment C for your signature.

Financial Implications

 It is anticipated increases in suitable ACT matrix submissions and subsequent nominations will result in increases in application fee revenue. This will allow for expanded operational capacity to successfully meet the increased 2022-2023 ACT nomination allocation.

Consultation

Internal

10. Nil.

Cross Directorate

11. All ACT Government Directorates were consulted about the Critical Occupations List.

External

12. Feedback from the Migration Institute of Australia (MIA) has been considered.

Work Health and Safety

13. Nil.

Benefits/Sensitivities

- 14. If endorsed, changes will come into effect when published on the website. These changes will be applied retroactively to all Matrices in the system, which may impact migrants with an active Matrix submitted under the previous guidelines. This can be mitigated if they submit a new Canberra Matrix.
- 15. There is currently one Matrix submitted listing Postal Manager proposed for removal from the List as their nominated occupation.

Communications, media and engagement implications

16. Updates will be published to the Skills Canberra website and circulated with the MIA and other migration agents who have submitted a Canberra Matrix in the past year through the quarterly newsletter to Registered Migration Agents.

Signatory Name: Mark Harriott Phone: X50701

Action Officer: Hans-Willem van Deursen Phone: X70839

Tracking No.: CMTEDD2023/1548

Attachments

Attachment	Title
Attachment A ACT Critical Occupations List – April 2023	
Attachment B Proposed changes to ACT Nomination Guidelines	
Attachment C	Letter to Minister Giles
Attachment D Eligible Occupations to exclude from the Critical Occupations L	

Tracking No.: CMTEDD2023/1548

From: "STEEL" <STEEL@act.gov.au>

Sent: 20/04/2023 12:24 PM

To: "andrew.giles.mp@aph.gov.au" <andrew.giles.mp@aph.gov.au>

Subject: Correspondence from Minister Steel

Attachments: Letter - Steel to Giles - ACT Critical Occupations List.pdf

Good afternoon Hon Andrew Giles MP,

Please see attached correspondence from Minister Steel.

Kind regards,
Teleatha
Office of Chris Steel MLA
Labor Member for Murrumbidgee
Minister for Transport and City Services
Minister for Skills
Special Minister of State

ACT Legislative Assembly www.chrissteel.com.au





Chris Steel MLA

Minister for Transport and City Services Minister for Skills Special Minister of State

Member for Murrumbidgee

The Hon Andrew Giles MP Minister for Immigration, Citizenship and Multicultural Affairs Parliament House CANBERRA ACT 2600 andrew.giles.mp@aph.gov.au

Our ref: CMTEDD2023/1548

Dear Minister, Andrew

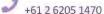
I am writing to enquire about the progress on the review into the Australian migration system and the planning of Australia's Migration Program for 2023-24.

The ACT identified a range of priority areas in its submissions to these two reviews. The ACT recommended that the Australian Government consider increasing state and territory Government flexibility, including the ability for states and territories to specify occupations for eligibility beyond the Australian Government Skilled Occupations Lists. The ACT is seeking to use the skilled migration program to help mitigate workforce shortages in critical sectors. The current lists are not always responsive and connected to local labour markets.

Additionally, the ACT has previously submitted the need to develop mechanisms to avoid duplication of visa invitations. This financial year to date, almost 500 skilled migrants have withdrawn their ACT nomination for a provisional Skilled Work Regional visa (subclass 491). This is almost 25 per cent of this year's expanded subclass 491 allocation, which is significantly higher than in previous years. I am informed the Department of Home Affairs has advised the ACT Government that this is in keeping with broader national trends and that it is largely because these migrants have since obtained an invitation from the Department of Home Affairs for a permanent Skilled Independent visa (subclass 189).

ACT Legislative Assembly London Circuit, GPO Box 1020, Canberra ACT 2601













Migrants frequently apply for multiple visa categories to enhance the likelihood of a positive visa outcome. The absence of a mechanism to avoid duplication of visa invitations means a significant portion of migration places are currently left unused, impeding our collective capacity to fill acute skills shortages across Australia through the migration program and a key outcome of the Jobs and Skills Summit.

Thank you for the opportunity to provide input to strengthen Australia's migration system. I look forward to continuing our collaboration and hearing about the outcomes of the two recent consultation processes to aid our long-term planning in local skills development and attraction.

Yours sincerely

Chris Steel MLA Minister for Skills

20 April 2023

From: "Bennett, Catherine" < Catherine. Bennett@act.gov.au>

Sent: 28/03/2023 5:04 PM

To: "Pasaribu, Donny" <Donny.Pasaribu@act.gov.au>; "vanDeursen, Hans"

<Hans.vanDeursen@act.gov.au>

Subject: RE: Industry Roundtables feedback and the new proposed critical skills list

Categories: Tracked To Dynamics 365

OFFICIAL

Hi Hans,

I agree with Donny – the answer is no to both questions. Even from a broader assessment of the industries, all care/tech/renewable/sustainable/building and construction qualifications are included within the list. While there are some qualifications that could be linked to the experience/tourism/arts sector, when reading through the listening report, the shortages discussed were more so related to tourism/hospitality/retail workers, not production or arts.

Thanks ��

Catherine Bennett

Director, Strategic Policy | Skills Canberra

Chief Minister, Treasury and Economic Development Directorate | ACT Government

Phone: +61 2 6205 0166 | Email: catherine.bennett@act.gov.au

220 London Circuit, Canberra ACT 2601 | GPO Box 158 Canberra ACT 2601 | www.cmtedd.act.gov.au

From: Pasaribu, Donny < Donny. Pasaribu@act.gov.au>

Sent: Tuesday, 28 March 2023 4:55 PM

To: vanDeursen, Hans <Hans.vanDeursen@act.gov.au>; Bennett, Catherine <Catherine.Bennett@act.gov.au>

Subject: RE: Industry Roundtables feedback and the new proposed critical skills list

OFFICIAL

Hi Hans,

I think the answer would be **no** to both questions. The relevant occupations discussed in the roundtables are all in the list (although they may disagree about the caps).

However, the roundtable did not focus on migration issues. When migration was discussed, it was usually related to training or support needed by migrant workers (e.g. writing and digital skills in caring industry).

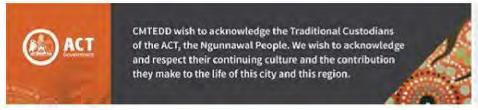
Thanks,

Dr Donny Pasaribu | Assistant Director, Skills Strategy

Phone: 02 6205 0911 | email: donny.pasaribu@act.gov.au

Skills Canberra | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 3, 220 London Circuit, Canberra City ACT 2601 | GPO Box 158, Canberra ACT 2601 | www.skills.act.gov.au



Artwork: Together, 2019 (detail) by Selina Walker

From: vanDeursen, Hans < Hans.vanDeursen@act.gov.au>

Sent: Tuesday, 28 March 2023 4:05 PM

To: Bennett, Catherine < Catherine.Bennett@act.gov.au>

Cc: Pasaribu, Donny < Donny. Pasaribu@act.gov.au >

Subject: Industry Roundtables feedback and the new proposed critical skills list

OFFICIAL

Hi Cath,

We have already discussed this and I believe that you may already be onto it, but we received approval from the Minister to move ahead with the Nomination Guidelines update as well as the expansion of the Critical Occupations List. However, he did have a few comments he wanted us to address first (CMTEDD2023/571). One of the things he wanted to know was: are there any occupations not on the list (that are eligible in line with DOHA) that came up in the industry roundtables?

I think there is two elements to that question, would you be able to advise whether:

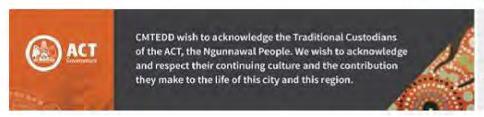
- 1. Are there occupations in tab two of Att A (also attached in this email) that came up in the industry roundtable discussions; and,
- 2. Are there any occupations included on tab one of Att A (also attached to this email) that should be excluded based on the roundtable discussions?

I hope to hear from you!

Hans van Deursen | Director, ACT Migration

Phone: 02 6207 0839 | Sch 2.2(a)(ii) email: hans.vandeursen@act.gov.au

Skills Canberra | Chief Minister, Treasury and Economic Development Directorate | ACT Government 220 London Circuit, Canberra City ACT 2601 | GPO Box 158 Canberra ACT 2601 | https://www.act.gov.au/migration



Artwork: Together, 2019 (detail) by Selina Walker

ACT Skills Needs List 2022-23

Code	Qualification title	Occupation title	Top Industries employing this occupation
PSP20218	Certificate II in Auslan	Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
PSP30218	Certificate III in Auslan	Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
PSP40818	Certificate IV in Auslan	Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
PSP50922	Diploma of Interpreting	Social Professionals	Education and Training Health Care and Social Assistance Professional, Scientific, Technical Services Public Administration and Safety
PSP51018	Diploma of Auslan	Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
10797NAT	Graduate Certificate in Applied Pharmacy Practice	Pharmacists	Retail Trade
22603VIC	Certificate IV in Cyber Security	ICT Security Specialist	Information Media and Telecommunications
ACM20121	Certificate II in Animal Care	Animal Attendants and Trainers	Professional, Scientific and Technical Services Agriculture, Forestry and Fishing Arts and Recreation Services
		Veterinary Nurses	Professional, Scientific and Technical Services
ACM40418	Certificate IV in Veterinary Nursing	Veterinary Nurses	Professional, Scientific and Technical Services
AHC30722	Certificate III in Horticulture	Agricultural, Forestry and Horticultural Plant Operators	Administrative and Support Services Agriculture, Forestry and Fishing Manufacturing
		Garden and Nursery Labourers	Administrative and Support Services Agriculture, Forestry and Fishing Arts and Recreation Services
		Gardeners	Education and Training Health Care and Social Assistance Administrative and Support Services
		Greenkeepers	Education and Training Accommodation and Food Services Administrative and Support Services
		Other Farm, Forestry and Garden Workers	Administrative and Support Services Agriculture, Forestry and Fishing Building and Construction

Code	Qualification title	Occupation title	Top Industries employing this occupation
AHC30921	Certificate III in Landscape Construction	Gardeners	Education and Training Health Care and Social Assistance Administrative and Support Services
		Conservation Earthworks Assistant	Agriculture, Forestry and Fishing
		Indigenous Lands Worker	Agriculture, Forestry and Fishing
AHC40422	Certificate IV in Horticulture	Land Rehabilitation Worker	Agriculture, Forestry and Fishing
AFIC40422	Certificate IV III Horticulture	Lands, Parks and Wildlife Officer	Agriculture, Forestry and Fishing
		National Parks Worker	Agriculture, Forestry and Fishing
		Revegetation Worker	Agriculture, Forestry and Fishing
		Soil Conservation Specialist	Agriculture, Forestry and Fishing
AUR30320	Certificate III in Automotive Electrical Technology	Automotive Electricians	Other Services
ALIBOCOO	Certificate III in Light Vehicle Mechanical Technology	Motor Mechanics	Manufacturing Other Services Retail Trade
AUR30620		Motor Vehicle Parts and Accessories Fitters	Building and Construction Mining Other Services
AUR31120	Certificate III in Heavy Commercial Vehicle Mechanical Technology	Motor Mechanics	Manufacturing Other Services Retail Trade
AUR32721	Certificate III in Automotive Electric Vehicle Technology	Motor Mechanics	Manufacturing Other Services Retail Trade
AUR40620	Certificate IV in Automotive Electrical Technology	Automotive Electricians	Other Services
		Call or Contact Centre Workers	Administrative and Support Services Electricity, Gas, Water and Waste Services Financial and Insurance Services
	Certificate III in Business	Conveyancers and Legal Executives	Professional, Scientific and Technical Services Financial and Insurance Services Public Administration and Safety
		Court and Legal Clerks	Professional, Scientific and Technical Services Financial and Insurance Services Public Administration and Safety
		Filing and Registry Clerks	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
BSB30120		Funeral Workers	Other Services
		General Clerks	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance

Code	Qualification title	Occupation title	Top Industries employing this occupation
		Insurance Agents	Financial and Insurance Services
		Insurance, Money Market and Statistical Clerks	Professional, Scientific and Technical Services Public Administration and Safety
		Receptionists	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		Sewing Machinists	Manufacturing Other Services Retail Trade
BSB40320	Certificate IV in Entrepreneurship and New Business	Fashion, Industrial and Jewellery Designers	Professional, Scientific and Technical Services Arts and Recreation Services Manufacturing
		Human Resource Clerks	Education and Training Health Care and Social Assistance Administrative and Support Services
BSB40420 Certificate IV in Human Reso		Human Resource Professionals	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
	Certificate IV in Leadership and Management	Hotel Service Managers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services
		Indigenous Health Workers	Health Care and Social Assistance Public Administration and Safety
BSB40520 I		Production Managers	Agriculture, Forestry and Fishing Manufacturing Public Administration and Safety
		Transport Services Managers	Public Administration and Safety Rental, Hiring and Real Estate Services Retail Trade
BSB41419	Certificate IV in Work Health and Safety	Crane, Hoist and Lift Operators	Building and Construction Manufacturing Mining
		Human Resource Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		Insurance Investigators, Loss Adjusters and Risk Surveyors	Financial and Insurance Services Public Administration and Safety
		Occupational and Environmental Health Professionals	Professional, Scientific and Technical Services Health Care and Social Assistance Building and Construction
		Recycling and Rubbish Collectors	Administrative and Support Services Electricity, Gas, Water and Waste Services Public Administration and Safety

Code	Qualification title	Occupation title	Top Industries employing this occupation
		Safety Inspectors	Professional, Scientific and Technical Services Building and Construction Electricity, Gas, Water and Waste Services
BSB50320	Diploma of Human Resource Management	Human Resource Clerks	Education and Training Health Care and Social Assistance Administrative and Support Services
		Human Resource Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		Human Resource Professionals	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
	Diploma of Leadership and Management	Call or Contact Centre and Customer Service Managers	Professional, Scientific and Technical Services Administrative and Support Services Financial and Insurance Services
		Corporate Services Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
BSB50420		Health and Welfare Services Managers	Health Care and Social Assistance Other Services Public Administration and Safety
BSB50420		ICT Sales Professionals	Professional, Scientific and Technical Services Information Media and Telecommunications Retail Trade
		Production Managers	Agriculture, Forestry and Fishing Manufacturing Public Administration and Safety
		Retail and Wool Buyers	Agriculture, Forestry and Fishing Wholesale Trade
BSB50820	Diploma of Project Management	Construction Managers	Professional, Scientific and Technical Services Building and Construction Public Administration and Safety
		Contract, Program and Project Administrators	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
BSB51319	Diploma of Work Health and Safety	Occupational and Environmental Health Professionals	Professional, Scientific and Technical Services Health Care and Social Assistance Building and Construction
BSB60520	Advanced Diploma of Marketing and Communication	Advertising and Marketing Professionals	Professional, Scientific and Technical Services

Code	Qualification title	Occupation title	Top Industries employing this occupation
CHC30121	Certificate III in Early Childhood Education and Care	Child Carers	Education and Training Health Care and Social Assistance Administrative and Support Services
		Early Childhood (Pre- primary School) Teachers	Education and Training Health Care and Social Assistance
		Aged and Disabled Carers	Health Care and Social Assistance Administrative and Support Services Other Services
		Caretakers	Education and Training Accommodation and Food Services Administrative and Support Services
		Clothing Trades Workers	Arts and Recreation Services Manufacturing Other Services
		Commercial Cleaners	Education and Training Health Care and Social Assistance Accommodation and Food Services
		Domestic Cleaners	Health Care and Social Assistance Administrative and Support Services
		Funeral Workers	Other Services
CHC33021 Certificate III in Individual Support	Housekeepers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services	
	Certificate III in Individual Support	Laundry Workers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services
		Nursing Support and	Health Care and Social Assistance
		Personal Care Workers Other Cleaners	Administrative and Support Services Administrative and Support Services Arts and Recreation Services Electricity, Gas, Water and Waste Services
		Paper and Wood Processing Machine Operators	Agriculture, Forestry and Fishing Building and Construction Manufacturing
		Personal Assistants	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		Personal Care Consultants	Health Care and Social Assistance Other Services
		Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
CHC40221	Certificate IV in School Based Education Support	Education Aides	Education and Training Health Care and Social Assistance
CHC40421	Certificate IV in Youth Work	Ministers of Religion	Education and Training Health Care and Social Assistance Other Services
CHC41015	Certificate IV in Celebrancy	Funeral Workers	Other Services

Code	Qualification title	Occupation title	Top Industries employing this occupation
CHC42021	Certificate IV in Community Services	Special Care Workers	Education and Training Accommodation and Food Services
CHC43015	Certificate IV in Ageing Support	Aged and Disabled Carers	Health Care and Social Assistance Administrative and Support Services Other Services
		Nursing Support and Personal Care Workers	Health Care and Social Assistance Administrative and Support Services
CHC43121	Certificate IV in Disability	Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
CHC43215	Certificate IV in Alcohol and Other Drugs	Indigenous Health Workers	Health Care and Social Assistance Public Administration and Safety
CHC43315	Certificate IV in Mental Health	Indigenous Health Workers	Health Care and Social Assistance
		Psychologists	Health Care and Social Assistance
		Child Care Centre Managers	Education and Training Health Care and Social Assistance Public Administration and Safety
CHC50121 I	Diploma of Early Childhood Education and Care	Child Carers	Education and Training Health Care and Social Assistance Administrative and Support Services
		Early Childhood (Pre- primary School) Teachers	Education and Training Health Care and Social Assistance
CHC51015	Diploma of Counselling	Counsellors	Health Care and Social Assistance
	Diploma of Community Services	Indigenous Health Workers	Health Care and Social Assistance Public Administration and Safety
		Special Care Workers	Education and Training Accommodation and Food Services
CHC52021		Welfare Support Workers	Education and Training Health Care and Social Assistance Administrative and Support Services
		Welfare, Recreation and Community Arts Workers	Education and Training Health Care and Social Assistance Other Services
	Certificate I in Construction	Fencers	Agriculture, Forestry and Fishing Building and Construction
CPC10120		Vehicle Body Builders and Trimmers	Manufacturing Other Services Transport, Postal and Warehousing
CPC20120	Certificate II in Construction	Building and Plumbing Labourers	Building and Construction Electricity, Gas, Water and Waste Services
CPC20220	Certificate II in Construction Pathways	Building and Plumbing Labourers	Administrative and Support Services Building and Construction Public Administration and Safety
		Vehicle Body Builders and Trimmers	Manufacturing Other Services Transport, Postal and Warehousing
		Carpenters and Joiners	Building and Construction Manufacturing

Code	Qualification title	Occupation title	Top Industries employing this occupation
CPC30220	Certificate III in Carpentry	Handypersons	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services
		Insulation and Home Improvement Installers	Building and Construction Manufacturing
CPC30320	Certificate III in Concreting	Concreters	Building and Construction
CPC30620	Certificate III in Painting and Decorating	Painting Trades Workers	Building and Construction
CPC30820	Certificate III in Roof Tiling	Roof tiler	Building and Construction
CPC30920	Certificate III in Scaffolding	Scafolders	Building and Construction
CPC31020	Certificate III in Solid Plastering	Plasters	Building and Construction
CPC31320	Certificate III in Wall and Floor Tiling	Wall and Floor Tilers	Building and Construction
CPC31420	Certificate III in Construction Waterproofing	Waterproofer	Building and Construction
CPC32420	Certificate III in Plumbing	Plumbers	Arts and Recreation Services Building and Construction Other Services
CPC32620	Certificate III in Roof Plumbing	Roof plumber	Building and Construction
CPC32720	Certificate III in Gas Fitting	Gasfitters	Building and Construction
CPC33020	Certificate III in Bricklaying and Blocklaying	Bricklayers and Stonemasons	Building and Construction Manufacturing
ICPCAULIO I	Certificate IV in Building and Construction	Architectural, Building and Surveying Technicians	Professional, Scientific and Technical Services Building and Construction Electricity, Gas, Water and Waste Services
		Carpenters and Joiners	Building and Construction Manufacturing
		Construction Managers	Professional, Scientific and Technical Services Building and Construction Public Administration and Safety
		Floor Finishers	Building and Construction Retail Trade
		Handypersons	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services
CPC50220	Diploma of Building and Construction (Building)	Architectural, Building and Surveying Technicians	Professional, Scientific and Technical Services Building and Construction Electricity, Gas, Water and Waste Services
		Construction Managers	Professional, Scientific and Technical Services Building and Construction Public Administration and Safety

Code	Qualification title	Occupation title	Top Industries employing this occupation	
		Automobile Drivers	Public Administration and Safety Transport, Postal and Warehousing	
	L	Couriers and Postal	Health Care and Social Assistance	
CPP20218	Certificate II in Security	Deliverers	Transport, Postal and Warehousing	
CPP2U218	Operations	Security Officers and Guards	Professional, Scientific and Technical Services Accommodation and Food Services Arts and Recreation Services	
CPP31318	Certificate III in Security Operations	Security Officers and Guards	Professional, Scientific and Technical Services Accommodation and Food Services Arts and Recreation Services	
		Advertising, Public Relations and Sales Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance	
CPP41419	Certificate IV in Real Estate Practice	Auctioneers, and Stock and Station Agents	Agriculture, Forestry and Fishing Rental, Hiring and Real Estate Services Retail Trade	
		Real Estate Sales Agents	Professional, Scientific and Technical Services Rental, Hiring and Real Estate Services Wholesale Trade	
CSC30122	Certificate III in Correctional Practice	Court and Legal Clerks	Professional, Scientific and Technical Services Financial and Insurance Services Public Administration and Safety	
		Prison Officers	Public Administration and Safety	
CSC40122	Certificate IV in Correctional Practice	Prison Officers	Public Administration and Safety	
CUA50720	Diploma of Graphic Design	Graphic and Web Designers, and Illustrators	Professional, Scientific and Technical Services	
CUA51020	Diploma of Screen and Media	Performing Arts Technicians	Professional, Scientific and Technical Services Administrative and Support Services Arts and Recreation Services	
FBP40621	Certificate IV in Artisan Fermented Products	Science Technicians	Other Food Product Manufacturing n.e.c (n.e.c. means not elsewhere classified)	
FNS30122	Certificate III in Financial Services	Debt Collectors	Administrative and Support Services Financial and Insurance Services Public Administration and Safety	
		Accounting Clerks	Professional, Scientific and Technical Services Building and Construction Financial and Insurance Services	
FNS40222	Certificate IV in Accounting and Bookkeeping	Office Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance	

Code	Qualification title	Occupation title	Top Industries employing this occupation
		Payroll Clerks	Health Care and Social Assistance Administrative and Support Services Building and Construction
FNS40821	Certificate IV in Finance and Mortgage Broking	Credit and Loans Officers (Aus) \ Finance Clerks (NZ)	Financial and Insurance Services Retail Trade
		Financial Brokers	Professional, Scientific and Technical Services Agriculture, Forestry and Fishing Electricity, Gas, Water and Waste Services
FNS50222	Diploma of Accounting	Accountants	Financial and Insurance Services
		Credit and Loans Officers (Aus) \ Finance Clerks (NZ)	Financial and Insurance Services Retail Trade
FNS50322	Diploma of Finance and Mortgage Broking Management	Financial Brokers	Professional, Scientific and Technical Services Agriculture, Forestry and Fishing Electricity, Gas, Water and Waste Services
HLT35021	Certificate III in Dental Assisting	Dental Assistants	Health Care and Social Assistance
		Dental Hygienists, Technicians and Therapists	Health Care and Social Assistance Manufacturing
	Certificate IV in Allied Health Assistance	Audiologists and Speech Pathologists \ Therapists	Health Care and Social Assistance
HLT43021		Nutrition Professionals	Health Care and Social Assistance
		Occupational Therapists	Health Care and Social Assistance
		Physiotherapists	Health Care and Social Assistance
HLT45021	Certificate IV in Dental Assisting	Dental Assistants	Health Care and Social Assistance
	Diploma of Remedial Massage	Massage Therapists	Health Care and Social Assistance Other Services
HLT52021		Personal Care Consultants	Health Care and Social Assistance Other Services
HLT54121	Diploma of Nursing	Enrolled and Mothercraft Nurses	Health Care and Social Assistance Public Administration and Safety
ICT30120	Certificate III in Information Technology	Computer Network Professionals	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		ICT Support Technicians	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance

Code	Qualification title	Occupation title	Top Industries employing this occupation	
ICT30519	Certificate III in Telecommunications Technology	Telecommunications Engineering Professionals	Professional, Scientific and Technical Services Information Media and TelecommunicationsPublic Administration and Safety Public Administration and Safety	
		Telecommunications Technical Specialists	Professional, Scientific and Technical Services Information Media and Telecommunications Manufacturing	
ICT40120	Certificate IV in Information Technology	ICT Support Technicians	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance	
ICT50220	Diploma of Information Technology	ICT Support Technicians	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance	
MEM31922	Certificate III in Engineering - Fabrication Trade	Sheetmetal workers	Building and Construction	
MEM40119	Certificate IV in Engineering	Precision Metal Trades Workers	Manufacturing	
MEM50119	Diploma of Engineering - Advanced Trade	Precision Metal Trades Workers	Manufacturing	
MSF30322	Certificate III in Cabinet Making	Cabinetmakers	Building and Construction Manufacturing Other Services	
PUA20622	Certificate II in Public Safety (Firefighting and Emergency Operations)	Fire and Emergency Workers	Health Care and Social Assistance Mining Public Administration and Safety	
PUA30622	Certificate III in Public Safety (Firefighting and Emergency Operations)	Fire and Emergency Workers	Health Care and Social Assistance Mining Public Administration and Safety	
RII30820	Certificate III in Civil Construction Plant Operations	Earthmoving Plant Operators	Agriculture, Forestry and Fishing Building and Construction Electricity, Gas, Water and Waste Services	
	Certificate III in Civil Construction	Earthmoving Plant Operators	Agriculture, Forestry and Fishing Building and Construction Electricity, Gas, Water and Waste Services	
RII30920		Other Mobile Plant Operators	Administrative and Support Services Manufacturing Transport, Postal and Warehousing	
		Paving and Surfacing Labourers	Building and Construction Public Administration and Safety	
RII40720	Certificate IV in Civil Construction	Paving and Surfacing Labourers	Building and Construction Public Administration and Safety	
SFL30115	Certificate III in Floristry	Florists	Retail Trade	
SHB30416	Certificate III in Hairdressing	Hairdressers	Other Services	

Code	Qualification title	Occupation title	Top Industries employing this occupation	
SHB50121	Diploma of Beauty Therapy	Beauty Therapists	Health Care and Social Assistance Other Services	
SIR20116	Certificate II in Community Pharmacy	Pharmacy Sales Assistants	Health Care and Social Assistance Retail Trade	
SIR20216	Certificate II in Retail Services	Sales Representatives	Retail Trade	
		Cafe and Restaurant Managers	Education and Training Accommodation and Food Services	
		Fast Food Cooks	Accommodation and Food Services	
SIR30216	Certificate III in Retail	Retail Managers	Accommodation and Food Services Arts and Recreation Services Retail Trade	
		Sales Representatives	Professional, Scientific and Technical Services Building and Construction Manufacturing	
61620224	Certificate III in Fitness	Amusement, Fitness and Sports Centre Managers	Education and Training Accommodation and Food Services Arts and Recreation Services	
SIS30321		Fitness Instructors	Education and Training Arts and Recreation Services Other Services	
SIS30122	Certificate III in Aquatics and Community Recreation	Sports Coaches, Instructors and Officials	Education and Training Agriculture, Forestry and Fishing Arts and Recreation Services	
		Sportspersons	Education and Training Accommodation and Food Services Arts and Recreation Services	
	Certificate IV in Fitness	Amusement, Fitness and Sports Centre Managers	Education and Training Accommodation and Food Services Arts and Recreation Services	
SIS40221		Fitness Instructors	Education and Training Arts and Recreation Services Other Services	
SIS50421	Diploma of Outdoor Leadership	Outdoor Recreation Program Manager	Agriculture, Forestry and Fishing	
SIT20322	Certificate II in Hospitality	Kitchenhands	Accommodation and Food Services	
SIT30222	Certificate III in Travel	Tourism and Travel Advisers	Administrative and Support Services	
		Bar Attendants and Baristas	Accommodation and Food Services Arts and Recreation Services	
		Cafe and Restaurant Managers	Education and Training Accommodation and Food Services	
		Cafe Workers	Education and Training Accommodation and Food Services Retail Trade	
		Gaming Workers	Accommodation and Food Services Arts and Recreation Services	
SIT30622	Certificate III in Hospitality	Hotel and Motel Managers	Accommodation and Food Services	

Code	Qualification title	Occupation title	Top Industries employing this occupation	
		Housekeepers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services	
		Other Hospitality Workers	Accommodation and Food Services Arts and Recreation Services Transport, Postal and Warehousing	
		Waiters	Accommodation and Food Services Arts and Recreation Services	
CIT20024	Certificate III in Commercial	Chefs	Health Care and Social Assistance Accommodation and Food Services Arts and Recreation Services	
SIT30821	Cookery	Cooks	Health Care and Social Assistance Accommodation and Food Services Arts and Recreation Services	
SIT40122	Certificate IV in Travel and Tourism	Tourism and Travel Advisers	Administrative and Support Services	
		Hotel and Motel Managers	Accommodation and Food Services	
SIT40422	Certificate IV in Hospitality	Hotel Service Managers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services	
SIT40521	Certificate IV in Commercial Cookery	Chefs	Health Care and Social Assistance Accommodation and Food Services Arts and Recreation Services	
SIT50122	Diploma of Travel and Tourism Management	Travel Agency Manager	Accommodation and Food Services	
SIT50322	Diploma of Event Management	Conference and Event Organisers	Administrative and Support Services	
SIT50422	Diploma of Hospitality Management	Accommodation and Hospitality Managers	Education and Training Accommodation and Food Services Arts and Recreation Services	
		Hotel and Motel Managers	Accommodation and Food Services	
		Air Transport Professionals	Education and Training Public Administration and Safety Transport, Postal and Warehousing	
		Aircraft Maintenance Engineers	Manufacturing Public Administration and Safety Transport, Postal and Warehousing	
		Ambulance Officers and Paramedics	Health Care and Social Assistance	
		Auctioneers, and Stock and Station Agents	Agriculture, Forestry and Fishing Rental, Hiring and Real Estate Services Retail Trade	
		Child Care Centre Managers	Education and Training Health Care and Social Assistance Public Administration and Safety	
		Corporate Services Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance	

Code	Qualification title	Occupation title	Top Industries employing this occupation
		Dental Hygienists, Technicians and Therapists	Health Care and Social Assistance Manufacturing
		Driving Instructors	Education and Training Public Administration and Safety Transport, Postal and Warehousing
		Fashion, Industrial and Jewellery Designers	Professional, Scientific and Technical Services Arts and Recreation Services Manufacturing
		Fire and Emergency Workers	Health Care and Social Assistance Mining Public Administration and Safety
		Freight and Furniture Handlers	Administrative and Support Services Building and Construction Manufacturing
TAE40122	Certificate IV in Training and Assessment	General Managers	Professional, Scientific and Technical Services Health Care and Social Assistance Administrative and Support Services
		Health and Welfare Services Managers	Health Care and Social Assistance Other Services Public Administration and Safety
		Human Resource Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		Inspectors and Regulatory Officers	Professional, Scientific and Technical Services Agriculture, Forestry and Fishing Public Administration and Safety
		Ministers of Religion	Education and Training Health Care and Social Assistance Other Services
		Occupational and Environmental Health Professionals	Professional, Scientific and Technical Services Health Care and Social Assistance Building and Construction
		Other Personal Service Workers	Education and Training Health Care and Social Assistance Arts and Recreation Services
		Other Specialist Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		Police	Public Administration and Safety
		Private Tutors and Teachers	Education and Training Health Care and Social Assistance Arts and Recreation Services
		Production Managers	Agriculture, Forestry and Fishing Manufacturing Public Administration and Safety

Code	Qualification title	Occupation title	Top Industries employing this occupation	
		Training and Development Professionals	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance	
TLI20421	Certificate II in Supply Chain Operations	Transport and Dispatch Clerks	Transport, Postal and Warehousing Wholesale Trade	
TLI21221	Certificate II in Driving Operations	Delivery Drivers	Accommodation and Food Services	
		Forklift Drivers	Administrative and Support Services Manufacturing Retail Trade	
TU20224	Certificate III in Supply Chain	Importers, Exporters and Wholesalers	Manufacturing Retail Trade Wholesale Trade	
TLI30321	Operations	Other Mobile Plant Operators	Administrative and Support Services Manufacturing Transport, Postal and Warehousing	
		Storepersons	Manufacturing Retail Trade Transport, Postal and Warehousing	
TLI31222	Certificate III in Driving Operations	Bus and Coach Drivers	Education and Training Health Care and Social Assistance Public Administration and Safety	
		Delivery Drivers	Accommodation and Food Services Retail Trade Transport, Postal and Warehousing	
		Truck Drivers	Building and Construction Electricity, Gas, Water and Waste Services Manufacturing	
TLI40321	Certificate IV in Supply Chain Operations	Transport and Dispatch Clerks	Transport, Postal and Warehousing Wholesale Trade	
TLI41222	Certificate IV in Motor Vehicle Driver Training	Driving Instructors	Education and Training Public Administration and Safety Transport, Postal and Warehousing	
TLI50221	Diploma of Logistics	Transport and Dispatch Clerks	Transport, Postal and Warehousing Wholesale Trade	
UEE30820	Certificate III in Electrotechnology Electrician	Electrical Engineering Draftspersons and Technicians	Professional, Scientific and Technical Services Building and Construction Electricity, Gas, Water and Waste Services	
		Electricians	Professional, Scientific and Technical Services Building and Construction Electricity, Gas, Water and Waste Services	
UEE32220	Certificate III in Air Conditioning and Refrigeration	Airconditioning and Refrigeration Mechanics	Building and Construction Manufacturing Other Services	
UEE43322	Certificate IV in Electrical - Renewable Energy	Renewable Energy Engineer	Electricity, Gas, Water and Waste Services	

Code Qualification title Occupation title Top Industries et UEE50722 Diploma of Renewable Energy Engineering Renewable Energy Engineer Electricity, Gas, V		Top Industries employing this occupation		
		Electricity, Gas, Water and Waste Services		
UEE60922	Advanced Diploma of Renewable Energy Engineering	Renewable Energy Engineer	Electricity, Gas, Water and Waste Services	
UEE62022	Advanced Diploma of Engineering Technology - Renewable Energy	Renewable Energy Engineer	Electricity, Gas, Water and Waste Services	

Note: The qualifications and codes as part of this list are current as at 31 May 2023. Any replacement qualifications as part of this Skills Needs List will be considered as an addition to the current qualifications.



Chief Minister, Treasury and Economic Development Directorate

Minister for Skills and Training	Tracking No.: CMTEDD2024/1422	
18/06/2024		
Executive Branch Manager, Skills Canberra		
Recommendations for the 2024 ACT Skills Needs List Consultation		
26/06/2024		
To confirm timeframes and process for consultation	the 2024 ACT Skills Needs List	
	18/06/2024 Executive Branch Manager, Skills Canber Recommendations for the 2024 ACT Skills Canber 26/06/2024 To confirm timeframes and process for	

EGM 18/06/24DDG 18/06/24

Recommendations

That you:

1. Agree to defer the consultation for the next iteration of the Skills Needs List; and

Agreed / Not Agreed / Please Discuss

2. Agree to roll over the current ACT Skills Needs List at Attachment A.

Agreed / Not Agreed / Please Discuss

Chris Steel MLA 27/4/25

Minister's Office Feedback

Please discuss critical skills needs list and ACT Government critical worker shortages.

Background

- The ACT Skills Needs List (<u>Attachment A</u>), compiled by Skills Canberra, identifies
 occupations in demand in the ACT and the vocational education and training (VET)
 qualifications that best fit those occupations.
- The ACT Skills Needs List informs ACT funding priorities at a qualification level for VET subsidy levels for the ACT Australian Apprenticeships (User Choice) and Skilled Capital programs, and informs the ACT Critical Skills list for the ACT Migration Program.
- 3. The ACT Skills Needs List considers:
 - a. occupations reported through the Skills Needs Survey and any other employer consultations;
 - b. occupations and VET qualifications shortlisted by a quantitative model;
 - c. CBR Switched On and Skilled to Succeed priorities;
 - d. occupations that rely predominantly on VET; and
 - e. occupations that have a positive growth projection.
- The processes and methods for developing the ACT Skills Needs List need reviewing, and potentially updating, ahead of consultation for development of the ACT Skills Needs List
- 5. This brief seeks agreement to defer consultation and roll over the current Skills Needs List to enable consultation for *Skilled to Succeed* to be prioritised.

Issues

- 6. Skills Canberra is committed to targeted consultation for Skilled to Succeed between June and August 2024 to inform Industry Action Plans from key stakeholders from the below priority industries:
 - a. Caring;
 - b. Building and Construction;
 - c. Experiences;
 - d. Renewables and Sustainability; and
 - e. Advanced Technology.
- Skills Canberra is conscious of the efforts associated with stakeholder engagement and would like to minimise stakeholder fatigue. Skills Canberra recommends Skills Needs List consultation be deferred into the later half of 2024-25 and into 2025-26.
- 8. Skills Canberra will continue to engage with registered training organisations (RTOs) and peak industry bodies to support the ACT Government priority targets of:
 - a. Delivering skills inclusively to provide all Canberrans a foundation for lifelong learning;

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- b. building a more responsive, flexible and future-focused skills system;
 - c. assisting employers to build, attract and retain the right workforce; and
 - d. strengthening skills sector foundations
- Provisions for a relaunch of the Employer Survey will be scoped and planned for and you will be briefed on its status.
- 10. Deferring the consultation will mean the current Skills Needs List will need to be rolled over for 2024-25. In the meantime, RTOs and industry stakeholders can request qualifications to be added to the Skills Needs List if there is sufficient evidence to support claims. You will be briefed on any of these requests.
- 11. A revised approach to engage RTOs is also a possibility as feedback suggests RTOs have a strong opinion about what is not appearing on the current Skills Needs List. Providing an option for RTOs to submit a request with industry evidence for Skills Canberra to review, in addition to the current list could aid in the ACT Skills Needs List development process.

Financial Implications

- 12. The Skills Needs List will inform expenditure and priority delivery in the following VET initiatives:
 - a. Australian Apprenticeships (User Choice);
 - b. Skilled Capital;
 - c. Skilled to Succeed implementation;
 - ACT Building and Construction Industry Training Fund Authority incentives for employers of apprentices;
 - e. Qualifications delivered by the Canberra Institute of Technology;
 - f. Critical Skills List for the ACT Migration Program;
 - g. Any future initiatives and programs, including pilot programs under the National Skills Agreement.

Consultation

Internal

13. The Communications and Engagement Team and ACT Migration Program Team were consulted in the drafting of this brief.

Cross Directorate

14. Nil.

External

15. Nil.

Work Health and Safety

16. Nil.

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Benefits/Sensitivities

- 17. Encouraging employers and industry representation to engage with the Skills Needs Survey and provide detailed input about their skills needs is a crucial step in developing the Skills Needs List.
- 18. It is important to note that the Skills Needs List also informs the Critical Skills List used by ACT Migration. Considering that the Critical Skills List is significantly broader than the ACT Skills Needs list for VET qualifications, there is no issue with rolling over the current Skills Needs List.

Communications, media and engagement implications

19. Skills Canberra will inform relevant stakeholders about the consultation in due course.

Signatory Name: Mark Harriott Phone: 50701

Action Officer: Skye Turner Phone: 57047

Attachments

Attachment	Title	
Attachment A	ACT Skills Needs List 2022-23 (as of June 2023)	

Documents justifying the quotas allocated for each occupation on the Critical Skills Shortage List for the past three years. I.e. Explanation and rationale behind the quota distribution, specifically why trades, construction, and medical occupations received their respective quotas.

- Quotas are established based on the number of vacancies to ensure we do not nominate more migrants in an occupation than there are vacancies available unless ACT Government Directorates indicate higher caps are required.
- Health occupation caps have generally been increased based on feedback from ACT Health.
- The cap allocation is determined as follows unless otherwise indicated (vacancies is average last 12 months):
 - o Fewer than 40 vacancies = a cap of 5 per month
 - O More than 40 vacancies but fewer than 60 = a cap of 10 per month
 - o More than 60 vacancies but fewer than 80 = a cap of 15 per month
 - o More than 80 vacancies but fewer than 100 = a cap of 20 per month
 - More than 100 vacancies but fewer than 300 = a cap of 25
 - More than 300 vacancies = a cap of 40 (one occupation only)

Internal communications, emails, and memos discussing the exclusion or limited inclusion of trades, construction, and medical occupations.

- There are no internal communications about inclusions or exclusions at individual occupation levels. Lists are provided in document management system, if there are concerns, these are then raised with discussion about how the methodology got to those occupations. Generally, discussion centres around the occupations that fall in priority areas.
- One brief, prepared for the Minister for Skills and Training, has been included in response to
 this section of the request. Documents 21-26 seeks the Ministers agreement to update the
 2022-23 ACT Critical Skills List, agree the revised changes to the ACT Nominations Guidelines
 and sign a letter prepared to Minister Giles. This includes occupations to be added.

Impact assessments or reports evaluating the effects of the current Critical Skills Shortage List on local labour markets, particularly for trades, construction, and medical sectors.

 Nil. In migration there is a lag effect, it can take up to three years for migrants to come to the ACT. The ACT Critical Skills List was introduced in 2021, the impacts are therefore not known yet.

Any reviews or evaluations of the Critical Skills Shortage pathway's effectiveness in addressing labour shortages in the ACT.

 Nil. In migration there is a lag effect, it can take up to three years for migrants to come to the ACT. The ACT Critical Skills List was introduced in 2021, the impacts are therefore not known yet.