

# 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



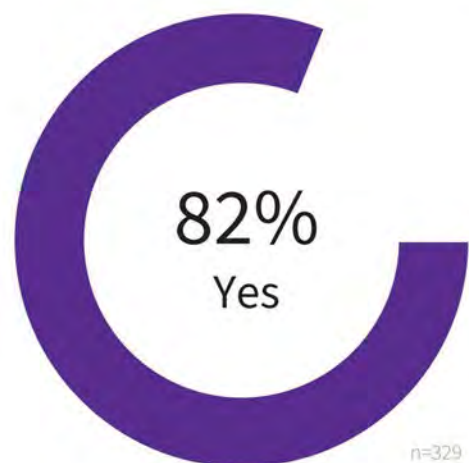
Industry wages and conditions limit interest in the career



### 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](http://www.act.gov.au/skills/employers/skills-needs-list)

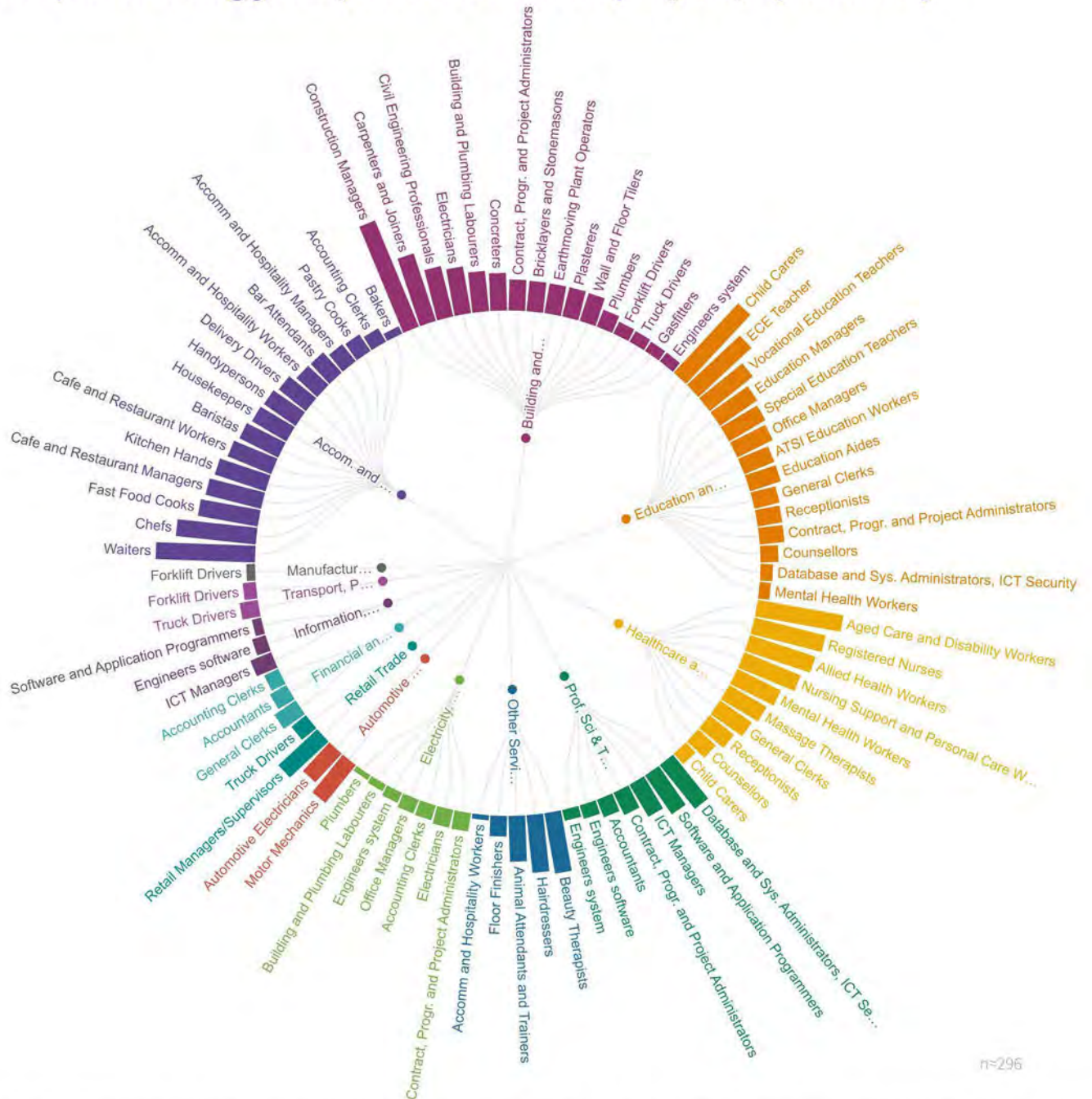
Email: [skills@act.gov.au](mailto:skills@act.gov.au)

Phone: (02) 6205 8555

Web: [www.skills.act.gov.au](http://www.skills.act.gov.au)

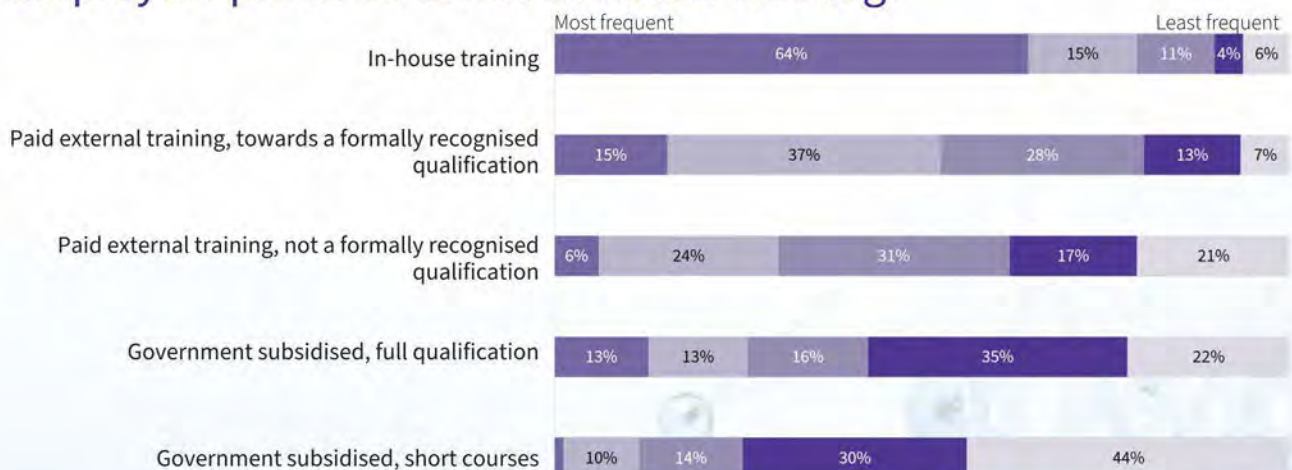


# Occupations flagged by at least two employers, by industry



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 retirement 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

n=270

## Addressing the skills shortage

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

n=327



Upskill existing workers



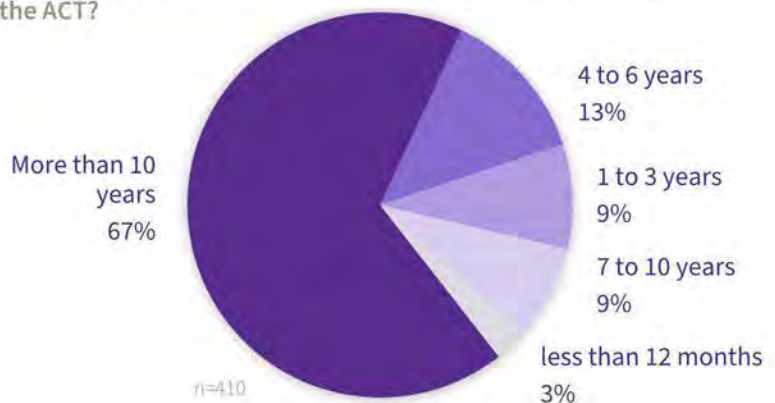
Take on apprentices & trainees



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?

n=323



Wages and conditions

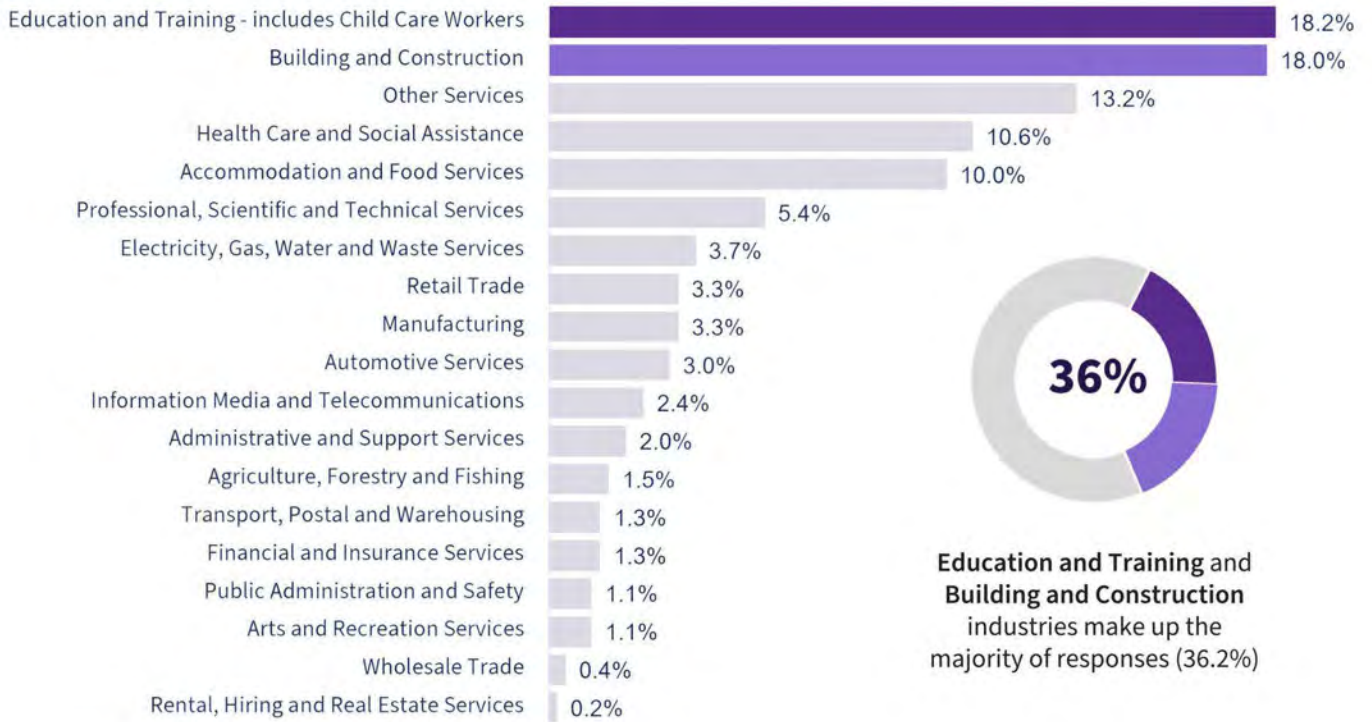
138 responses



The work is physically demanding

133 responses

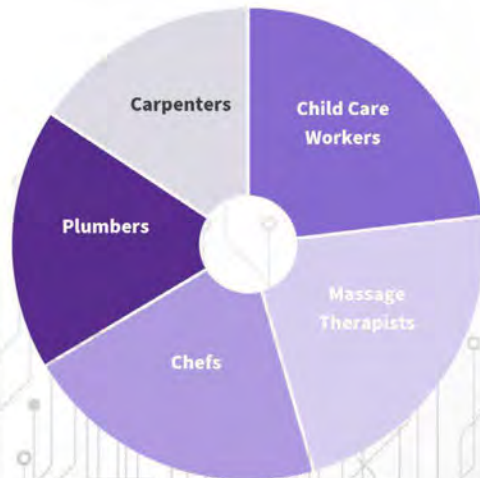
# Main industry of the respondents



Top 5 industry sectors with a skills need



Top 5 occupations with a skills need



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.

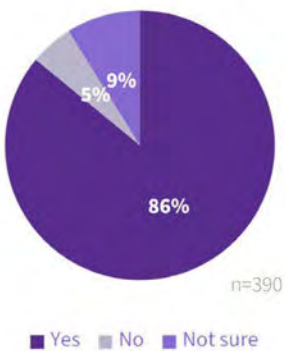




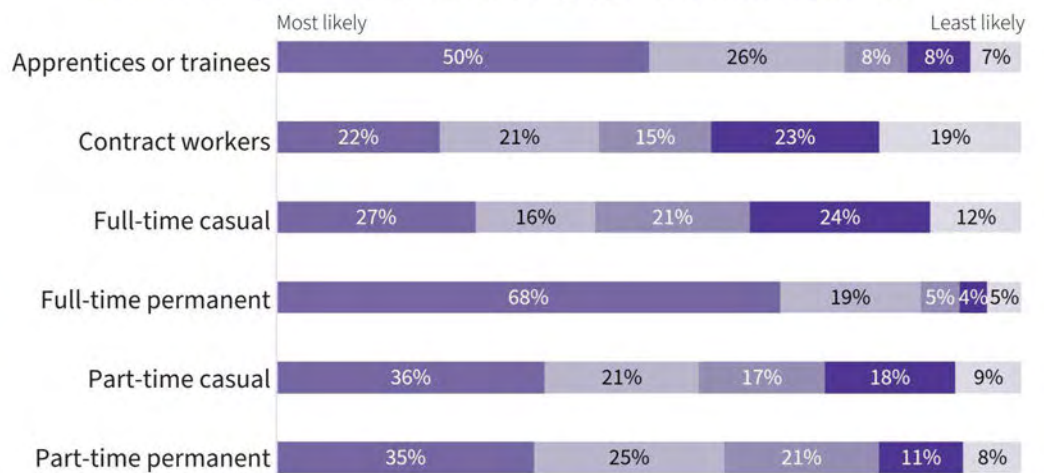
## Intention to hire

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

Does your organisation have an intention to hire in the ACT in the next 12 months?



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

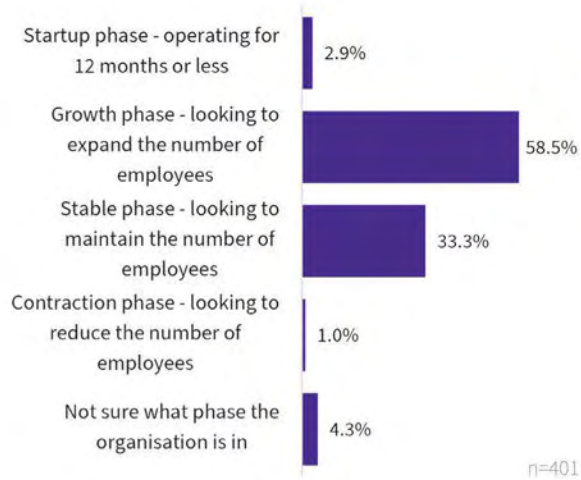


n=328

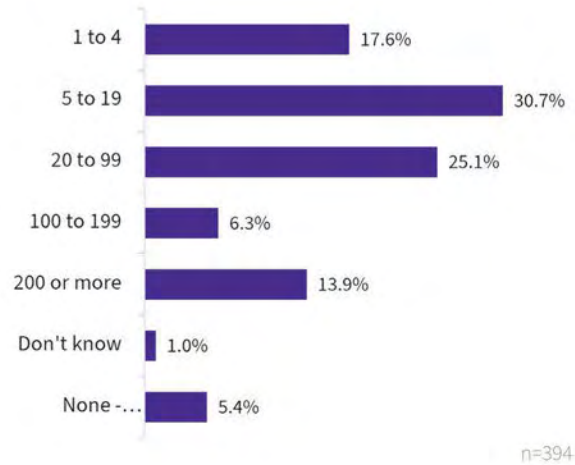
## Mostly small and mostly growing

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

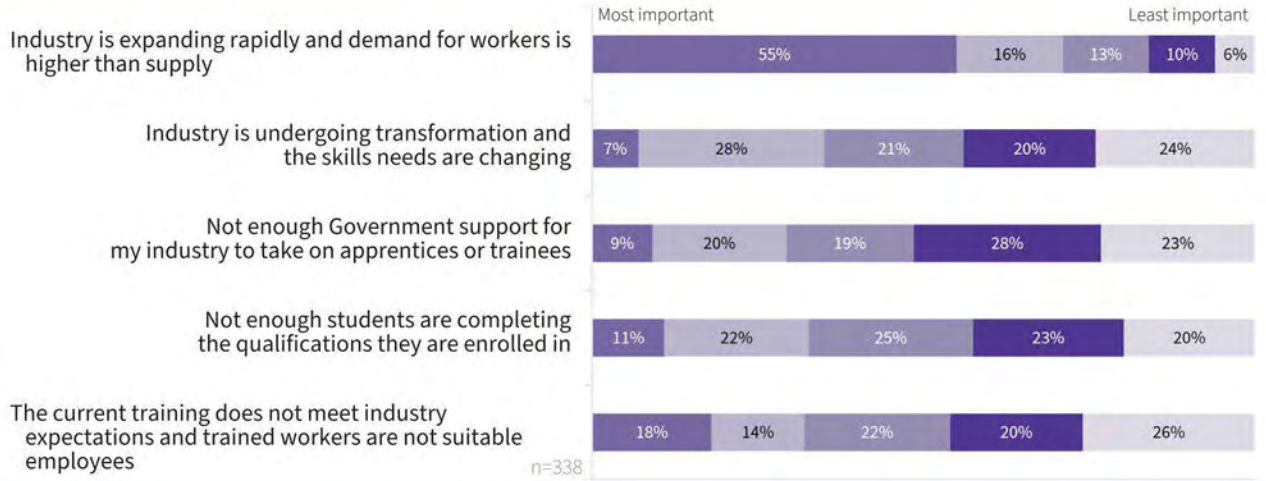
What stage of development is your organisation at in the ACT?



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



## What are the reasons for skills needs in your industry?



## 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.

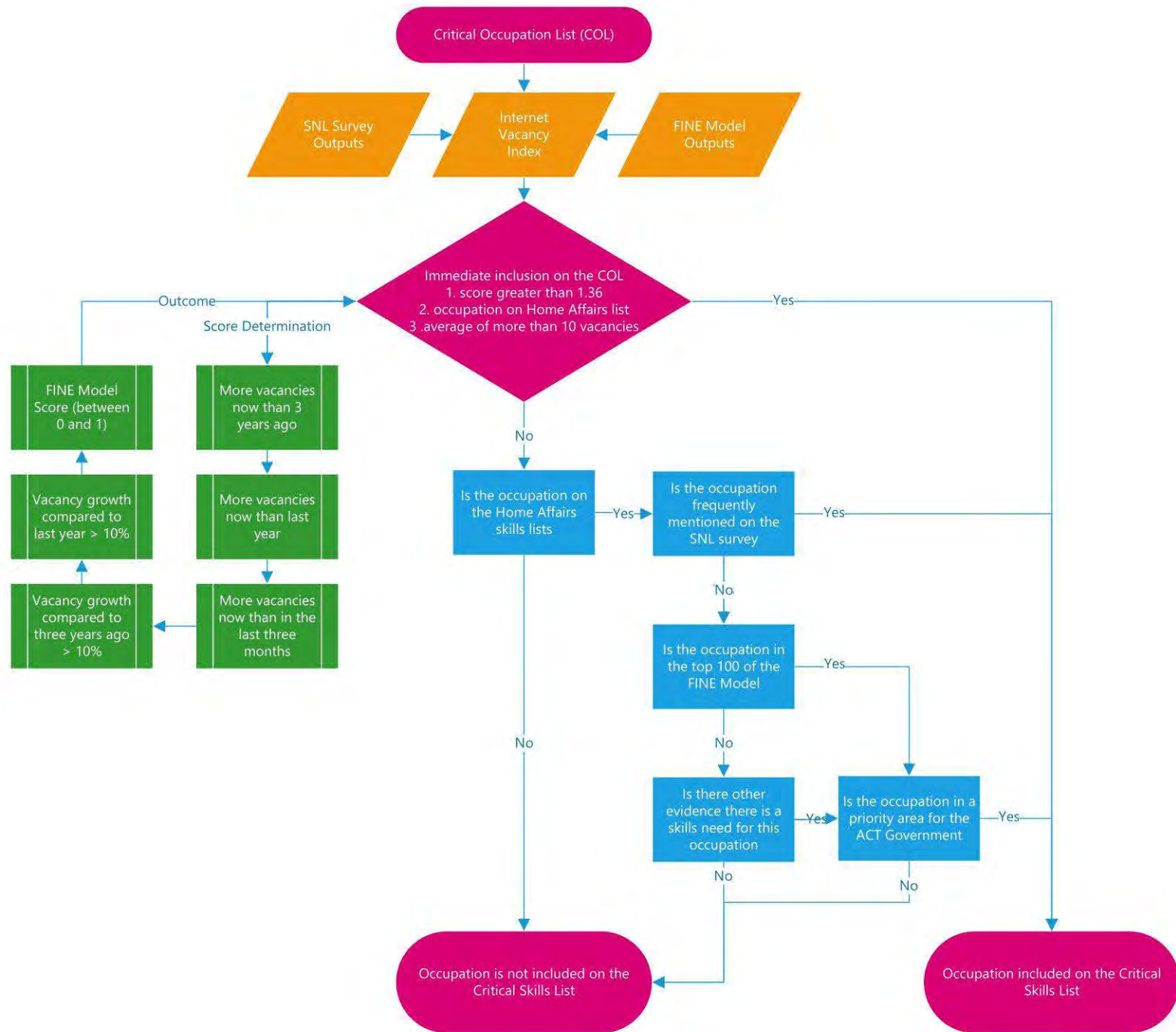
Results are based on all respondents who accurately answered each question, with some questions asked of a subset of the total sample based on answers to preceding questions.

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 addressed through VET accredited courses.





# **Critical Skills List**

## **where to next?**

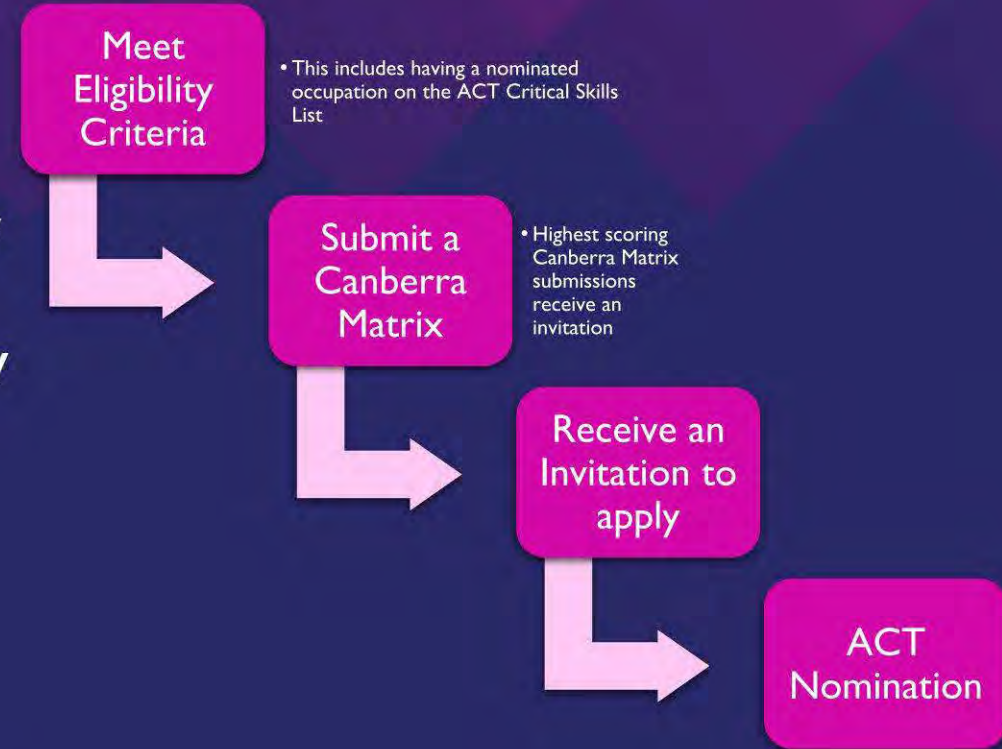
Options and ways forward

# 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.*



# 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?

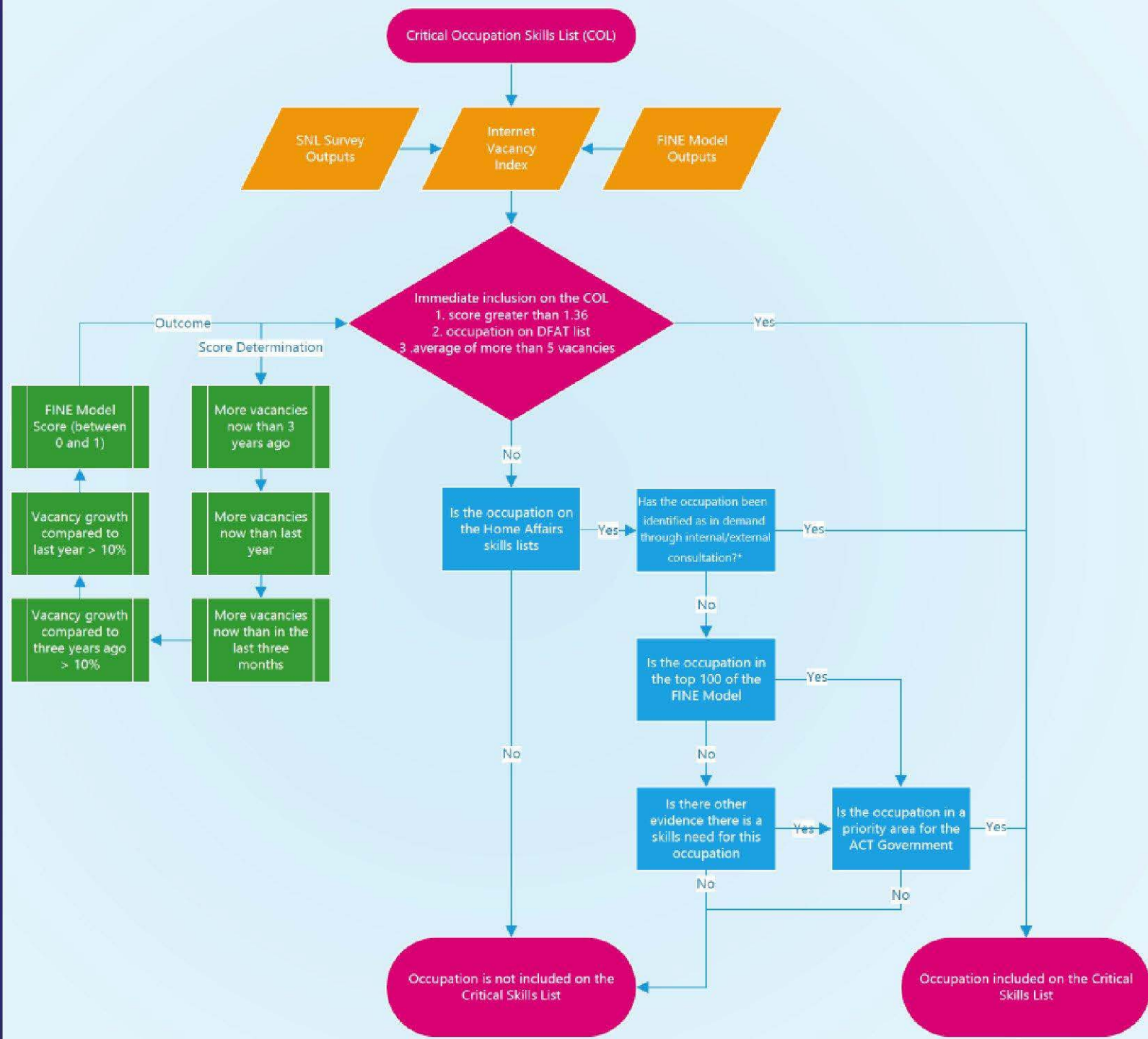
- **The Critical Skills List looks at:**
  - Vacancy rate data
  - FINE Model outputs
  - Consultation
    - SNL Survey outputs
    - Feedback from ACT Government Directorates
    - Employer feedback
  - Government priorities

**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

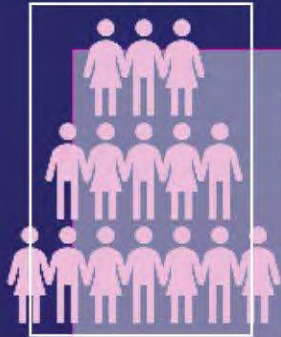




# Considerations to change or not to change

- **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



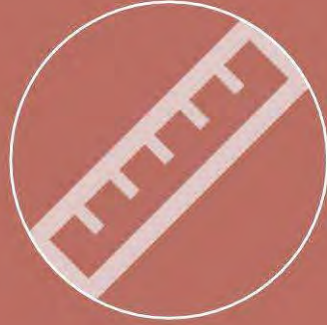
### Negative List Approach

- 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
- 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 Matrix
- 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

 Shaded rows are indicators currently used in The Model

# 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

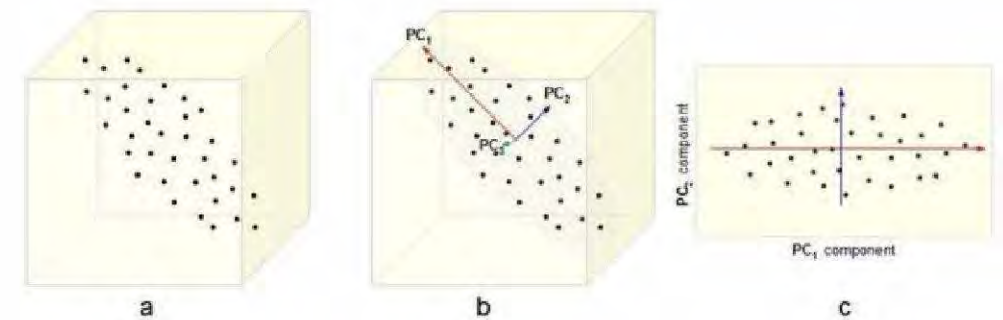
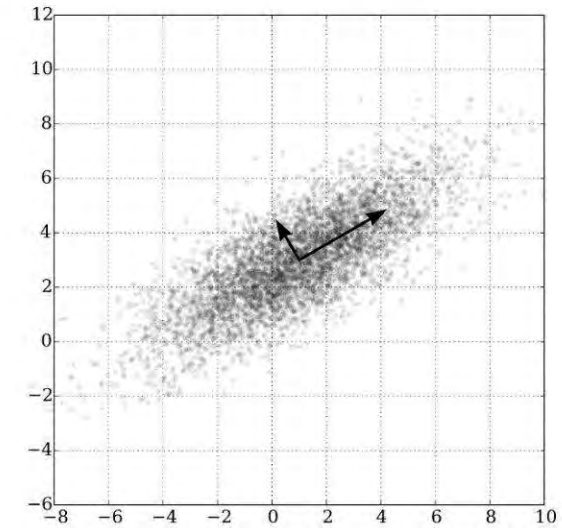
- Commercial in confidence

# Correlation between indicators

- Commercial in confidence

# Occupation scores

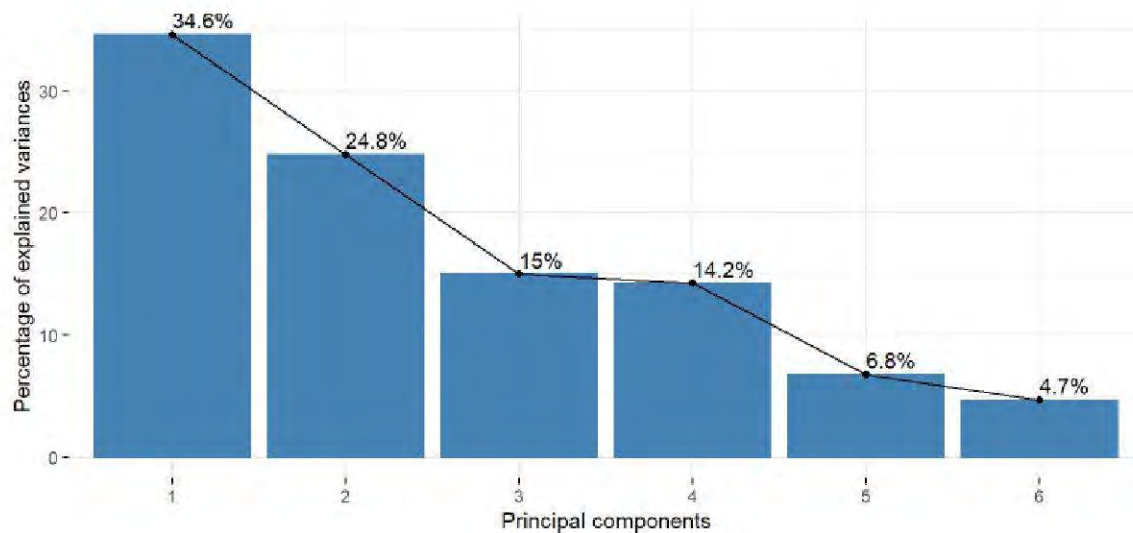
- Occupation scores are calculated using principal component analysis (PCA).
- PCA is used in the model as a means to determine **loadings** (or weights) for each indicator.
- These are used to combine indicator values for individual occupations to produce a single score (i.e., a weighted sum).
- PCA 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].



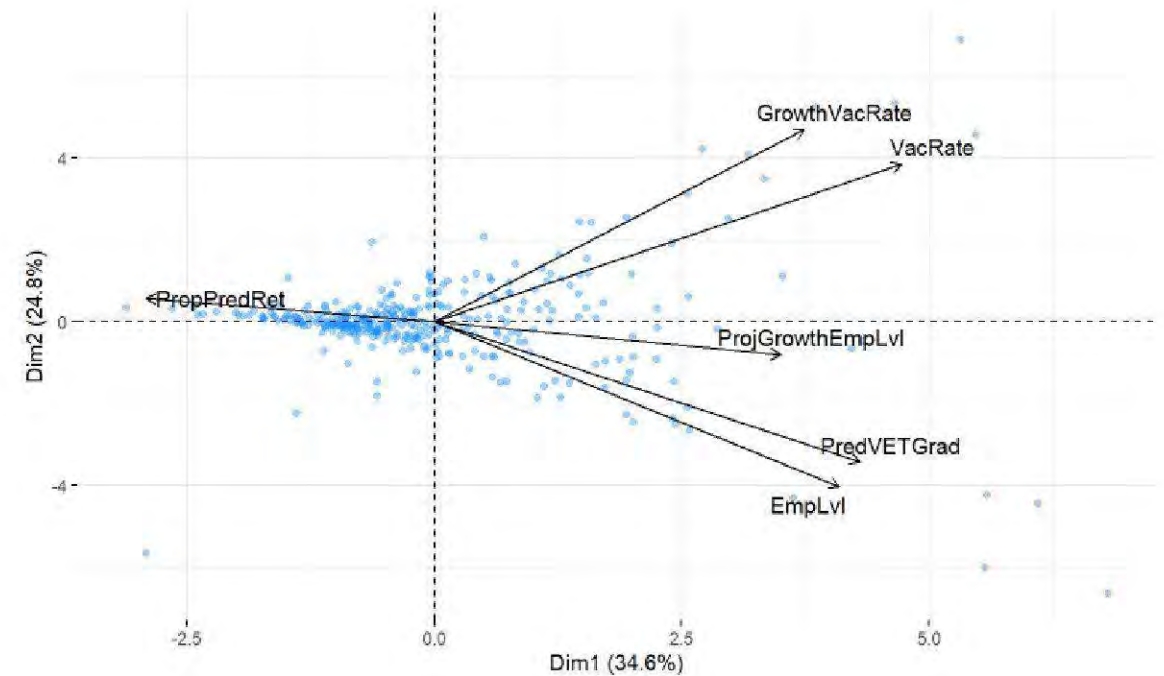
3D  2D

# 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)



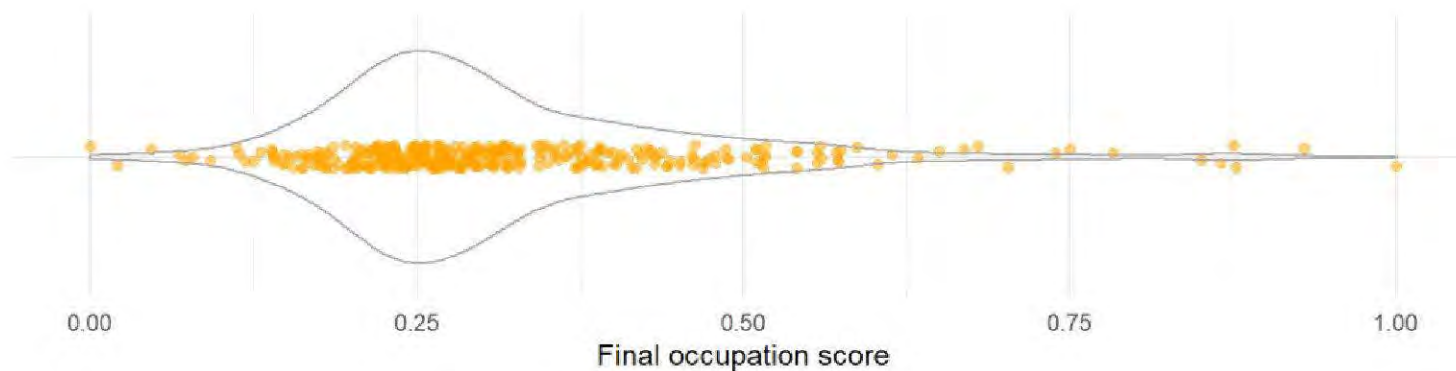


# Indicator loadings

- 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	0.7396
10	5522	Credit and Loans Officers (Aus) \ Finance Clerks (NZ)	0.7011



# Occupation to program concordance

- The concordance (and proportions) between occupations and programs is calculated using the results of the NCVET 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	Un
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 Workers	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)
QLD*	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.
QLD*	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

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**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\(a\)\(ii\)](tel:0262013200) | Email: [acdlo@act.gov.au](mailto:acdlo@act.gov.au)  
**Chief Minister Treasury and Economic Development Directorate** | ACT Government  
GPO Box 158, Canberra ACT 2601 | [www.accesscanberra.act.gov.au](http://www.accesscanberra.act.gov.au)

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

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**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 <[ACDLO@act.gov.au](mailto:ACDLO@act.gov.au)>; EPSDD DLO <[EPSDDDLO@act.gov.au](mailto:EPSDDDLO@act.gov.au)>; CHS DLO <[CHSDLO@act.gov.au](mailto:CHSDLO@act.gov.au)>; JACS, MHRDLO <[MHRDLO@act.gov.au](mailto:MHRDLO@act.gov.au)>; AGDLO <[AGDLO@act.gov.au](mailto:AGDLO@act.gov.au)>; MPESDLO <[MPESDLO@act.gov.au](mailto:MPESDLO@act.gov.au)>; CPLO (AFP) <[cplo@afp.gov.au](mailto:cplo@afp.gov.au)>; TCCS\_DLO <[TCCS.DLO@act.gov.au](mailto: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

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**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](mailto:#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](mailto: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

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**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](http://www.health.act.gov.au)

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

**E-mail:** [kerryn.hunter@act.gov.au](mailto:kerryn.hunter@act.gov.au)

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**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

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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](mailto:EcoDevDLO@act.gov.au)  
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

**PROPOSED ACT CRITICAL SKILLS LIST - January 2023**

ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising, public relations and sales managers	1311	25 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)
<b>Research and Development Managers</b>	<b>1325</b>	<b>5 or Less</b>	<b>132511</b>	<b>research and development manager</b>
Construction managers	1331	25 or Less	133111	construction project manager
			133112	project builder (491 only)
<b>Engineering Managers</b>	<b>1332</b>	<b>5 or Less</b>	<b>133211</b>	<b>engineering manager</b>
Production managers	1335	5 or Less	133511	production manager (forestry)
			133512	production manager (manufacturing)
Supply and Distribution Manager	1336	5 or Less	133611	supply and distribution manager
			133612	procurement manager (491 only)
Child Care Centre manager	1341	5 or Less	134111	child care centre manager
Health and Welfare Services Managers	1342	5 or Less	134211	medical administrator (491 only)
			134212	nursing clinical director
			134213	primary health organisation manager
			134214	welfare centre manager
			134299	health and welfare services managers (nec)
<b>School Principals</b>	<b>1343</b>	<b>5 or Less</b>	<b>134311</b>	<b>school principal</b>
Other Education Managers	1344	5 or Less	134412	regional education manager (491 only)
			134499	education managers (nec)
ICT managers	1351	10 or Less	135112	ICT project manager
Other specialist managers	1399	5 or Less	135199	ICT managers (nec)
			139911	arts administrator or manager
			139912	environmental manager
			139913	laboratory manager
			139914	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
Hotel 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)
			149913	facilities manager
			149914	financial institution branch manager (491 only)
<b>Actors, Dancers and Other Entertainers</b>	<b>2111</b>	<b>5 or Less</b>	<b>211112</b>	<b>dancer or choreographer</b>
Journalists and other writers	2124	10 or Less	212411	copywriter
			212412	newspaper or periodical editor
			212413	print journalist
			212415	technical writer
			212416	television journalist
			212499	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
			222311	financial investment adviser
Financial Investment Advisers and Managers	2223	5 or Less	222312	financial investment manager
			223111	human resource adviser (491 only)
Human Resource Professionals	2231	25 or Less	223112	recruitment consultant
			223113	workplace relations adviser (491 only)
			224213	health information manager
<b>Archivists, Curators and Records Managers</b>	<b>2242</b>	<b>5 or Less</b>	<b>224214</b>	<b>records manager</b>
<b>Economist</b>	<b>2243</b>	<b>5 or Less</b>	<b>224311</b>	<b>economist</b>
Intelligence and policy analysts	2244	5 or Less	224412	policy analyst (491 only)
Management and organisation analysts	2247	15 or Less	224711	management consultant
			224712	organisation and methods analyst
Other information and organisation professionals	2249	5 or Less	224912	liaison officer (491 only)
			224914	patents examiner
			224999	information and organisation professionals (nec)
Advertising and marketing professionals	2251	10 or Less	225111	advertising specialist
			225112	market research analyst (491 only)
			225113	marketing specialist
Public relations professionals	2253	25 or Less	225311	public relations professional
Surveyors and Spatial Scientists	2322	5 or Less	232212	surveyor
			232213	cartographer
			232214	other spatial scientist
Graphic and web designers, and illustrators	2324	10 or Less	232411	graphic designer
			232412	illustrator
			232413	multimedia designer (491 only)
			232414	web designer
Urban and Regional Planners	2326	5 or Less	232611	urban and regional planner
Civil engineering professionals	2332	10 or Less	233211	civil engineer
			233212	geotechnical engineer
			233213	quantity surveyor
			233214	structural engineer

New

New

New

New

New

New

New

			233215	transport engineer	
Electrical Engineers	2333	5 or Less	233311	electrical engineer	
Electronics Engineers	2334	5 or Less	233411	electronics engineer	
Industrial, Mechanical and Production Engineers	2335	5 or Less	233511	industrial engineer	
			233512	mechanical engineer	
			233513	production or plant engineer	
Other engineering professionals	2339	5 or Less	233911	aeronautical engineer	
			233912	agricultural engineer	
			233913	biomedical engineer	
			233914	engineering technologist	
			233915	environmental engineer	
			233916	naval architect	
			233999	engineering professionals (nec)	
Chemists, and Food and Wine Scientists	2342	5 or Less	234211	chemist	New
			234212	food technologist	New
			234213	wine maker (491 only)	New
Environmental Scientists	2343	5 or Less	234311	conservation officer (491 only)	
			234312	environmental consultant	
			234313	environmental research scientist	
			234399	environmental scientist (nec)	
Medical Laboratory Scientists	2346	5 or Less	234611	medical laboratory scientist	New
Veterinarians	2347	5 or Less	234711	veterinarian	
Other Natural and Physical Science Professionals	2349	5 or Less	234911	conservator	
			234912	metallurgist	
			234913	meteorologist	
			234914	physicist	
			234915	exercise physiologist (491 only)	
			234999	natural and physical science professionals (nec)	
			Early childhood	2411	10 or Less
Primary School Teachers	2412	5 or Less	241213	primary school teacher	
Secondary School Teachers	2414	5 or Less	241411	secondary school teacher	
Special Education Teachers	2415	5 or Less	241511	special needs teacher	
			241512	teacher of the hearing impaired	
			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)	
Medical Imaging Professionals	2512	5 or Less	251211	medical diagnostic radiographer	More than 5 - hospital expansion will result in increase skill demand in this area
			251212	medical radiation therapist	
			251213	nuclear medicine technologist	
			251214	sonographer	
Occupational and environmental health professionals	2513	5 or Less	251311	environmental health officer (491 only)	
			251312	occupational health and safety adviser	
Pharmacists	2515	5 or Less	251511	hospital pharmacist	More than 5 - international recruitment is already underway due to lack of domestic talent
			251512	industrial pharmacist	
			251513	retail pharmacist	
Health Diagnostic and Promotion Professionals	2519	5 or Less	251999	health diagnostic and promotion professionals (nec)	
Dental practitioners	2523	5 or Less	252311	dental specialist	
			252312	dentist (491 only)	
Occupational therapists	2524	5 or Less	252411	occupational therapist	More than 5 - we are currently unable to recruit to this position with the ACTHD AH team working on critical workforce shortage interventions
Physiotherapists	2525	5 or Less	252511	physiotherapist	
Medical Laboratory Scientists	2346	5 or Less	234611	medical laboratory scientist	New
Audiologists and speech pathologists / therapists	2527	5 or Less	252711	audiologist	
			252712	speech pathologist	
General practitioners and resident medical officers	2531	15 or Less	253111	general practitioner	
Anaesthetists	2532	5 or Less	253112	resident medical officer	
			253211	anaesthetists (491 only)	
Specialist Physicians	2533	5 or Less	253311	specialist physician (general medicine)	New
			253312	cardiologist	
			253313	clinical haematologist	New
			253314	medical oncologist	New
			253315	endocrinologist	New
			253316	gastroenterologist	New
			253317	intensive care specialist	
			253318	neurologist	
			253321	paediatrician	
			253322	renal medicine specialist	New
			253323	rheumatologist	New
			253324	thoracic medicine specialist	New
253399	specialist physicians (nec)				
Psychiatrists	2534	5 or Less	253411	psychiatrists	More than 5 - we currently have 8 positions open
Other Medical Practitioners	2539	5 or Less	253912	emergency medicine specialist	
			253917	diagnostic and interventional radiologist	
Midwives	2541	5 or Less	254111	midwife	More than 5 - there is a national shortage of midwives and an international recruitment campaign will commence for ACT health employees this year
Nurse Educators and Researchers	2542	5 or Less	254211	nurse educator	New
			254212	nurse researcher	New
Nurse Managers	2543	5 or Less	254311	nurse manager	
Registered nurses	2544	30 or Less	254411	nurse practitioner	
			254412	registered nurse (aged care)	
			254413	registered nurse (child and family health)	
			254414	registered nurse (community health)	
			254415	registered nurse (critical care and emergency)	
			254416	registered nurse (developmental disability)	
			254417	registered nurse (disability and rehabilitation)	
			254418	registered nurse (medical)	
			254421	registered nurse (medical practice)	
			254422	registered nurse (mental health)	

			254423	registered nurse (perioperative)	
			254424	registered nurse (surgical)	
			254425	registered nurse (paediatrics)	
			254499	registered nurses (nec)	
ICT business and systems analysts	2611	25 or Less	261111	ICT business analyst	
			261112	systems analyst	
Multimedia Specialists and Web Developers	2612	5 or Less	261211	multimedia specialist	
			261212	web developer	
			261311	analyst programmer	
Software and applications programmers	2613	40 or Less	261312	developer programmer	
			261313	software engineer	
			261314	software tester	
			261399	software and applications programmers (nec)	
Database and systems administrators, and ICT security specialists	2621	25 or Less	262111	database administrator	
			262112	ICT security specialist	
			262113	systems administrator	
Computer network professionals	2631	15 or Less	263111	computer network and systems engineer	
			263112	network administrator	
			263113	network analyst	
ICT support and test engineers	2632	15 or Less	263211	ICT quality assurance engineer	
			263212	ICT support engineer	
			263213	ICT systems test engineer	
			263299	ICT support and test engineers (nec)	
Telecommunications Engineering Professionals	2633	5 or Less	263311	telecommunications engineer	
			263312	telecommunications network engineer	
Solicitors	2713	5 or Less	271311	solicitor	
Counsellors	2721	5 or Less	272111	careers counsellor	
			272112	drug and alcohol counsellor	
			272113	family and marriage counsellor	
			272114	rehabilitation counsellor	
			272115	student counsellor	
			272199	counsellors (nec)	
Psychologists	2723	5 or Less	272311	clinical psychologist	More than 5 - we have been unable to fill clinical psych & psych roles. Psychs have been identified as professions to be included in the international recruitment campaign thi year
			272312	educational psychologist	
			272313	organisational psychologist	
			272314	psychotherapist	
			272399	psychologists (nec)	More than 5 we have been unable to fill clinical psych & psych roles. Psychs have been identified as professions to be included in the international recruitment campaign thi year
Social Professionals	2724	5 or Less	272412	interpreter	
			272413	translator (491 only)	
			272499	social professionals (nec)	
Social workers	2725	10 or Less	272511	social worker	Change to 5 or less
Welfare, recreation and community arts workers	2726	10 or Less	272611	community arts worker (491 only)	
			272612	recreation officer	
			272613	welfare worker	
Medical Technicians	3112	5 or Less	311211	anaesthetic technician	
			311212	cardiac technician	
			311213	medical laboratory technician	
			311214	operating theatre technician (491 only)	
			311215	pharmacy technician	
			311216	pathology collector (491 only)	
			311299	medical technicians (nec)	
Architectural, Building and Surveying Technicians	3121	15 or Less	312111	architectural draftsperson	
			312113	building inspector	
			312114	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	maintenance planner (491 only)	New
			312912	metallurgical or materials technician	New
			312999	building and engineering technicians (nec) (491 only)	New
ICT support technicians	3131	25 or Less	313111	hardware technician	
			313112	ICT customer support officer	
			313113	web administrator	
			313199	ICT support technicians (nec)	
Motor mechanics	3212	10 or Less	321211	motor mechanic (general)	
			321212	diesel motor mechanic	
			321213	motorcycle mechanic	
			321214	small engine mechanic	
Sheetmetal Trades Workers	3222	5 or Less	322211	sheetmetal trades worker	New
Metal Fitters and Machinists	3232	5 or Less	323211	fitter (general)	New
			323212	fitter and turner	New
			323213	fitter-welder	New
			323214	metal machinist (first class)	New
			323299	metal fitters and machinists (nec)	New
Panelbeaters	3241	5 or Less	324111	panelbeater	
Bricklayers and Stonemasons	3311	5 or Less	331111	bricklayer	
			331112	stonemason	
Carpenters and joiners	3312	10 or Less	331211	carpenter and joiner	
			331212	carpenter	
			331213	joiner	
Painting Trades Workers	3322	5 or Less	332211	painting trades worker	
Plasterers	3332	5 or Less	333211	fibrous plasterer	
			333212	solid plasterer	
Plumbers	3341	5 or Less	334111	plumber (general)	
			334112	airconditioning and mechanical services plumber	
			334113	drainer	
			334114	gasfitter	
			334115	roof plumber	
Electricians	3411	5 or Less	341111	electrician (general)	
			341112	electrician (special class)	
			341113	lift mechanic	
Airconditioning and Refrigeration Mechanics	3421	5 or Less	342111	airconditioning and refrigeration mechanic	New
			342311	business machine mechanic	New
Electronics Trades Workers	3423	5 or Less	342313	electronic equipment trades worker	New
			342314	electronic instrument trades worker (general)	New
			342315	electronic instrument trades worker (special class)	New
Bakers and Pastrycooks	3511	5 or Less	351111	baker	
			351112	pastrycook	

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

**ACT CRITICAL SKILLS LIST - OCCUPATIONS FOR CONSIDERATION**

ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION
Amusement, Fitness and Sports Centre Managers	1491	149111	amusement centre manager (491 only)
		149112	fitness centre manager (491 only)
		149113	sports centre manager (491 only)
Authors, and Book and Script Editors	2122	212212	book or script editor
Actuaries, Mathematicians and Statisticians	2241	224111	actuary
		224112	mathematician
		224113	statistician
Librarians	2246	224611	librarian
Architects and Landscape Architects	2321	232111	architect
		232112	landscape architect
Interior Designers	2325	232511	interior designer
Life Scientists	2345	234511	life scientist (general)
		234513	biochemist
		234514	biotechnologist
		234515	botanist
		234516	marine biologist
		234517	microbiologist
		234518	zoologist
234599	life scientists (nec)		
Optometrists and Orthoptists	2514	251411	optometrist
		251412	orthoptist
Other Health Diagnostic and Promotion Professionals	2519	251911	health promotion officer
		251912	orthotist or prosthetist
Other Medical Practitioners	2539	253911	dermatologist
		253913	obstetrician and gynaecologist
		253914	ophthalmologist
		253915	pathologist
		253918	radiation oncologist
		253999	medical practitioners (nec)
		Civil Engineering Draftspersons and Technicians	3122
312212	civil engineering technician		
Automotive Electricians	3211	321111	automotive electrician
Structural Steel and Welding Trades Workers	3223	322311	metal fabricator
		322312	pressure welder
		322313	welder (first class)
Aircraft Maintenance Engineers	3231	323111	aircraft maintenance engineer (avionics)
		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

Include on list - DWS shows a shortage in the ACT

**ACT CRITICAL SKILLS LIST - OCCUPATIONS RECOMMENDED TO EXCLUDE**

ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION
Aquaculture Farmers	1211	121111	aquaculture farmer
Crop Farmers	1212	121211	cotton grower
		121212	flower grower
		121213	fruit or nut grower
		121214	grain, oilseed or pasture grower (Aus)/field crop grower (NZ)
		121215	grape grower
		121216	mixed crop farmer
		121217	sugar cane grower
		121221	vegetable grower (Aus)/market gardener (NZ)
Livestock Farmers	1213	121299	crop farmers (nec)
		121311	apiarist
		121312	beef cattle farmer
		121313	dairy cattle farmer
		121314	deer farmer
		121315	goat farmer
		121316	horse breeder
		121317	mixed livestock farmer
		121318	pig farmer
		121321	poultry farmer
		121322	sheep farmer
121399	livestock farmers (nec)		
Mixed Crop and Livestock Farmers	1214	121411	mixed crop and livestock farmer
Manufacturers	1334	133411	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	1421	142115	post office manager (491 only)
Transport Services Managers	1494	149413	transport company manager
Music Professionals	2112	211212	music director
		211213	musician (instrumental)
		211299	music professionals (nec)
Photographers	2113	211311	photographer
Artistic Directors, and Media Producers and Presenters	2121	212111	artistic director
Film, Television, Radio and Stage Directors	2123	212312	director (film, television, radio or stage)
		212314	film and video editor
		212315	program director (television or radio)
		212316	stage manager
		212317	technical director
		212318	video producer
		222111	commodities trader
Financial Brokers	2221	222112	finance broker
		222113	insurance broker
		222199	financial brokers (nec)
		222211	financial market dealer
		222213	stockbroking dealer
		222299	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	valuer
ICT Sales Professionals	2252	225211	ICT account manager
		225212	ICT business development manager
		225213	ICT sales representative
Technical Sales Representatives	2254	225499	technical sales representatives (nec) including education sales representatives
Air Transport Professionals	2311	231111	aeroplane pilot
		231113	flying instructor
		231114	helicopter pilot
Marine Transport Professionals	2312	231213	ship's master
Fashion, Industrial and Jewellery Designers	2323	232311	fashion designer
		232312	industrial designer
		232313	jewellery designer
Chemical and Materials Engineers	2331	233111	chemical engineer
Chemical and Materials Engineers	2331	233112	materials engineer
Mining Engineers	2336	233611	mining engineer (excluding petroleum)
		233612	petroleum engineer
Agricultural and Forestry Scientists	2341	234111	agricultural consultant
		234112	agricultural scientist
		234113	forester
Geologists, Geophysicists and Hydrogeologists	2344	234411	geologist
		234412	geophysicist
		234413	hydrogeologist
Middle School Teachers \ Intermediate School Teachers	2413	241311	middle school teacher (Aus) / intermediate school teacher (NZ)



Education Advisers and Reviewers	2491	249111	education adviser
Private Tutors and Teachers	2492	249211	art teacher (private tuition)
		249212	dance teacher (private tuition)
		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
Nutrition Professionals	2511	251111	dietitian
		251112	nutritionist
Chiropractors and Osteopaths	2521	252111	chiropractor
		252112	osteopath
Complementary Health Therapists	2522	252211	acupuncturist
		252213	naturopath
		252214	traditional Chinese medicine practitioner
		252299	complementary health therapists (nec)
		253511	surgeon (general)
Surgeons	2535	253512	cardiothoracic surgeon
		253513	neurosurgeon
		253514	orthopaedic surgeon
		253515	otorhinolaryngologist
		253516	paediatric surgeon
		253517	plastic and reconstructive surgeon
		253518	urologist
		253521	vascular surgeon
		271111	barrister
Barristers	2711	271111	barrister
Judicial and Other Legal Professionals	2712	271214	intellectual property lawyer
		271299	judicial and other legal professionals (nec)
Agricultural Technicians	3111	311111	agricultural technician
Primary Products Inspectors	3113	311312	meat inspector
		311399	primary products inspectors (nec)
Science Technicians	3114	311411	chemistry technician
		311412	earth science technician
		311413	life science technician
		311499	science technicians (nec)
		312311	electrical engineering draftsman
Electrical Engineering Draftspersons and Technicians	3123	312312	electrical engineering technician
Mechanical Engineering Draftspersons and Technicians	3125	312511	mechanical engineering draftsman
		312512	mechanical engineering technician
Safety Inspectors	3126	312611	safety inspector
Other Building and Engineering Technicians	3129	312913	mine deputy
Telecommunications Technical Specialists	3132	313211	radio communications technician
		313212	telecommunications field engineer
		313213	telecommunications network planner
		313214	telecommunications technical officer or technologist
Metal Casting, Forging and Finishing Trades Workers	3221	322113	farrier
Precision Metal Trades Workers	3233	323313	locksmith
		323314	precision instrument maker and repairer
Toolmakers and Engineering Patternmakers	3234	323412	toolmaker
Vehicle Body Builders and Trimmers	3242	324211	vehicle body builder
		324212	vehicle trimmer
Vehicle Painters	3243	324311	vehicle painter
Floor Finishers	3321	332111	floor finisher
Glaziers	3331	333111	glazier
Electrical Distribution Trades Workers	3422	342211	electrical linesworker
		342212	technical cable joiner
		342411	cabler (data and telecommunications)
		342413	telecommunications linesworker
Butchers and Smallgoods Makers	3512	351211	butcher or smallgoods maker
Florists	3621	362111	florist
Nurserypersons	3624	362411	nurseryperson
Print Finishers and Screen Printers	3921	392111	print finisher
Printers	3923	392311	printing machinist
Clothing Trades Workers	3932	393213	dressmaker or tailor
Upholsterers	3933	393311	upholsterer
		394211	furniture finisher
		394213	wood machinist
		394299	wood machinists and other wood trades workers (nec)
Boat Builders and Shipwrights	3991	399111	boat builder and repairer
		399112	shipwright
		399212	gas or petroleum operator
Chemical, Gas, Petroleum and Power Generation Plant Operators	3992	399213	power generation plant operator
		399411	jeweller
Jewellers	3994	399411	jeweller
Performing Arts Technicians	3995	399512	camera operator (film, television or video)
		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
		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)
Sportspersons	4524	452411	footballer
		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

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**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](mailto:edudlo@act.gov.au) or [vicki.page@act.gov.au](mailto:vicki.page@act.gov.au)  
GPO Box 158, Canberra, ACT 2601 |

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**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](mailto:#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](mailto: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 | ACT Government

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**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,

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

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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  
Office of Minister Steel | Office of Minister Cheyne**

Chief Minister, Treasury and Economic Development Directorate | ACT Government  
6205 9678 | [EcoDevDLO@act.gov.au](mailto:EcoDevDLO@act.gov.au)  
ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

**PROPOSED ACT CRITICAL SKILLS LIST - January 2023**

ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising, public relations and sales managers	1311	25 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)
<b>Research and Development Managers</b>	<b>1325</b>	<b>5 or Less</b>	<b>132511</b>	<b>research and development manager</b>
Construction managers	1331	25 or Less	133111	construction project manager
			133112	project builder (491 only)
<b>Engineering Managers</b>	<b>1332</b>	<b>5 or Less</b>	<b>133211</b>	<b>engineering manager</b>
Production managers	1335	5 or Less	133511	production manager (forestry)
			133512	production manager (manufacturing)
Supply and Distribution Manager	1336	5 or Less	133611	supply and distribution manager
			133612	procurement manager (491 only)
Child Care Centre manager	1341	5 or Less	134111	child care centre manager
Health and Welfare Services Managers	1342	5 or Less	134211	medical administrator (491 only)
			134212	nursing clinical director
			134213	primary health organisation manager
			134214	welfare centre manager
			134299	health and welfare services managers (nec)
<b>School Principals</b>	<b>1343</b>	<b>5 or Less</b>	<b>134311</b>	<b>school principal</b>
Other Education Managers	1344	5 or Less	134412	regional education manager (491 only)
			134499	education managers (nec)
ICT managers	1351	10 or Less	135112	ICT project manager
Other specialist managers	1399	5 or Less	135199	ICT managers (nec)
			139911	arts administrator or manager
			139912	environmental manager
			139913	laboratory manager
			139914	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
Hotel 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)
			149913	facilities manager
			149914	financial institution branch manager (491 only)
<b>Actors, Dancers and Other Entertainers</b>	<b>2111</b>	<b>5 or Less</b>	<b>211112</b>	<b>dancer or choreographer</b>
Journalists and other writers	2124	10 or Less	212411	copywriter
			212412	newspaper or periodical editor
			212413	print journalist
			212415	technical writer
			212416	television journalist
			212499	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
			222311	financial investment adviser
Financial Investment Advisers and Managers	2223	5 or Less	222312	financial investment manager
			223111	human resource adviser (491 only)
Human Resource Professionals	2231	25 or Less	223112	recruitment consultant
			223113	workplace relations adviser (491 only)
			224213	health information manager
<b>Archivists, Curators and Records Managers</b>	<b>2242</b>	<b>5 or Less</b>	<b>224214</b>	<b>records manager</b>
<b>Economist</b>	<b>2243</b>	<b>5 or Less</b>	<b>224311</b>	<b>economist</b>
Intelligence and policy analysts	2244	5 or Less	224412	policy analyst (491 only)
Management and organisation analysts	2247	15 or Less	224711	management consultant
			224712	organisation and methods analyst
Other information and organisation professionals	2249	5 or Less	224912	liaison officer (491 only)
			224914	patents examiner
			224999	information and organisation professionals (nec)
Advertising and marketing professionals	2251	10 or Less	225111	advertising specialist
			225112	market research analyst (491 only)
			225113	marketing specialist
Public relations professionals	2253	25 or Less	225311	public relations professional
Surveyors and Spatial Scientists	2322	5 or Less	232212	surveyor
			232213	cartographer
			232214	other spatial scientist
Graphic and web designers, and illustrators	2324	10 or Less	232411	graphic designer
			232412	illustrator
			232413	multimedia designer (491 only)
			232414	web designer
Urban and Regional Planners	2326	5 or Less	232611	urban and regional planner
			233211	civil engineer
Civil engineering professionals	2332	10 or Less	233212	geotechnical engineer
			233213	quantity surveyor
			233214	structural engineer

New

New

New

New

New

New

New

**New - Urban Project and Development Managers**

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

			233215	transport engineer	
Electrical Engineers	2333	5 or Less	233311	electrical engineer	
Electronics Engineers	2334	5 or Less	233411	electronics engineer	
Industrial, Mechanical and Production Engineers	2335	5 or Less	233511	industrial engineer	
			233512	mechanical engineer	
			233513	production or plant engineer	
Other engineering professionals	2339	5 or Less	233911	aeronautical engineer	
			233912	agricultural engineer	
			233913	biomedical engineer	
			233914	engineering technologist	
			233915	environmental engineer	
			233916	naval architect	
			233999	engineering professionals (nec)	
Chemists, and Food and Wine Scientists	2342	5 or Less	234211	chemist	
			234212	food technologist	
			234213	wine maker (491 only)	
Environmental Scientists	2343	5 or Less	234311	conservation officer (491 only)	
			234312	environmental consultant	
			234313	environmental research scientist	
			234399	environmental scientist (nec)	
Medical Laboratory Scientists	2346	5 or Less	234611	medical laboratory scientist	
Veterinarians	2347	5 or Less	234711	veterinarian	
Other Natural and Physical Science Professionals	2349	5 or Less	234911	conservator	
			234912	metallurgist	
			234913	meteorologist	
			234914	physicist	
			234915	exercise physiologist (491 only)	
			234999	natural and physical science professionals (nec)	
Early childhood	2411	10 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	
Special Education Teachers	2415	5 or Less	241511	special needs teacher	
			241512	teacher of the hearing impaired	
			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)	
Medical Imaging Professionals	2512	5 or Less	251211	medical diagnostic radiographer	
			251212	medical radiation therapist	
			251213	nuclear medicine technologist	
			251214	sonographer	
Occupational and environmental health professionals	2513	5 or Less	251311	environmental health officer (491 only)	
			251312	occupational health and safety adviser	
Pharmacists	2515	5 or Less	251511	hospital pharmacist	
			251512	industrial pharmacist	
			251513	retail pharmacist	
Health Diagnostic and Promotion Professionals	2519	5 or Less	251999	health diagnostic and promotion professionals (nec)	
Dental practitioners	2523	5 or Less	252311	dental specialist	
			252312	dentist (491 only)	
Occupational therapists	2524	5 or Less	252411	occupational therapist	
Physiotherapists	2525	5 or Less	252511	physiotherapist	
Medical Laboratory Scientists	2346	5 or Less	234611	medical laboratory scientist	
Audiologists and speech pathologists / therapists	2527	5 or Less	252711	audiologist	
			252712	speech pathologist	
General practitioners and resident medical officers	2531	15 or Less	253111	general practitioner	
			253112	resident medical officer	
Anaesthetists	2532	5 or Less	253211	anaesthetists (491 only)	
Specialist Physicians	2533	5 or Less	253311	specialist physician (general medicine)	
			253312	cardiologist	
			253313	clinical haematologist	
			253314	medical oncologist	
			253315	endocrinologist	
			253316	gastroenterologist	
			253317	intensive care specialist	
			253318	neurologist	
			253321	paediatrician	
			253322	renal medicine specialist	
			253323	rheumatologist	
253324	thoracic medicine specialist				
253399	specialist physicians (nec)				
Psychiatrists	2534	5 or Less	253411	psychiatrists	
Other Medical Practitioners	2539	5 or Less	253912	emergency medicine specialist	
			253917	diagnostic and interventional radiologist	
Midwives	2541	5 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 manager	
Registered nurses	2544	30 or Less	254411	nurse practitioner	
			254412	registered nurse (aged care)	
			254413	registered nurse (child and family health)	
			254414	registered nurse (community health)	
			254415	registered nurse (critical care and emergency)	
			254416	registered nurse (developmental disability)	
			254417	registered nurse (disability and rehabilitation)	
			254418	registered nurse (medical)	
			254421	registered nurse (medical practice)	
			254422	registered nurse (mental health)	
			254423	registered nurse (peroperative)	
			254424	registered nurse (surgical)	
			254425	registered nurse (paediatrics)	
			254499	registered nurses (nec)	
			261111	ICT business analyst	

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ICT business and systems analysts	2611	25 or Less	261112	systems analyst	
Multimedia Specialists and Web Developers	2612	5 or Less	261211	multimedia specialist	
			261212	web developer	
Software and applications programmers	2613	40 or Less	261311	analyst programmer	
			261312	developer programmer	
			261313	software engineer	
			261314	software tester	
			261399	software and applications programmers (nec)	
			262111	database administrator	
Database and systems administrators, and ICT security specialists	2621	25 or Less	262112	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	ICT support engineer	
			263213	ICT systems test engineer	
			263299	ICT support and test engineers (nec)	
			263311	telecommunications engineer	
Telecommunications Engineering Professionals	2633	5 or Less	263312	telecommunications network engineer	
			271311	solicitor	
Solicitors	2713	5 or Less			
Counsellors	2721	5 or Less	272111	careers counsellor	
			272112	drug and alcohol counsellor	
			272113	family and marriage counsellor	
			272114	rehabilitation counsellor	
			272115	student counsellor	
			272199	counsellors (nec)	
			272311	clinical psychologist	
Psychologists	2723	5 or Less	272312	educational psychologist	
			272313	organisational psychologist	
			272314	psychotherapist	
			272399	psychologists (nec)	
Social Professionals	2724	5 or Less	272412	interpreter	
			272413	translator (491 only)	
Social workers	2725	10 or Less	272499	social professionals (nec)	
			272511	social worker	
Welfare, recreation and community arts workers	2726	10 or Less	272611	community arts worker (491 only)	
			272612	recreation officer	
Medical Technicians	3112	5 or Less	272613	welfare worker	
			311211	anaesthetic technician	
			311212	cardiac technician	
			311213	medical laboratory technician	
			311214	operating theatre technician (491 only)	
			311215	pharmacy technician	
			311216	pathology collector (491 only)	
			311299	medical technicians (nec)	
			312111	architectural draftsperson	
			312113	building inspector	
Architectural, Building and Surveying Technicians	3121	15 or Less	312114	construction estimator (491 only)	
			312116	surveying or spatial science technician (491 only)	
			312199	architectural, building and surveying technicians (nec)	
			312911	maintenance planner (491 only)	
			312912	metallurgical or materials technician	
Other Building and Engineering Technicians	3129	5 or Less	312999	building and engineering technicians (nec) (491 only)	
			313111	hardware technician	
			313112	ICT customer support officer	
ICT support technicians	3131	25 or Less	313113	web administrator	
			313199	ICT support technicians (nec)	
			321211	motor mechanic (general)	
Motor mechanics	3212	10 or Less	321212	diesel motor mechanic	
			321213	motorcycle mechanic	
			321214	small engine mechanic	
			322211	sheetmetal trades worker	
Sheetmetal Trades Workers	3222	5 or Less			
Metal Fitters and Machinists	3232	5 or Less	323211	fitter (general)	
			323212	fitter and turner	
			323213	fitter-welder	
			323214	metal machinist (first class)	
			323299	metal fitters and machinists (nec)	
Panelbeaters	3241	5 or Less	324111	panelbeater	
Bricklayers and Stonemasons	3311	5 or Less	331111	bricklayer	
			331112	stonemason	
Carpenters and joiners	3312	10 or Less	331211	carpenter and joiner	
			331212	carpenter	
			331213	joiner	
Painting Trades Workers	3322	5 or Less	332211	painting trades worker	
Plasterers	3332	5 or Less	333211	fibrous plasterer	
			333212	solid plasterer	
Plumbers	3341	5 or Less	334111	plumber (general)	
			334112	airconditioning and mechanical services plumber	
			334113	drainer	
			334114	gasfitter	
			334115	roof plumber	
Electricians	3411	5 or Less	341111	electrician (general)	
			341112	electrician (special class)	
			341113	lift mechanic	
			342111	airconditioning and refrigeration mechanic	
Airconditioning and Refrigeration Mechanics	3421	5 or Less			
Electronics Trades Workers	3423	5 or Less	342311	business machine mechanic	
			342313	electronic equipment trades worker	
			342314	electronic instrument trades worker (general)	
			342315	electronic instrument trades worker (special class)	
Bakers and Pastrycooks	3511	5 or Less	351111	baker	
			351112	pastrycook	
Chef	3513	15 or Less	351311	chef	
Cook	3514	5 or Less	351411	cook	
Animal Attendants and Trainers	3611	5 or Less	361111	dog handler or trainer	
			361112	horse trainer	
			361114	zookeeper (491 only)	
			361199	animal attendants and trainers (nec)	
			361311	veterinary nurse	
Veterinary Nurses	3613	5 or Less			
Gardener	3622	5 or Less	362211	gardener (general)	
			362212	arborist	
			362213	landscape gardener	

Include Quantity Surveyors from line 93

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Hairdressers	3911	5 or Less	391111	hairdresser
Cabinetmakers	3941	5 or Less	394111	cabinetmaker
Dental Hygienists, Technicians and Therapists	4112	5 or Less	411211	dental hygienist (491 only)
			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
Welfare support workers	4117	5 or Less	411711	community worker
			411712	disabilities services officer
			411713	family support worker
			411715	residential care officer
			411716	youth worker
Sports Coaches, Instructors and Officials	4523	5 or Less	452312	gymnastics coach or instructor
			452313	horse riding coach or instructor
			452314	snowsport instructor
			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
			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)
			612115	real estate representative (491 only)

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## ACT CRITICAL SKILLS LIST - OCCUPATIONS FOR CONSIDERATION

ANZSCO Unit Group	Code	ANZSCO	NOMINATED OCCUPATION
Amusement, Fitness and Sports Centre Managers	1491	149111	amusement centre manager (491 only)
		149112	fitness centre manager (491 only)
		149113	sports centre manager (491 only)
Authors, and Book and Script Editors	2122	212212	book or script editor
Actuaries, Mathematicians and Statisticians	2241	224111	actuary
		224112	mathematician
		224113	statistician
Librarians	2246	224611	librarian
Architects and Landscape Architects	2321	232111	architect
		232112	landscape architect
Interior Designers	2325	232511	interior designer
Life Scientists	2345	234511	life scientist (general)
		234513	biochemist
		234514	biotechnologist
		234515	botanist
		234516	marine biologist
		234517	microbiologist
		234518	zoologist
Optometrists and Orthoptists	2514	251411	optometrist
		251412	orthoptist
Other Health Diagnostic and Promotion Professionals	2519	251911	health promotion officer
		251912	orthotist or prosthetist
Other Medical Practitioners	2539	253911	dermatologist
		253913	obstetrician and gynaecologist
		253914	ophthalmologist
		253915	pathologist
		253918	radiation oncologist
Civil Engineering Draftspersons and Technicians	3122	312211	civil engineering draftsperson
		312212	civil engineering technician
Automotive Electricians	3211	321111	automotive electrician
Structural Steel and Welding Trades Workers	3223	322311	metal fabricator
		322312	pressure welder
		322313	welder (first class)
Aircraft Maintenance Engineers	3231	323111	aircraft maintenance engineer (avionics)
		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
Aquaculture Farmers	1211	121111	aquaculture farmer
Crop Farmers	1212	121211	cotton grower
		121212	flower grower
		121213	fruit or nut grower
		121214	grain, oilseed or pasture grower (Aus)/field crop grower (NZ)
		121215	grape grower
		121216	mixed crop farmer
		121217	sugar cane grower
		121221	vegetable grower (Aus)/market gardener (NZ)
		121299	crop farmers (nec)
Livestock Farmers	1213	121311	apiarist
		121312	beef cattle farmer
		121313	dairy cattle farmer
		121314	deer farmer
		121315	goat farmer
		121316	horse breeder
		121317	mixed livestock farmer
		121318	pig farmer
		121321	poultry farmer
		121322	sheep farmer
		121399	livestock farmers (nec)
Mixed Crop and Livestock Farmers	1214	121411	mixed crop and livestock farmer
Manufacturers	1334	133411	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	1421	142115	post office manager (491 only)
Transport Services Managers	1494	149413	transport company manager
Music Professionals	2112	211212	music director
		211213	musician (instrumental)
		211299	music professionals (nec)
Photographers	2113	211311	photographer
Artistic Directors, and Media Producers and Presenters	2121	212111	artistic director
Film, Television, Radio and Stage Directors	2123	212312	director (film, television, radio or stage)
		212314	film and video editor
		212315	program director (television or radio)
		212316	stage manager
		212317	technical director
		212318	video producer
Financial Brokers	2221	222111	commodities trader
		222112	finance broker
		222113	insurance broker
		222199	financial brokers (nec)
		222211	financial market dealer
		222213	stockbroking dealer
222299	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	valuer
ICT Sales Professionals	2252	225211	ICT account manager
		225212	ICT business development manager
		225213	ICT sales representative
Technical Sales Representatives	2254	225499	technical sales representatives (nec) including education sales representatives
Air Transport Professionals	2311	231111	aeroplane pilot
		231113	flying instructor
		231114	helicopter pilot
Marine Transport Professionals	2312	231213	ship's master
Fashion, Industrial and Jewellery Designers	2323	232311	fashion designer
		232312	industrial designer
		232313	jewellery designer

Chemical and Materials Engineers	2331	233111	chemical engineer
Chemical and Materials Engineers	2331	233112	materials engineer
Mining Engineers	2336	233611	mining engineer (excluding petroleum)
		233612	petroleum engineer
Agricultural and Forestry Scientists	2341	234111	agricultural consultant
		234112	agricultural scientist
		234113	forester
Geologists, Geophysicists and Hydrogeologists	2344	234411	geologist
		234412	geophysicist
		234413	hydrogeologist
Middle School Teachers \ Intermediate School Teachers	2413	241311	middle school teacher (Aus) / intermediate school teacher (NZ)
Education Advisers and Reviewers	2491	249111	education adviser
Private Tutors and Teachers	2492	249211	art teacher (private tuition)
		249212	dance teacher (private tuition)
		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
Nutrition Professionals	2511	251111	dietitian
		251112	nutritionist
Chiropractors and Osteopaths	2521	252111	chiropractor
		252112	osteopath
Complementary Health Therapists	2522	252211	acupuncturist
		252213	naturopath
		252214	traditional Chinese medicine practitioner
		252299	complementary health therapists (nec)
Surgeons	2535	253511	surgeon (general)
		253512	cardiothoracic surgeon
		253513	neurosurgeon
		253514	orthopaedic surgeon
		253515	otorhinolaryngologist
		253516	paediatric surgeon
		253517	plastic and reconstructive surgeon
		253518	urologist
253521	vascular surgeon		
Barristers	2711	271111	barrister
Judicial and Other Legal Professionals	2712	271214	intellectual property lawyer
		271299	judicial and other legal professionals (nec)
Agricultural Technicians	3111	311111	agricultural technician
Primary Products Inspectors	3113	311312	meat inspector
		311399	primary products inspectors (nec)
Science Technicians	3114	311411	chemistry technician
		311412	earth science technician
		311413	life science technician
		311499	science technicians (nec)
Electrical Engineering Draftspersons and Technicians	3123	312311	electrical engineering draftsperson
		312312	electrical engineering technician
Mechanical Engineering Draftspersons and Technicians	3125	312511	mechanical engineering draftsperson
		312512	mechanical engineering technician
Safety Inspectors	3126	312611	safety inspector
Other Building and Engineering Technicians	3129	312913	mine deputy
Telecommunications Technical Specialists	3132	313211	radio communications technician
		313212	telecommunications field engineer
		313213	telecommunications network planner
		313214	telecommunications technical officer or technologist
Metal Casting, Forging and Finishing Trades Workers	3221	322113	farrier
Precision Metal Trades Workers	3233	323313	locksmith
		323314	precision instrument maker and repairer
Toolmakers and Engineering Patternmakers	3234	323412	toolmaker
Vehicle Body Builders and Trimmers	3242	324211	vehicle body builder
		324212	vehicle trimmer
Vehicle Painters	3243	324311	vehicle painter
Floor Finishers	3321	332111	floor finisher
Glaziers	3331	333111	glazier
Electrical Distribution Trades Workers	3422	342211	electrical linesworker
		342212	technical cable joiner
		342411	cabler (data and telecommunications)
		342413	telecommunications linesworker
Butchers and Smallgoods Makers	3512	351211	butcher or smallgoods maker
Florists	3621	362111	florist
Nurserypersons	3624	362411	nurseryperson
Print Finishers and Screen Printers	3921	392111	print finisher

Printers	3923	392311	printing machinist
Clothing Trades Workers	3932	393213	dressmaker or tailor
Upholsterers	3933	393311	upholsterer
Wood Machinists and Other Wood Trades Workers	3942	394211	furniture finisher
		394213	wood machinist
		394299	wood machinists and other wood trades workers (nec)
Boat Builders and Shipwrights	3991	399111	boat builder and repairer
		399112	shipwright
Chemical, Gas, Petroleum and Power Generation Plant Operators	3992	399212	gas or petroleum operator
		399213	power generation plant operator
Jewellers	3994	399411	jeweller
Performing Arts Technicians	3995	399512	camera operator (film, television or video)
		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
		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)
Sportspersons	4524	452411	footballer
		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:** 27/01/2023 3:44 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,

Nil input for JACS.

Regards  
Kellie

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**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  
☎ 02 620 73932 | ✉ [bec.wright@act.gov.au](mailto:bec.wright@act.gov.au) | 📮 GPO Box 158, Canberra ACT 2601

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**From:** AGDLO <[AGDLO@act.gov.au](mailto:AGDLO@act.gov.au)>  
**Sent:** Wednesday, January 18, 2023 10:04 AM  
**To:** JACS, Ministerial Services <[MinisterialServices.JACS@act.gov.au](mailto:MinisterialServices.JACS@act.gov.au)>  
**Cc:** JACS, MHRDLO <[MHRDLO@act.gov.au](mailto:MHRDLO@act.gov.au)>; MPESDLO <[MPESDLO@act.gov.au](mailto: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: [AGDLO@act.gov.au](mailto:AGDLO@act.gov.au) | 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](http://www.justice.act.gov.au)

*Please consider the environment before printing this email.*



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**From:** Bradley, Kellie <[Kellie.Bradley@act.gov.au](mailto: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](mailto:#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](mailto: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.

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.
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- 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](mailto: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
<i>City Services</i>			
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

			<p>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.</p>
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
<i>City Services</i>			
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	This is a limited national skillset. Recent recruitment activities have resulted in applicant fields without suitable skillsets to meet mandatory/pre-requisite selection criteria - many applicants possess some skills, but at assessed lower levels than the advertised classifications.
Roads ACT	Traffic ITS	INFR2-INFR5	This is a limited national skill set. Recent recruitment activities have

			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.
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Branch	Stream	Classification	Comment
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**City Services**

Roads ACT	Electrician/Linesman	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.
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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.
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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.
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Development Coordination	Landscape Architects	IO2	Currently full complement however previous difficulty over the longer term has occurred to attract Landscape Architects.
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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.
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Branch	Stream	Classification	Comment
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**City Services**

ACT No Waste	Procurement and Contract Management	ASO6-SOGC	Procurement officers with the skills to manage the range of procurements NoWaste undertakes
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			are difficult to find. NoWaste have been upskilling officers to partially 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 to effectively manage the portfolio of waste management service providers.
ACT NoWaste	WHS	SOGC	NoWaste has been trying to recruit a SOGC level position for five months with no success.
Infrastructure Delivery	Engineering	IO4-IMS3	Current ACT remuneration for skills does not reflect current market pricing.
Infrastructure Delivery	Engineering	IO2-IO4	Non ongoing positions create instability in the team and career surety for these skilled workers.
<b>Transport Canberra</b>			
Transport Canberra	Project Management	SOGB	Recruitment initially attracts people, and often with project management qualifications, but applicants lack experience and ability to lead large projects.
Bus Operations	Cleaning/ refuelling	GSO3-5	Shortage an ongoing issue due to nature of work. E.g., physical, late nights and exposure to all weather conditions.
<b>Branch</b>	<b>Stream</b>	<b>Classification</b>	<b>Comment</b>
<b>Transport Canberra</b>			
Bus Operations	Commuter Drivers	BOT	No shortage in attracting applicants, however many candidates do not meet the minimum criteria. E.g. cannot pass literacy, numeracy testing, medical requirements or background check. This recruitment process is slated to undergo a review prior to Christmas 2022 to ensure that it aligns with industry standard.
Bus Operations	SNT Drivers	GSO5	Pay not competitive when comparing to commuter driver pay. Work hours are unusual and limited to align with school drop offs/ pick-ups and terms.
Transport Canberra	Engineering	IO4 to IM3	Shortage has occurred over past few years with inability to attract or 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.
<b><i>Territory and Business Services</i></b>			
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.
<b>Branch</b>	<b>Stream</b>	<b>Classification</b>	<b>Comment</b>
<b><i>Chief Operating Officer</i></b>			
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
<i>Chief Operating Officer</i>			
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](mailto:tccs.dlo@act.gov.au)

Transport Canberra and City Services Directorate | ACT Government | [act.gov.au](http://act.gov.au)



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**From:** Bradley, Kellie <[Kellie.Bradley@act.gov.au](mailto:Kellie.Bradley@act.gov.au)> **On Behalf Of** CMTEDD, Economic Development DLO  
**Sent:** Friday, 27 January 2023 9:38 AM  
**To:** ACDLO <[ACDLO@act.gov.au](mailto:ACDLO@act.gov.au)>; EPSDD DLO <[EPSDDDLO@act.gov.au](mailto:EPSDDDLO@act.gov.au)>; CHS DLO <[CHSDLO@act.gov.au](mailto:CHSDLO@act.gov.au)>; JACS, MHRDLO <[MHRDLO@act.gov.au](mailto:MHRDLO@act.gov.au)>; AGDLO <[AGDLO@act.gov.au](mailto:AGDLO@act.gov.au)>; MPESDLO <[MPESDLO@act.gov.au](mailto:MPESDLO@act.gov.au)>; CPLO (AFP) <[cplo@afp.gov.au](mailto:cplo@afp.gov.au)>; TCCS\_DLO <[TCCS.DLO@act.gov.au](mailto: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](mailto: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](mailto:#LA_EXECDLOS@act.gov.au)>  
**Subject:** Request for Input - Critical Skills List for Consultation - Due 25 January 2023

Good morning DLO's,

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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  
Office of Minister Steel | Office of Minister Cheyne**

Chief Minister, Treasury and Economic Development Directorate | ACT Government  
6205 9678 | [EcoDevDLO@act.gov.au](mailto: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 <TreasuryDLO@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](mailto: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](mailto: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 <[TreasuryDLO@act.gov.au](mailto:TreasuryDLO@act.gov.au)>  
**Sent:** Friday, 27 January 2023 3:50 PM  
**To:** CMTEDD, Economic Development DLO <[EcoDevDLO@act.gov.au](mailto: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](mailto:Kellie.Bradley@act.gov.au)> **On Behalf Of** CMTEDD, Economic Development DLO  
**Sent:** Friday, 27 January 2023 3:46 PM  
**To:** Treasury DLO <[TreasuryDLO@act.gov.au](mailto:TreasuryDLO@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 <[TreasuryDLO@act.gov.au](mailto:TreasuryDLO@act.gov.au)>  
**Sent:** Thursday, 26 January 2023 10:46 PM  
**To:** CMTEDD, Economic Development DLO <[EcoDevDLO@act.gov.au](mailto: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 <[TreasuryCoord@act.gov.au](mailto:TreasuryCoord@act.gov.au)>  
**Sent:** Wednesday, 25 January 2023 5:27 PM  
**To:** Treasury DLO <[TreasuryDLO@act.gov.au](mailto:TreasuryDLO@act.gov.au)>  
**Subject:** RE: Request for Input - Critical Skills List for Consultation - Due 25 January 2023

## OFFICIAL

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](mailto: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](http://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](mailto: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](mailto:#LA_EXECDLOS@act.gov.au)>

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

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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](mailto:EcoDevDLO@act.gov.au)

ACT Legislative Assembly, 196 London Circuit Canberra City ACT 2601

## ACT CRITICAL SKILLS LIST - September 2021

ANZSCO Unit Group	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising, public relations and sales managers (1311)	Less than 5	131112	Sales & Marketing Manager
		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)
Supply and Distribution Manager (1336)	Less than 5	133611	Supply, Distribution Manager
		133612	Procurement manager (491 only)
ICT managers (1351)	Less than 5	135112	ICT Project Manager
		135199	ICT Managers (nec)
Other specialist managers (1399)	Less than 5	139911	Arts Administrator or Manager
		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 service managers (1492)	Less than 5	149211	Call or Contact Centre Manager (491 only)
		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
Journalists and other writers (2124)	Less than 5	212411	Copywriter
		212412	Newspaper or Periodical Editor
		212413	Print Journalist
		212415	Technical Writer
		212416	Television Journalist
		212499	Journalist & other writers (nec)
Accountants (2211)	Less than 5	221111	Accountant (General)
		221112	Management Accountant
		221113	Taxation Accountant
Auditors, company secretaries and corporate treasurers (2212)	Less than 5	221211	Auditor
		221213	External Auditor
		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 (2247)	Less than 5	224711	Management Consultant
		224711	Organisation and Methods Analysts
Other information and organisation professionals (2249)	Less than 5	224912	Liaison Officer (491 only)
		224914	Patents Examiner (491 only)
		224999	Information and Org. Prof. nec (491 only)
Advertising and marketing professionals (2251)	Less than 5	225111	Advertising Specialist
		225112	Marketing Research Analyst (491 only)
		225112	Marketing Specilaist
Public relations professionals (2253)	Less than 5	225311	Public Relations Professionals
Architects and Landscape Architects (2321)	Less than 5	232111	Architect
		232112	Landscape Architect
Graphic and web designers, and illustrators (2324)	Less than 5	232411	Graphic Designer
		232412	Illustrator
		232414	Web Designer
Civil engineering professionals (2332)	Less than 5	233211	Civil Engineer
		233212	Geotechnical Engineer
		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
Other engineering professionals (2339)	Less than 5	233911	Aeronautical Engineer
		233912	Agricultural Engineer
		233913	Biomedical Engineer
		233915	Environmental Engineer
Veterinarian (2347)	Less than 5	234711	Veterinarian
Early childhood (pre-primary school) teachers (2411)	Less than 5	241111	Early Childhood (Pre-Primary School) Teacher
University Lecturers and Tutors (2421)	Less than 5	242111	University Lecturers
		242112	University Tutors
Occupational and environmental health professionals (2513)	Less than 5	251311	Environmental Health Officer (491 only)
		251312	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 / therapists (2527)	Less than 5	252711	Audiologist
		252712	Speech Pathologist
General practitioners and resident medical officers (2531)	Less than 5	253111	General Practitioner
		253112	Resident Medical Officer
Registered nurses (2544)	Less than 10	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)
		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 (2611)	Less than 20	261111	ICT Business Analyst
		261112	Systems Analyst
Multimedia Specialists and Web Developers (2612)	Less than 5	261211	Multimedia Specialists
		261212	Web developer
Software and applications programmers (2613)	Less than 40	261311	Analyst Programmer
		261312	Developer Programmer
		261313	Software Engineer
		261314	Software Tester
		261399	Software and Applications Programmers nec
Database and systems administrators, and ICT security specialists (2621)	Less than 10	262111	Database Administrator
		262112	ICT Security Specialist
		262113	Systems Administrator
Computer network professionals (2631)	Less than 5	263111	Computer Network & Systems Engineer
		263112	Network Administrator
		263113	Network Analyst
ICT support and test engineers (2632)	Less than 5	263211	ICT Quality Assurance Engineer
		263212	ICT Support Engineer
		263213	ICT Systems Test Engineer
		263299	ICT Support and Test Engineers (nec)
Solicitors (2713)	Less than 5	271311	Solicitors
Counsellors (2721)	Less than 5	272111	Careers Counsellor
		272112	Drug and Alcohol Counsellor
		272113	Family and Marriage Counsellor

Counsellors (2721)	Less than 5	272114	Rehabilitation Counsellor
		272115	Student Counsellor
		272199	Counsellors nec
Psychologists (2733)	Less than 5	272311	Clinical Psychologist
		272312	Educational Psychologist
		272313	Organisational Psychologist
		272314	Psychotherapist
		272399	Psychologist (nec)
Social workers (2725)	Less than 5	272511	Social Worker
Welfare, recreation and community arts workers (2726)	Less than 5	272611	Community Arts Worker (491 only)
		272612	Recreation Officer
		272613	Welfare Worker
Architectural, building and surveying technicians (3121)	Less than 5	312111	Architectural Draftsperson
		312113	Building Inspector
		312114	Construction Estimator (491)
		312199	Architectural, Building and Surveying Tech nec
ICT support technicians (3131)	Less than 5	313111	Hardware Technician
		313112	ICT Customer Support Officer
		313113	Web Administrator
		313199	ICT Support Technicians
Motor mechanics (3212)	Less than 5	321211	Motor Mechanics
		321212	Diesel motor mechanic
		321213	Motorcycle mechanic
		321214	Small engine mechanic
Metal fitters and machinists (3232)	Less than 5	323211	Metal machinist (first class)
		323214	Fitter (General)
Carpenters and joiners (3312)	Less than 5	331211	Carpenter and Joiner
		331212	Carpenters
		331213	Joiner
Plumbers (3341)	Less than 5	334111	Plumbers
Electrician (3411)	Less than 5	341111	Electrician
		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
Gardener (3622)	Less than 5	362211	Gardener (General)
		362212	Arborist
		362213	Landscape Gardener
Hairdresser (3911)	Less than 5	391111	Hairdressers
Enrolled Nurse (4114)	Less than 5	411411	Enrolled Nurse
Welfare support workers (4117)	Less than 5	411711	Community Worker
		411712	Disabilities Services Officer
		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 administrators (5111)	Less than 5	511111	Contract Administrator
		511112	Program or Project Administrator

## ACT CRITICAL SKILLS LIST - COMPARISON May to September 2021

ANZSCO Unit Group	ANZSCO	NOMINATED OCCUPATION	
1311	131112	Sales & Marketing Manager	
	131113	Advertising Manager	
	131114	Public Relations Manager (491 only)	
Corporate Services Manager (1321)	132111	Corporate Services Manager	Added
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)	
Supply and Distribution Manager (1336)	133611	Supply, Distribution Manager	Added
	133612	Procurement manager (491 only)	Added
1351	135112	ICT Project Manager	
	135199	ICT Managers ( <i>nec</i> )	
1399	139911	Arts Administrator or Manager	
	139912	Environmental Manager	
	139915	Sports Administrator (491 only)	Added
1411	141111	Cafe and Restaurant Manager	
1492	149211	Call or Contact Centre Manager (491 only)	
	149212	Customer Service Manager	
Conference and Event Organiser (1493)	149311	Conference and Event Organisers	Added
Hospitality, Retail and Service Managers (1499)	149913	Facilities manager	Added
2124	212411	Copywriter	
	212412	Newspaper or Periodical Editor	
	212413	Print Journalist	
	212415	Technical Writer	
	212416	Television Journalist	
	212499	Journalist & other writers ( <i>nec</i> )	
2211	221111	Accountant (General)	
	221112	Management Accountant	
	221113	Taxation Accountant	
2212	221211	Auditor	Added
	221213	External Auditor	
	221214	Internal Auditor	
2223	222311	Financial Investment Adviser	Removed
	222312	Financial Investment Manager	Removed
2231	223111	HR Professional (491 only)	
	223112	Recruitment Consultant	
	223113	Workplace Relations Adviser (491 only)	
2244	224412	Policy Analyst (491 only)	
2247	224711	Management Consultant	Public
	224711	Organisation and Methods Analysts	Graphic
2249	224912	Liaison Officer (491 only)	
	224914	Patents Examiner (491 only)	
	224999	Information and Org. Prof. <i>nec</i> (491 only)	
2251	225111	Advertising Specialist	
	225112	Marketing Research Analyst (491 only)	
	225112	Marketing Specilaist	
2253	225311	Public Relations Professional	
Architects and Landscape Architects (2321)	232111	Architect	Added
	232112	Landscape Architect	Added
2324	232411	Graphic Designer	
	232412	Illustrator	
	232413	Multimedia Designer (491)	
	232414	Web Designer	
	233211	Civil Engineer	

2332	233212	Geotechnical Engineer	
	233213	Quantity Surveyor	
	233214	Structural Engineer	
	233215	Transport Engineer	
Electrical Engineers (2333)	233311	Electrical Engineers	Added
Electronics Engineers (2334)	233411	Electronics Engineers	Added
2339	233911	Aeronautical Engineer	
	233912	Agricultural Engineer	
	233913	Biomedical Engineer	
	233915	Environmental Engineer	
Veterinarian (2347)	234711	Veterinarian	Added
2411	241111	Early Childhood (Pre-Primary School) Teacher	
University Lecturers and Tutors (2421)	242111	University Lecturers	Added
	242112	University Tutors	Added
2513	251311	Environmental Health Officer (491 only)	
	251312	Occupational Health and Safety Adviser	
Pharmacists (2515)	251511	Hospital Pharmacists	Added
	251513	Retail Pharmacists	Added
2523	252311	Dental Specialist	
	252312	Dentist (491 only)	
2524	252411	Occupational Therapist	
2525	252511	Physiotherapist	
2527	252711	Audiologist	
	252712	Speech Pathologist	
2531	253111	General Practitioner	
	253112	Resident Medical Officer	
2544	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)	
	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)		
2611	261111	ICT Business Analyst	
	261112	Systems Analyst	
Multimedia Specialists and Web Developers (2612)	261211	Multimedia Specialists	Added
	261212	Web developer	Added
2613	261311	Analyst Programmer	
	261312	Developer Programmer	
	261313	Software Engineer	
	261314	Software Tester	
	261399	Software and Applications Programmers nec	
2621	262111	Database Administrator	
	262112	ICT Security Specialist	
	262113	Systems Administrator	
2631	263111	Computer Network & Systems Engineer	
	263112	Network Administrator	
	263113	Network Analyst	
2632	263211	ICT Quality Assurance Engineer	
	263212	ICT Support Engineer	
	263213	ICT Systems Test Engineer	
	263299	ICT Support and Test Engineers (nec)	
(Solicitors) 2713	271311	Solicitors	Added
2721	272111	Careers Counsellor	
	272112	Drug and Alcohol Counsellor	
	272113	Family and Marriage Counsellor	
	272114	Rehabilitation Counsellor	

	272115	Student Counsellor	
	272199	Counsellors nec	
2723	272311	Clinical Psychologist	
	272312	Educational Psychologist	
	272313	Organisational Psychologist	
	272314	Psychotherapist	
	272399	Psychologist (nec)	
2725	272511	Social Worker	
2726	272611	Community Arts Worker (491 only)	
	272612	Recreation Officer	
	272613	Welfare Worker	
3121	312111	Architectural Draftsperson	
	312113	Building Inspector	
	312114	Construction Estimator (491)	
	312199	Architectural, Building and Surveying Tech nec	
3131	313111	Hardware Technician	
	313112	ICT Customer Support Officer	
	313113	Web Administrator	
	313199	ICT Support Technicians	
Motor Mechanics (3212)	321211	Motor Mechanics	Added
	321212	Diesel motor mechanic	Added
	321213	Motorcycle mechanic	Added
	321214	Small engine mechanic	Added
3232	323211	Fitter (General)	
	323214	Metal machinist (first class)	
	411713	Family Support Worker	
	411715	Residential Care Officer	
	411716	Youth Worker	
4523	452311	Sports Development Officer	
Electrician (3411)	511111	Contract Administrator	
	511112	Program or Project Administrator	
3622			
4117			
5111			

**Chief Minister, Treasury and Economic Development Directorate**

<b>To:</b>	Minister for Skills	Tracking No.: CMTEDD2021/4089
<b>Date:</b>	24/08/2021	
<b>From:</b>	Executive Branch Manager Skills Canberra	
<b>Subject:</b>	ACT Critical Skills List update, effective 1 September 2021	
<b>Critical Date:</b>	31/08/2021	
<b>Critical Reason:</b>	To publish the updated ACT Critical 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 ..... 1/9/21

Minister's Office Feedback

**Background**

1. 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.

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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

8. 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 Attachment A 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.
  - b. 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](http://www.act.gov.au/migration) website on 1 September 2021.

### Consultation

10. Nil.

**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 <i>ACT Critical Skills List: September 2021</i> Tab two: Comparison of May 2021 List and updated List
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## ACT CRITICAL SKILLS LIST - January 2022

ANZSCO Unit Group	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION
Advertising, public relations and sales managers (1311)	Less than 5	131112	Sales & Marketing Manager
		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)
Supply and Distribution Manager (1336)	Less than 5	133611	Supply, Distribution Manager
		133612	Procurement manager (491 only)
Child Care Centre manager (1341)	Less than 5	134111	Child Care Centre Managers
ICT managers (1351)	Less than 5	135112	ICT Project Manager
		135199	ICT Managers (nec)
Other specialist managers (1399)	Less than 5	139911	Arts Administrator or Manager
		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 service managers (1492)	Less than 5	149211	Call or Contact Centre Manager (491 only)
		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
Journalists and other writers (2124)	Less than 5	212411	Copywriter
		212412	Newspaper or Periodical Editor
		212413	Print Journalist
		212415	Technical Writer
		212416	Television Journalist
		212499	Journalist & other writers (nec)
Accountants (2211)	Less than 5	221111	Accountant (General)
		221112	Management Accountant
		221113	Taxation Accountant
Auditors, company secretaries and corporate treasurers (2212)	Less than 5	221211	Auditor
		221213	External Auditor
		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 (2247)	Less than 5	224711	Management Consultant
		224711	Organisation and Methods Analysts
Other information and organisation professionals (2249)	Less than 5	224912	Liaison Officer (491 only)
		224914	Patents Examiner (491 only)
		224999	Information and Org. Prof. nec (491 only)
Advertising and marketing professionals (2251)	Less than 5	225111	Advertising Specialist
		225112	Marketing Research Analyst (491 only)
		225112	Marketing Specialist

Public relations professionals (2253)	Less than 5	225311	Public Relations Professionals
Graphic and web designers, and illustrators (2324)	Less than 5	232411	Graphic Designer
		232412	Illustrator
		232414	Web Designer
Civil engineering professionals (2332)	Less than 5	233211	Civil Engineer
		233212	Geotechnical Engineer
		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
Other engineering professionals (2339)	Less than 5	233911	Aeronautical Engineer
		233912	Agricultural Engineer
		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 professionals (2513)	Less than 5	251311	Environmental Health Officer ( <i>491 only</i> )
		251312	Occupational Health and Safety Adviser
Pharmacists (2515)	Less than 5	251513	Retail Pharmacists
Dental practitioners (2523)	Less than 5	252311	Dental Specialist
		252312	Dentist ( <i>491 only</i> )
Occupational therapists (2524)	Less than 5	252411	Occupational Therapist
Physiotherapists (2525)	Less than 5	252511	Physiotherapist
Audiologists and speech pathologists / therapists (2527)	Less than 5	252711	Audiologist
		252712	Speech Pathologist
General practitioners and resident medical officers (2531)	Less than 5	253111	General Practitioner
		253112	Resident Medical Officer
Registered nurses (2544)	Less than 10	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)
		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 ( <i>nec</i> )		
ICT business and systems analysts (2611)	Less than 20	261111	ICT Business Analyst
		261112	Systems Analyst
Multimedia Specialists and Web Developers (2612)	Less than 5	261211	Multimedia Specialists
		261212	Web developer
		261311	Analyst Programmer

Software and applications programmers (2613)	Less than 40	261312	Developer Programmer
		261313	Software Engineer
		261314	Software Tester
		261399	Software and Applications Programmers nec
Database and systems administrators, and ICT security specialists (2621)	Less than 10	262111	Database Administrator
		262112	ICT Security Specialist
		262113	Systems Administrator
Computer network professionals (2631)	Less than 5	263111	Computer Network & Systems Engineer
		263112	Network Administrator
		263113	Network Analyst
ICT support and test engineers (2632)	Less than 5	263211	ICT Quality Assurance Engineer
		263212	ICT Support Engineer
		263213	ICT Systems Test Engineer
		263299	ICT Support and Test Engineers (nec)
Solicitors (2713)	Less than 5	271311	Solicitors
Counsellors (2721)	Less than 5	272111	Careers Counsellor
		272112	Drug and Alcohol Counsellor
		272113	Family and Marriage Counsellor
		272114	Rehabilitation Counsellor
		272115	Student Counsellor
		272199	Counsellors nec
Psychologists (2733)	Less than 5	272311	Clinical Psychologist
		272312	Educational Psychologist
		272313	Organisational Psychologist
		272314	Psychotherapist
		272399	Psychologist (nec)
Social workers (2725)	Less than 5	272511	Social Worker
Welfare, recreation and community arts workers (2726)	Less than 5	272611	Community Arts Worker (491 only)
		272612	Recreation Officer
		272613	Welfare Worker
ICT support technicians (3131)	Less than 5	313111	Hardware Technician
		313112	ICT Customer Support Officer
		313113	Web Administrator
		313199	ICT Support Technicians
Motor mechanics (3212)	Less than 5	321211	Motor Mechanics
		321212	Diesel motor mechanic
		321213	Motorcycle mechanic
		321214	Small engine mechanic
Carpenters and joiners (3312)	Less than 5	331211	Carpenter and Joiner
		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
Gardener (3622)	Less than 5	362211	Gardener (General)
		362212	Aborist
		362213	Landscape Gardener
Enrolled Nurse (4114)	Less than 5	411411	Enrolled Nurse

Welfare support workers (4117)	Less than 5	411711	Community Worker
		411712	Disabilities Services Officer
		411713	Family Support Worker
		411715	Residential Care Officer
		411716	Youth Worker
Contract, program and project administrators (5111)	Less than 5	511111	Contract Administrator
		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	ANZSCO	NOMINATED OCCUPATION
1311	131112	Sales & Marketing Manager
	131113	Advertising Manager
	131114	Public Relations Manager (491 only)
1321	132111	Corporate Services 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		Child Care Centre Managers
1351	135112	ICT Project Manager
	135199	ICT Managers ( <i>nec</i> )
1399	139911	Arts Administrator or Manager
	139912	Environmental Manager
	139915	Sports Administrator (491 only)
1411	141111	Cafe and Restaurant Manager
1492	149211	Call or Contact Centre Manager (491 only)
	149212	Customer Service Manager
1493	149311	Conference and Event Organisers
1499	149913	Facilities manager
2124	212411	Copywriter
	212412	Newspaper or Periodical Editor
	212413	Print Journalist
	212415	Technical Writer
	212416	Television Journalist
	212499	Journalist & other writers ( <i>nec</i> )
2211	221111	Accountant (General)
	221112	Management Accountant
	221113	Taxation Accountant
2212	221211	Auditor
	221213	External Auditor
	221214	Internal Auditor
2223	222311	Financial Investment Adviser
	222312	Financial Investment Manager
2231	223111	HR Professional (491 only)
	223112	Recruitment Consultant
	223113	Workplace Relations Adviser (491 only)
2244	224412	Policy Analyst (491 only)
2247	224711	Management Consultant
	224711	Organisation and Methods Analysts
2249	224912	Liaison Officer (491 only)
	224914	Patents Examiner (491 only)
	224999	Information and Org. Prof. <i>nec</i> (491 only)
2251	225111	Advertising Specialist
	225112	Marketing Research Analyst (491 only)
	225112	Marketing Specialist
2253	225311	Public Relations Professional
2321	232111	Architect
	232112	Landscape Architect
2324	232411	Graphic Designer
	232412	Illustrator
	232413	Multimedia Designer (491)
	232414	Web Designer

Added

Removed  
Removed

2332	233211	Civil Engineer
	233212	Geotechnical Engineer
	233213	Quantity Surveyor
	233214	Structural Engineer
	233215	Transport Engineer
2333	233311	Electrical Engineers
2334	233411	Electronics Engineers
2339	233911	Aeronautical Engineer
	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
2513	251311	Environmental Health Officer (491 only)
	251312	Occupational Health and Safety Adviser
Pharmacists (2515)	251511	Hospital Pharmacists
	251513	Retail Pharmacists
2523	252311	Dental Specialist
	252312	Dentist (491 only)
2524	252411	Occupational Therapist
2525	252511	Physiotherapist
2527	252711	Audiologist
	252712	Speech Pathologist
2531	253111	General Practitioner
	253112	Resident Medical Officer
2544	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)
	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)	
2611	261111	ICT Business Analyst
	261112	Systems Analyst
Multimedia Specialists and Web Developers (2612)	261211	Multimedia Specialists
	261212	Web developer
2613	261311	Analyst Programmer
	261312	Developer Programmer
	261313	Software Engineer
	261314	Software Tester
	261399	Software and Applications Programmers nec
2621	262111	Database Administrator
	262112	ICT Security Specialist
	262113	Systems Administrator
2631	263111	Computer Network & Systems Engineer
	263112	Network Administrator
	263113	Network Analyst
2632	263211	ICT Quality Assurance Engineer
	263212	ICT Support Engineer
	263213	ICT Systems Test Engineer
	263299	ICT Support and Test Engineers (nec)
2713	271311	Solicitors

Added

Added

Added

2721	272111	Careers Counsellor	
	272112	Drug and Alcohol Counsellor	
	272113	Family and Marriage Counsellor	
	272114	Rehabilitation Counsellor	
	272115	Student Counsellor	
	272199	Counsellors nec	
2723	272311	Clinical Psychologist	
	272312	Educational Psychologist	
	272313	Organisational Psychologist	
	272314	Psychotherapist	
	272399	Psychologist (nec)	
2725	272511	Social Worker	
2726	272611	Community Arts Worker (491 only)	
	272612	Recreation Officer	
	272613	Welfare Worker	
3121	312111	Architectural Draftsperson	Removed
	312113	Building Inspector	Removed
	312114	Construction Estimator (491)	Removed
	312199	Architectural, Building and Surveying Tech nec	Removed
3131	313111	Hardware Technician	
	313112	ICT Customer Support Officer	
	313113	Web Administrator	
	313199	ICT Support Technicians	
3212	321211	Motor Mechanics	
	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
	341113	Lift Mechanic	Removed
3421	342111	Airconditioning and Refrigeration Mechanics	
Bakers and Pastrycooks (3511)	351111	Bakers	Added
	351112	Pastry Chef	Added
3513	351311	Chef	
3514	351411	Cook	
3622	362211	Gardener (General)	
	362212	Arborist	
	362213	Landscape Gardener	
3911	391111	Hairdressers	Removed
4114	411411	Enrolled Nurses	
4117	411711	Community Worker	
	411712	Disabilities Services Officer	
	411713	Family Support Worker	
	411715	Residential Care Officer	
	411716	Youth Worker	
4523	452311	Sports Development Officer	Removed
5111	511111	Contract Administrator	
	511112	Program or Project Administrator	
Insurance (5996)	599612	Insurance Loss Adjuster	Added

**Chief Minister, Treasury and Economic Development Directorate**

<b>To:</b>	Minister for Skills	Tracking No.: CMTEDD2021/6249
<b>Date:</b>	21/12/2021	
<b>From:</b>	Executive Branch Manager Skills Canberra	
<b>Subject:</b>	<i>ACT Critical Skills List</i> update, effective January 2022	
<b>Critical Date:</b>	10/01/2022	
<b>Critical Reason:</b>	To publish the updated <i>ACT Critical Skills List</i> on 12 January 2022	

**Recommendations**

That you agree to the updated *ACT Critical Skills List*, for publication on 12 January 2022.

**Agreed / Disagreed / Please Discuss**

Chris Steel MLA .....  ..... 11/1/22

Minister's Office Feedback



## Background

1. 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 [Attachment A](#).
8. Tab two of [Attachment A](#) 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.

- 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](http://www.act.gov.au/migration)) on 12 January 2022.
10. 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 <i>ACT Critical Skills List: January 2022</i> Tab two: Comparison of September 2021 List and proposed January 2022 List
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## ACT CRITICAL SKILLS LIST - June 2022

ANZSCO Unit Group	Code	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
			133112	project builder (491 only)
Production managers	1335	5 or Less	133511	production manager (forestry)
			133512	production manager (manufacturing)
			133513	production manager (mining)
Supply and Distribution Manager	1336	5 or Less	133611	supply and distribution manager
			133612	procurement manager (491 only)
Child Care Centre manager	1341	5 or Less	134111	child care centre manager
Health and Welfare Services Managers	1342	5 or Less	134211	medical administrator (491 only)
			134212	nursing clinical director
			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)
			134499	education managers (nec)
ICT managers	1351	5 or Less	135112	ICT project manager
			135199	ICT managers (nec)
Other specialist managers	1399	5 or Less	139911	arts administrator or manager
			139912	environmental manager
			139913	laboratory manager
			139914	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
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
Hospitality, Retail and Service Managers	1499	5 or Less	149912	cinema or theatre manager (491 only)
			149913	facilities manager
			149914	financial institution branch manager (491 only)
Journalists and other writers	2124	5 or Less	212411	copywriter
			212412	newspaper or periodical editor
			212413	print journalist
			212415	technical writer
			212416	television journalist
			212499	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
			222311	financial investment adviser
Financial Investment Advisers and Managers	2223	5 or 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)
			224412	policy analyst (491 only)
Intelligence and policy analysts	2244	10 or Less	224711	management consultant
Management and organisation analysts	2247	5 or Less	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

Public relations professionals	2253	5 or Less	225311	public relations professional
Surveyors and Spatial Scientists	2322	5 or Less	232212	surveyor
			232213	cartographer
			232214	other spatial scientist
Graphic and web designers, and illustrators	2324	5 or Less	232411	graphic designer
			232412	illustrator
			232413	multimedia designer (491 only)
			232414	web designer
Civil engineering professionals	2332	5 or Less	233211	civil engineer
			233212	geotechnical engineer
			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
Industrial, Mechanical and Production Engineers	2335	5 or Less	233511	industrial engineer
			233512	mechanical engineer
			233513	production or plant engineer
Other engineering professionals	2339	5 or Less	233911	aeronautical engineer
			233912	agricultural engineer
			233913	biomedical engineer
			233914	engineering technologist
			233915	environmental engineer
			233916	naval architect
			233999	engineering professionals (nec)
Environmental Scientists	2343	5 or Less	234311	conservation officer (491 only)
			234312	environmental consultant
			234313	environmental research scientist
			234399	environmental scientist (nec)
Veterinarians	2347	5 or Less	234711	veterinarian
Other Natural and Physical Science Professionals	2349	5 or Less	234911	conservator
			234912	metallurgist
			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
Special Education Teachers	2415	5 or Less	241511	special needs teacher
			241512	teacher of the hearing impaired
			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)
Medical Imaging Professionals	2512	5 or Less	251211	medical diagnostic radiographer
			251212	medical radiation therapist
			251213	nuclear medicine technologist
			251214	sonographer
Occupational and environmental health professionals	2513	5 or Less	251311	environmental health officer (491 only)
			251312	occupational health and safety adviser
Pharmacists	2515	5 or Less	251511	hospital pharmacist
			251512	industrial pharmacist
			251513	retail pharmacist
Dental practitioners	2523	5 or Less	252311	dental specialist
			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
			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
Registered nurses	2544	15 or Less	254411	nurse practitioner
			254412	registered nurse (aged care)
			254413	registered nurse (child and family health)
			254414	registered nurse (community health)
			254415	registered nurse (critical care and emergency)
			254416	registered nurse (developmental disability)
			254417	registered nurse (disability and rehabilitation)
			254418	registered nurse (medical)
			254421	registered nurse (medical practice)

			254422	registered nurse (mental health)
			254423	registered nurse (perioperative)
			254424	registered nurse (surgical)
			254425	registered nurse (paediatrics)
			254499	registered nurses (nec)
ICT business and systems analysts	2611	20 or Less	261111	ICT business analyst
			261112	systems analyst
Multimedia Specialists and Web Developers	2612	5 or Less	261211	multimedia specialist
			261212	web developer
Software and applications programmers	2613	40 or Less	261311	analyst programmer
			261312	developer programmer
			261313	software engineer
			261314	software tester
			261399	software and applications programmers (nec)
Database and systems administrators, and ICT security specialists	2621	10 or Less	262111	database administrator
			262112	ICT security specialist
			262113	systems administrator
Computer network professionals	2631	5 or Less	263111	computer network and systems engineer
			263112	network administrator
			263113	network analyst
ICT support and test engineers	2632	5 or Less	263211	ICT quality assurance engineer
			263212	ICT support engineer
			263213	ICT systems test engineer
			263299	ICT support and test engineers (nec)
Solicitors	2713	5 or Less	271311	solicitor
Counsellors	2721	5 or Less	272111	careers counsellor
			272112	drug and alcohol counsellor
			272113	family and marriage counsellor
			272114	rehabilitation counsellor
			272115	student counsellor
			272199	counsellors (nec)
Psychologists	2723	5 or Less	272311	clinical psychologist
			272312	educational psychologist
			272313	organisational psychologist
			272314	psychotherapist
			272399	psychologists (nec)
Social Professionals	2724	5 or Less	272412	interpreter
			272413	translator (491 only)
			272499	social professionals (nec)
Social workers	2725	5 or Less	272511	social worker
Welfare, recreation and community arts workers	2726	5 or Less	272611	community arts worker (491 only)
			272612	recreation officer
			272613	welfare worker
Medical Technicians	3112	5 or Less	311211	anaesthetic technician
			311212	cardiac technician
			311213	medical laboratory technician
			311214	operating theatre technician (491 only)
			311215	pharmacy technician
			311216	pathology collector (491 only)
			311299	medical technicians (nec)
Architectural, Building and Surveying Technicians	3121	5 or Less	312111	architectural draftsperson
			312113	building inspector
			312114	construction estimator (491 only)
			312116	surveying or spatial science technician (491 only)
			312199	architectural, building and surveying technicians (nec)
ICT support technicians	3131	5 or Less	313111	hardware technician
			313112	ICT customer support officer
			313113	web administrator
			313199	ICT support technicians (nec)
Motor mechanics	3212	5 or Less	321211	motor mechanic (general)
			321212	diesel motor mechanic
			321213	motorcycle mechanic
			321214	small engine mechanic
Panelbeaters	3241	5 or Less	324111	panelbeater
Bricklayers and Stonemasons	3311	5 or Less	331111	bricklayer
			331112	stonemason
Carpenters and joiners	3312	5 or Less	331211	carpenter and joiner
			331212	carpenter
			331213	joiner
Painting Trades Workers	3322	5 or Less	332211	painting trades worker
Plasterers	3332	5 or Less	333211	fibrous plasterer
			333212	solid plasterer
Plumbers	3341	5 or Less	334111	plumber (general)
			334112	airconditioning and mechanical services plumber
			334113	drainer
			334114	gasfitter
			334115	roof plumber
Electricians	3411	5 or Less	341111	electrician (general)
			341112	electrician (special class)

			341113	lift mechanic
Bakers and Pastrycooks	3511	5 or Less	351111	baker
			351112	pastrycook
Chef	3513	5 or Less	351311	chef
Cook	3514	5 or Less	351411	cook
Animal Attendants and Trainers	3611	5 or Less	361111	dog handler or trainer
			361112	horse trainer
			361114	zookeeper (491 only)
			361199	animal attendants and trainers (nec)
Gardener	3622	5 or Less	362211	gardener (general)
			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
Welfare support workers	4117	5 or Less	411711	community worker
			411712	disabilities services officer
			411713	family support worker
			411715	residential care officer
			411716	youth worker
Sports Coaches, Instructors and Officials	4523	5 or Less	452311	diving instructor (open water)
			452312	gymnastics coach or instructor
			452313	horse riding coach or instructor
			452314	snowsport instructor
			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
			511112	program or project administrator

## ACT CRITICAL SKILLS LIST - June 2022

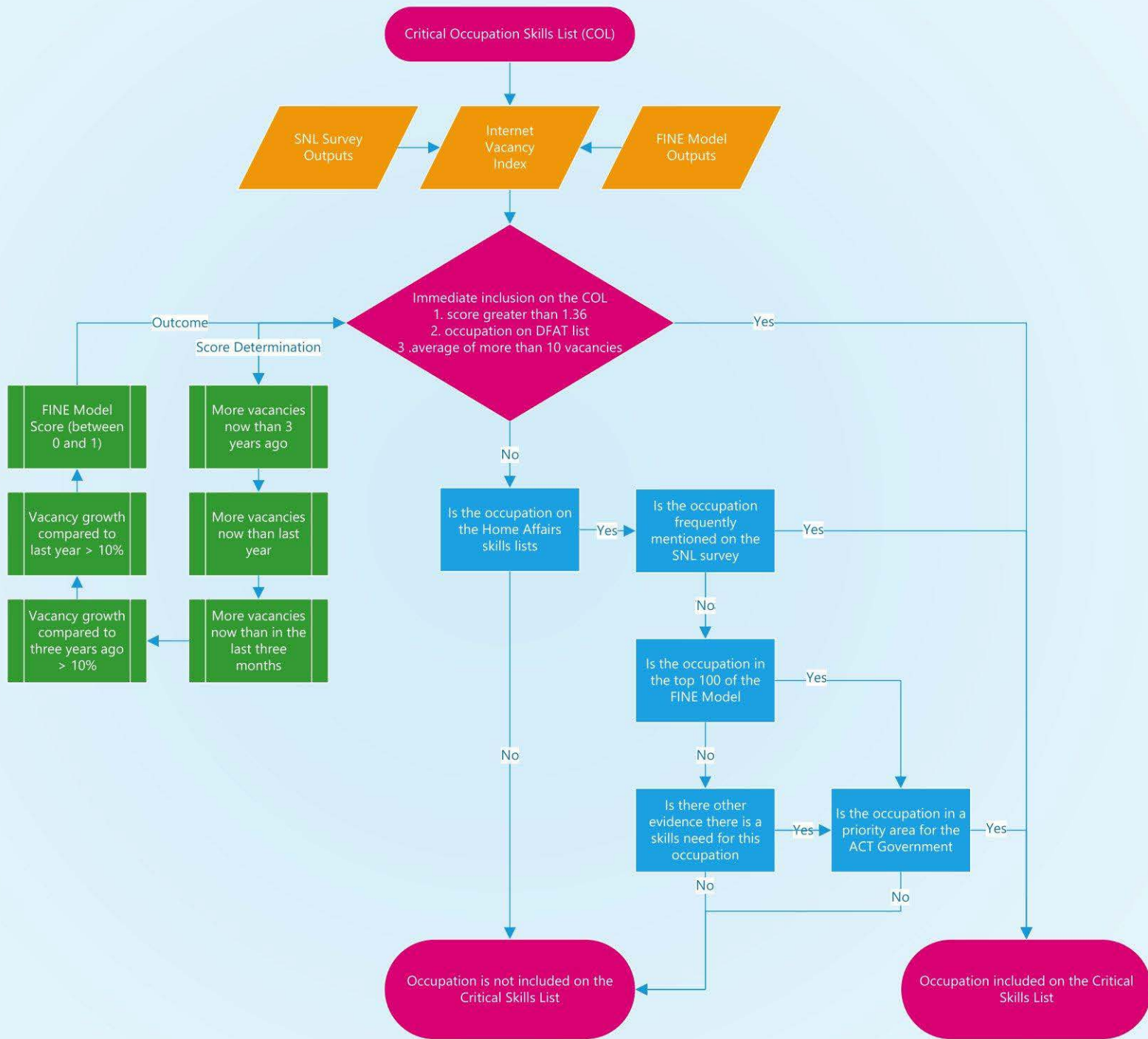
ANZSCO Unit Group	Code	Nomination places available each month	ANZSCO	NOMINATED OCCUPATION	
Advertising, public relations and sales managers	1311	5 or Less	131112	sales and marketing manager	
			131113	advertising manager	
			131114	public relations manager (491 only)	
Corporate Services Manager	1321	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	
			133112	project builder (491 only)	Added
Production managers	1335	5 or Less	133511	production manager (forestry)	Added
			133512	production manager (manufacturing)	
			133513	production manager (mining)	Added
Supply and Distribution Manager	1336	5 or Less	133611	supply and distribution manager	
			133612	procurement manager (491 only)	
Child Care Centre manager	1341	5 or Less	134111	child care centre manager	
Health and Welfare Services Managers	1342	5 or Less	134211	medical administrator (491 only)	Added
			134212	nursing clinical director	Added
			134213	primary health organisation manager	Added
			134214	welfare centre manager	Added
			134299	health and welfare services managers (nec)	Added
Other Education Managers	1344	5 or Less	134412	regional education manager (491 only)	Added
			134499	education managers (nec)	Added
ICT managers	1351	5 or Less	135112	ICT project manager	
Other specialist managers	1399	5 or Less	135199	ICT managers (nec)	
			139911	arts administrator or manager	
			139912	environmental manager	
			139913	laboratory manager	Added
			139914	quality assurance manager	Added
			139915	sports administrator (491 only)	
139999	specialist managers (nec)	Added			
Café and restaurant managers	1411	5 or Less	141111	cafe or restaurant manager	
Hotel and Motel Managers	1413	5 or Less	141311	hotel or motel manager	Added
Retail Managers	1421	5 or Less	142115	post office manager (491 only)	Added
Call or contact centre and customer service managers	1492	5 or Less	149211	Call or Contact Centre Manager (491 Only)	Removed
			149212	customer service manager	
Conference and Event Organisers	1493	5 or Less	149311	conference and event organiser	
			149912	cinema or theatre manager (491 only)	Added
			149913	facilities manager	
149914	financial institution branch manager (491 only)	Added			
Journalists and other writers	2124	5 or Less	212411	copywriter	
			212412	newspaper or periodical editor	
			212413	print journalist	
			212415	technical writer	
			212416	television journalist	
			212499	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	
			222311	financial investment adviser	Added
Financial Investment Advisers and Managers	2223	5 or Less	222312	financial investment manager	Added
			223111	human resource adviser (491 only)	
Human Resource Professionals	2231	5 or Less	223112	recruitment consultant	Added
			223113	workplace relations adviser (491 only)	Added
			224412	policy analyst (491 only)	
Intelligence and policy analysts	2244	10 or Less	224711	management consultant	
Management and organisation analysts	2247	5 or Less	224712	organisation and methods analyst	Added
			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	Added
			225311	public relations professional	
Public relations professionals	2253	5 or Less	225311	public relations professional	
Surveyors and Spatial Scientists	2322	5 or Less	232212	surveyor	Added
			232213	cartographer	Added
			232214	other spatial scientist	Added

Graphic and web designers, and illustrators	2324	5 or Less	232411	graphic designer	Added	
			232412	illustrator		
			232413	multimedia designer (491 only)		
			232414	web designer		
Civil engineering professionals	2332	5 or Less	233211	civil engineer		
			233212	geotechnical engineer		
			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		
Industrial, Mechanical and Production Engineers	2335	5 or Less	233511	industrial engineer	Added	
			233512	mechanical engineer	Added	
			233513	production or plant engineer	Added	
Other engineering professionals	2339	5 or Less	233911	aeronautical engineer		
			233912	agricultural engineer		
			233913	biomedical engineer		
			233914	engineering technologist		Added
			233915	environmental engineer		
			233916	naval architect		Added
			233999	engineering professionals (nec)		Added
Environmental Scientists	2343	5 or Less	234311	conservation officer (491 only)	Added	
			234312	environmental consultant	Added	
			234313	environmental research scientist	Added	
			234399	environmental scientist (nec)	Added	
Veterinarians	2347	5 or Less	234711	veterinarian		
Other Natural and Physical Science Professionals	2349	5 or Less	234911	conservator	Added	
			234912	metallurgist	Added	
			234913	meteorologist	Added	
			234914	physicist	Added	
			234915	exercise physiologist (491 only)	Added	
			234999	natural and physical science professionals (nec)	Added	
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		
Special Education Teachers	2415	5 or Less	241511	special needs teacher	Added	
			241512	teacher of the hearing impaired	Added	
			241513	teacher of the sight impaired	Added	
			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)	Added	
Medical Imaging Professionals	2512	5 or Less	251211	medical diagnostic radiographer	Added	
			251212	medical radiation therapist	Added	
			251213	nuclear medicine technologist	Added	
			251214	sonographer	Added	
Occupational and environmental health professionals	2513	5 or Less	251311	environmental health officer (491 only)		
			251312	occupational health and safety adviser		
Pharmacists	2515	5 or Less	251511	hospital pharmacist	Added	
			251512	industrial pharmacist	Added	
			251513	retail pharmacist		
Dental practitioners	2523	5 or Less	252311	dental specialist		
			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		
			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	Added	
Nurse Managers	2543	5 or Less	254311	nurse manager	Added	
Registered nurses	2544	15 or Less	254411	nurse practitioner		
			254412	registered nurse (aged care)		
			254413	registered nurse (child and family health)		
			254414	registered nurse (community health)		
			254415	registered nurse (critical care and emergency)		
			254416	registered nurse (developmental disability)		
			254417	registered nurse (disability and rehabilitation)		
			254418	registered nurse (medical)		
			254421	registered nurse (medical practice)		
			254422	registered nurse (mental health)		
			254423	registered nurse (perioperative)		
			254424	registered nurse (surgical)		
			254425	registered nurse (paediatrics)		
254499	registered nurses (nec)					
ICT business and systems analysts	2611	20 or Less	261111	ICT business analyst		
			261112	systems analyst		
Multimedia Specialists and Web Developers	2612	5 or Less	261211	multimedia specialist		



Software and applications programmers	2613	40 or Less	261212	web developer	
			261311	analyst programmer	
			261312	developer programmer	
			261313	software engineer	
			261314	software tester	
			261399	software and applications programmers (nec)	
Database and systems administrators, and ICT security specialists	2621	10 or Less	262111	database administrator	
			262112	ICT security specialist	
			262113	systems administrator	
Computer network professionals	2631	5 or Less	263111	computer network and systems engineer	
			263112	network administrator	
			263113	network analyst	
ICT support and test engineers	2632	5 or Less	263211	ICT quality assurance engineer	
			263212	ICT support engineer	
			263213	ICT systems test engineer	
			263299	ICT support and test engineers (nec)	
Solicitors	2713	5 or Less	271311	solicitor	
Counsellors	2721	5 or Less	272111	careers counsellor	
			272112	drug and alcohol counsellor	
			272113	family and marriage counsellor	
			272114	rehabilitation counsellor	
			272115	student counsellor	
			272199	counsellors (nec)	
Psychologists	2723	5 or Less	272311	clinical psychologist	
			272312	educational psychologist	
			272313	organisational psychologist	
			272314	psychotherapist	
			272399	psychologists (nec)	
Social Professionals	2724	5 or Less	272412	interpreter	Added
			272413	translator (491 only)	Added
			272499	social professionals (nec)	Added
Social workers	2725	5 or Less	272511	social worker	
Welfare, recreation and community arts workers	2726	5 or Less	272611	community arts worker (491 only)	
			272612	recreation officer	
			272613	welfare worker	
Medical Technicians	3112	5 or Less	311211	anaesthetic technician	Added
			311212	cardiac technician	Added
			311213	medical laboratory technician	Added
			311214	operating theatre technician (491 only)	Added
			311215	pharmacy technician	Added
			311216	pathology collector (491 only)	Added
			311299	medical technicians (nec)	Added
Architectural, Building and Surveying Technicians	3121	5 or Less	312111	architectural draftsperson	Added
			312113	building inspector	Added
			312114	construction estimator (491 only)	Added
			312116	surveying or spatial science technician (491 only)	Added
			312199	architectural, building and surveying technicians (nec)	Added
ICT support technicians	3131	5 or Less	313111	hardware technician	
			313112	ICT customer support officer	
			313113	web administrator	
			313199	ICT support technicians (nec)	
Motor mechanics	3212	5 or Less	321211	motor mechanic (general)	
			321212	diesel motor mechanic	
			321213	motorcycle mechanic	
			321214	small engine mechanic	
Panelbeaters	3241	5 or Less	324111	panelbeater	Added
Bricklayers and Stonemasons	3311	5 or Less	331111	bricklayer	Added
			331112	stonemason	Added
Carpenters and joiners	3312	5 or Less	331211	carpenter and joiner	
			331212	carpenter	
			331213	joiner	
Painting Trades Workers	3322	5 or Less	332211	painting trades worker	Added
Plasterers	3332	5 or Less	333211	fibrous plasterer	Added
			333212	solid plasterer	Added
Plumbers	3341	5 or Less	334111	plumber (general)	Added
			334112	airconditioning and mechanical services plumber	Added
			334113	drainer	Added
			334114	gasfitter	Added
			334115	roof plumber	Added
Electricians	3411	5 or Less	341111	electrician (general)	Added
			341112	electrician (special class)	Added
			341113	lift mechanic	Added
Airconditioning and Refrigeration Mechanics	3421	5 or Less	342111	airconditioning and refrigeration mechanic	Removed
Bakers and Pastrycooks	3511	5 or Less	351111	baker	
			351112	pastrycook	
Chef	3513	5 or Less	351311	chef	
Cook	3514	5 or Less	351411	cook	
Animal Attendants and Trainers	3611	5 or Less	361111	dog handler or trainer	Added
			361112	horse trainer	Added
			361114	zookeeper (491 only)	Added
			361199	animal attendants and trainers (nec)	Added
Gardener	3622	5 or Less	362211	gardener (general)	
			362212	arborist	
			362213	landscape gardener	
Hairdressers	3911	5 or Less	391111	hairdresser	Added

Enrolled Nurse	4114	5 or Less	411411	enrolled nurse	
Massage Therapists	4116	5 or Less	411611	massage therapist	Added
Welfare support workers	4117	5 or Less	411711	community worker	
			411712	disabilities services officer	
			411713	family support worker	
			411715	residential care officer	
			411716	youth worker	
Sports Coaches, Instructors and Officials	4523	5 or Less	452311	diving instructor (open water)	Added
			452312	gymnastics coach or instructor	Added
			452313	horse riding coach or instructor	Added
			452314	snowsport instructor	Added
			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	
			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**

**To:** 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:

1. Agree to the *2022-23 ACT Critical Occupation List*, for publication on 24 June 2022 at Attachment A; and

**Agreed / Disagreed / Please Discuss**

2. 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**

Chris Steel MLA .....

16./6./22

Minister's Office Feedback

## Background

1. 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.
2. 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.
4. 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).
5. 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 Attachment A. Tab two of Attachment A 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.

- 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.
9. 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.

**Communications, media and engagement implications**

19. Nil.

Signatory: Josephine Andersen Phone: X74791  
Action Officer: Hans-Willem van Deursen Phone: X70839

**Attachments**

<b>Attachment</b>	<b>Title</b>
Attachment A	Updated July 2022 <i>Critical Skills List</i> and comparison with current list

**PROPOSED ACT CRITICAL OCCUPATIONS LIST - APRIL 2023**

ANZSCO Unit Group	Code	Occupation Cap	ANZSCO	NOMINATED OCCUPATION	
Advertising, Public Relations and Sales Managers	1311	25 or Less	131112	sales and marketing manager	
			131113	advertising manager	
			131114	public relations manager (491 only)	
Corporate Services Managers	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	25 or Less	133111	construction project manager	
			133112	project builder (491 only)	
Research and Development Managers	1325	5 or Less	132511	research and development manager	New
Engineering Managers	1332	5 or Less	133211	engineering manager	New
Production Managers	1335	5 or Less	133511	production manager (forestry)	
			133512	production manager (manufacturing)	
			133513	production manager (mining)	
Supply, Distribution and Procurement Managers	1336	5 or Less	133611	supply and distribution manager	
			133612	procurement manager (491 only)	
Child Care Centre Managers	1341	5 or Less	134111	child care centre manager	
Health and Welfare Services Managers	1342	5 or Less	134211	medical administrator (491 only)	
			134212	nursing clinical director	
			134213	primary health organisation manager	
			134214	welfare centre manager	
			134299	health and welfare services managers (nec)	
School Principals	1343	5 or Less	134311	school principal	New
Other Education Managers	1344	5 or Less	134412	regional education manager (491 only)	
			134499	education managers (nec)	
ICT Managers	1351	10 or Less	135112	ICT project manager	
			135199	ICT managers (nec)	
Other Specialist Managers	1399	5 or Less	139911	arts administrator or manager	
			139912	environmental manager	
			139913	laboratory manager	
			139914	quality assurance manager	
			139915	sports administrator (491 only)	
			139999	specialist managers (nec) except:	
Cafe and Restaurant Managers	1411	5 or Less	141111	cafe or restaurant manager	
Hotel and Motel Managers	1413	5 or Less	141311	hotel or motel manager	
Other Accommodation and Hospitality Managers	1419	5 or Less	141999	accommodation and hospitality managers (nec)	New
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	cinema or theatre manager (491 only)	
			149913	facilities manager	
			149914	financial institution branch manager (491 only)	
Journalists and Other Writers	2124	10 or Less	212411	copywriter	
			212412	newspaper or periodical editor	
			212413	print journalist	
			212415	technical writer	
			212416	television journalist	
			212499	journalists and other writers (nec)	
			211111	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	
			222311	financial investment adviser	
Financial Investment Advisers and Managers	2223	5 or Less	222312	financial investment manager	
			223111	human resource adviser (491 only)	
			223112	recruitment consultant	
Human Resource Professionals	2231	10 or Less	223113	workplace relations adviser (491 only)	
			223211	ICT trainer	New
ICT Trainers	2232	5 or Less	224111	actuary	New
			224112	mathematician	New
			224113	statistician	New
Actuaries, Mathematicians and Statisticians	2241	5 or Less			
Archivists, Curators and Records Managers	2242	5 or Less	224213	health information manager	New
Economists	2243	5 or Less	224311	economist	New
Intelligence and Policy Analysts	2244	10 or Less	224412	policy analyst (491 only)	
Librarians	2246	5 or Less	224611	librarian	New
Management and Organisation Analysts	2247	15 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	10 or Less	225112	market research analyst (491 only)	
			225113	marketing specialist	
			225211	ICT account manager	New
ICT Sales Professionals	2252	5 or Less	225212	ICT business development manager	New
			225213	ICT sales representative	New
			225311	public relations professional	New
Public Relations Professionals	2253	25 or Less			



Architects and Landscape Architects	2321	10 or Less	232111	architect	New New
			232112	landscape architect	
Surveyors and Spatial Scientists	2322	5 or Less	232212	surveyor	
			232213	cartographer	
			232214	other spatial scientist	
Graphic and Web Designers, and Illustrators	2324	10 or Less	232411	graphic designer	
			232412	illustrator	
			232413	multimedia designer (491 only)	
			232414	web designer	
Urban and Regional Planners	2326	5 or Less	232611	urban and regional planner	New New New
Chemical and Materials Engineers	2331	5 or Less	233111	chemical engineer	
			233112	materials engineer	
Civil Engineering Professionals	2332	10 or Less	233211	civil engineer	
			233212	geotechnical engineer	
			233213	quantity surveyor	
			233214	structural engineer	
			233215	transport engineer	
Electrical Engineers	2333	5 or Less	233311	electrical engineer	New
Electronics Engineers	2334	5 or Less	233411	electronics engineer	
Industrial, Mechanical and Production Engineers	2335	5 or Less	233511	industrial engineer	
			233512	mechanical engineer	
			233513	production or plant engineer	
Other Engineering Professionals	2339	5 or Less	233911	aeronautical engineer	
			233912	agricultural engineer	
			233913	biomedical engineer	
			233914	engineering technologist	
			233915	environmental engineer	
			233916	naval architect	
			233999	engineering professionals (nec)	
Environmental Scientists	2343	5 or Less	234311	conservation officer (491 only)	
			234312	environmental consultant	
			234313	environmental research scientist	
			234399	environmental scientist (nec)	
Life Scientists	2345	5 or Less	234511	life scientist (general)	New New New New New New New
			234513	biochemist	
			234514	biotechnologist	
			234515	botanist	
			234516	marine biologist	
			234517	microbiologist	
			234518	zoologist	
234599	life scientists (nec)				
Medical Laboratory Scientists	2346	5 or Less	234611	medical laboratory scientist	New
Veterinarians	2347	5 or Less	234711	veterinarian	
Other Natural and Physical Science Professionals	2349	5 or Less	234911	conservator	
			234912	metallurgist	
			234913	meteorologist	
			234914	physicist	
			234915	exercise physiologist (491 only)	
			234999	natural and physical science professionals (nec)	
			Early Childhood (Pre-primary School) Teachers	2411	
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)	New
Secondary School Teachers	2414	5 or Less	241411	secondary school teacher	
Special Education Teachers	2415	5 or Less	241511	special needs teacher	
			241512	teacher of the hearing impaired	
			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)	
Education Advisers and Reviewers	2491	5 or Less	249111	education adviser	New New New New
Teachers of English to Speakers of Other Languages	2493	5 or Less	249311	teacher of English to speakers of	
Nutrition Professionals	2511	5 or Less	251111	dietitian	
			251112	nutritionist	
Medical Imaging Professionals	2512	10 or Less	251211	medical diagnostic radiographer	
			251212	medical radiation therapist	
			251213	nuclear medicine technologist	
			251214	sonographer	
Occupational and Environmental Health Professionals	2513	5 or less	251311	environmental health officer (491 only)	
			251312	occupational health and safety adviser	
Optometrists and Orthoptists	2514	5 or Less	251411	optometrist	New New
			251412	orthoptist	
Pharmacists	2515	10 or Less	251511	hospital pharmacist	
			251512	industrial pharmacist	
			251513	retail pharmacist	
Other Health Diagnostic and Promotion Professionals	2519	5 or Less	251911	health promotion officer	
			251912	orthotist or prosthetist	
			251999	health diagnostic and promotion professionals (nec)	
			252111	chiropractor	
Chiropractors and Osteopaths	2521	5 or Less	252112	osteopath	New New New New New
			252211	acupuncturist	
Complementary Health Therapists	2522	5 or Less	252213	naturopath	
			252214	traditional Chinese medicine practitioner	
			252299	complementary health therapists (nec)	
			252299	complementary health therapists (nec)	

Dental Practitioners	2523	5 or Less	252311	dental specialist	
			252312	dentist (491 only)	
Occupational Therapists	2524	10 or Less	252411	occupational therapist	
Physiotherapists	2525	5 or Less	252511	physiotherapist	
Podiatrists	2526	5 or Less	252611	podiatrist	New
Audiologists and Speech Pathologists \ Therapists	2527	5 or Less	252711	audiologist	
			252712	speech pathologist	
General Practitioners and Resident Medical Officers	2531	15 or Less	253111	general practitioner	
			253112	resident medical officer	
Anaesthetists	2532	5 or Less	253211	anaesthetist (491 only)	
			253311	specialist physician (general medicine)	
			253312	cardiologist	
			253313	clinical haematologist	
			253314	medical oncologist	
			253315	endocrinologist	
			253316	gastroenterologist	
			253317	intensive care specialist	
			253318	neurologist	
			253321	paediatrician	
			253322	renal medicine specialist	
			253323	rheumatologist	
			253324	thoracic medicine specialist	
			253399	specialist physicians (nec)	
			253511	surgeon (general)	New
			253512	cardiothoracic surgeon	New
			253513	neurosurgeon	New
			253514	orthopaedic surgeon	New
			253515	otorhinolaryngologist	New
			253516	paediatric surgeon	New
			253517	plastic and reconstructive surgeon	New
			253518	urologist	New
			253521	vascular surgeon	New
Surgeons	2535	5 or Less			
Psychiatrists	2534	10 or Less	253411	psychiatrist	
			253911	dermatologist	
			253912	emergency medicine specialist	
			253913	obstetrician and gynaecologist	
			253914	ophthalmologist	
			253915	pathologist	
			253917	diagnostic and interventional radiologist	
			253918	radiation oncologist	
			253999	medical practitioners (nec)	
Other Medical Practitioners	2539	5 or Less			
Midwives	2541	10 or Less	254111	midwife	
Nurse Educators and Researchers	2542	5 or Less	254211	nurse educator	New
			254212	nurse researcher	New
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)	
			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)	
Registered Nurses	2544	30 or Less			
ICT Business and Systems Analysts	2611	25 or Less	261111	ICT business analyst	
			261112	systems analyst	
Multimedia Specialists and Web Developers	2612	5 or Less	261211	multimedia specialist	
			261212	web developer	
			261311	analyst programmer	
			261312	developer programmer	
			261313	software engineer	
			261314	software tester	
			261399	software and applications programmers (nec)	
Software and Applications Programmers	2613	40 or Less			
Database and Systems Administrators, and ICT Security Specialists	2621	25 or Less	262111	database administrator	
			262112	ICT security specialist	
			262113	systems administrator	
Computer Network Professionals	2631	15 or Less	263111	computer network and systems engineer	
			263112	network administrator	
			263113	network analyst	
			263211	ICT quality assurance engineer	
			263212	ICT support engineer	
			263213	ICT systems test engineer	
			263299	ICT support and test engineers (nec)	
ICT Support and Test Engineers	2632	15 or Less			
Telecommunications Engineering Professionals	2633	5 or Less	263311	telecommunications engineer	New
			263312	telecommunications network engineer	New
Solicitors	2713	5 or Less	271311	solicitor	
			272111	careers counsellor	
			272112	drug and alcohol counsellor	
			272113	family and marriage counsellor	
			272114	rehabilitation counsellor	
			272115	student counsellor	
Counsellors	2721	5 or Less			

			272199	counsellors (nec)	
Psychologists	2723	10 or Less	272311	clinical psychologist	
			272312	educational psychologist	
			272313	organisational psychologist	
			272314	psychotherapist	
			272399	psychologists (nec)	
Social Professionals	2724	5 or Less	272412	interpreter	
			272413	translator (491 only)	
			272499	social professionals (nec)	
Social Workers	2725	5 or Less	272511	social worker	
Welfare, Recreation and Community Arts Workers	2726	10 or Less	272611	community arts worker (491 only)	
			272612	recreation officer	
			272613	welfare worker	
Medical Technicians	3112	5 or Less	311211	anaesthetic technician	
			311212	cardiac technician	
			311213	medical laboratory technician	
			311214	operating theatre technician (491 only)	
			311215	pharmacy technician	
			311216	pathology collector (491 only)	
			311299	medical technicians (nec)	
Science Technicians	3114	5 or Less	311411	chemistry technician	New
			311412	earth science technician	New
			311413	life science technician	New
			311499	science technicians (nec)	New
Architectural, Building and Surveying Technicians	3121	15 or Less	312111	architectural draftsman	
			312113	building inspector	
			312114	construction estimator (491 only)	
			312116	surveying or spatial science technician (491 only)	
			312199	architectural, building and surveying technicians (nec)	
Civil Engineering Draftspersons and Technicians	3122	5 or Less	312211	civil engineering draftsman	New
			312212	civil engineering technician	New
Electrical Engineering Draftspersons and Technicians	3123	5 or Less	312311	electrical engineering draftsman	New
			312312	electrical engineering technician	New
Mechanical Engineering Draftspersons and Technicians	3125	5 or Less	312511	mechanical engineering draftsman (491 only)	New
			312512	mechanical engineering technician	New
Other Building and Engineering Technicians	3129	5 or Less	312911	maintenance planner (491 only)	New
			312912	metallurgical or materials technician	New
			312913	mine deputy	New
			312999	building and engineering technicians (nec) (491 only)	New
ICT Support Technicians	3131	25 or Less	313111	hardware technician	
			313112	ICT customer support officer	
			313113	web administrator	
			313199	ICT support technicians (nec)	
Automotive Electricians	3211	5 or Less	321111	automotive electrician	New
Motor Mechanics	3212	10 or Less	321211	motor mechanic (general)	
			321212	diesel motor mechanic	
			321213	motorcycle mechanic	
			321214	small engine mechanic	
Sheetmetal Trades Workers	3222	5 or Less	322211	sheetmetal trades worker	New
Structural Steel and Welding Trades Workers	3223	5 or Less	322311	metal fabricator	
		5 or Less	322312	pressure welder	
		5 or Less	322313	welder (first class)	
Aircraft Maintenance Engineers	3231	5 or Less	323111	aircraft maintenance engineer (avionics)	New
			323112	aircraft maintenance engineer (mechanical)	New
			323113	aircraft maintenance engineer	New
Metal Fitters and Machinists	3232	5 or Less	323211	fitter (general)	New
			323212	fitter and turner	New
			323213	fitter-welder	New
			323214	metal machinist (first class)	New
			323299	metal fitters and machinists (nec)	New
Precision Metal Trades Workers	3233	5 or Less	323313	locksmith	New
			323314	precision instrument maker and repairer	New
Toolmakers and Engineering Patternmakers	3234	5 or Less	323412	toolmaker	New
Panelbeaters	3241	5 or Less	324111	panelbeater	
Vehicle Body Builders and Trimmers	3242	5 or Less	324211	vehicle body builder	New
			324212	vehicle trimmer	New
Vehicle Painters	3243	5 or Less	324311	vehicle painter (491 only)	New
Bricklayers and Stonemasons	3311	5 or Less	331111	bricklayer	
			331112	stonemason	
Carpenters and Joiners	3312	10 or Less	331211	carpenter and joiner	
			331212	carpenter	
			331213	joiner	
			332111	floor finisher (491 only)	New
Floor Finishers	3321	5 or Less	332111	floor finisher (491 only)	New
Painting Trades Workers	3322	5 or Less	332211	painting trades worker	
Glaziers	3331	5 or Less	333111	glazier	New
Plasterers	3332	5 or Less	333211	fibrous plasterer	
			333212	solid plasterer	
Roof Tilers	3333	5 or Less	333311	roof tiler	New
Wall and Floor Tilers	3334	5 or Less	333411	wall and floor tiler	New
Plumbers	3341	5 or Less	334111	plumber (general)	
			334112	airconditioning and mechanical services plumber	
			334113	drainer	
			334114	gasfitter	
			334115	roof plumber	
Electricians	3411	10 or Less	341111	electrician (general)	
			341112	electrician (special class)	

			341113	lift mechanic	
Airconditioning and Refrigeration Mechanics	3421	5 or Less	342111	airconditioning and refrigeration mechanic	New
Electrical Distribution Trades Workers	3422	5 or Less	342211	electrical linesworker (491 only)	New
			342212	technical cable joiner	New
Electronics Trades Workers	3423	5 or Less	342311	business machine mechanic	New
			342313	electronic equipment trades worker	New
			342314	electronic instrument trades worker (general)	New
			342315	electronic instrument trades worker (special class)	New
Bakers and Pastrycooks	3511	5 or Less	351111	baker	
			351112	pastrycook	
Chefs	3513	15 or Less	351311	chef	
Cooks	3514	5 or Less	351411	cook	
Animal Attendants and Trainers	3611	5 or Less	361111	dog handler or trainer	
			361112	horse trainer	
			361114	zookeeper (491 only)	
			361199	animal attendants and trainers (nec)	
Veterinary Nurses	3613	5 or Less	361311	veterinary nurse	New
Gardeners	3622	5 or Less	362211	gardener (general)	
			362212	arborist	
			362213	landscape gardener	
Hairdressers	3911	5 or Less	391111	hairdresser	
Upholsterers	3933	5 or Less	393311	upholsterer	New
Cabinetmakers	3941	5 or Less	394111	cabinetmaker	New
Ambulance Officers and Paramedics	4111	5 or Less	411111	ambulance officer	New
			411112	intensive care ambulance paramedic	New
Dental Hygienists, Technicians and Therapists	4112	5 or Less	411211	dental hygienist (491 only)	New
			411213	dental technician	New
			411214	dental therapist (491 only)	New
Diversional Therapists	4113	5 or Less	411311	diversional therapist	New
Enrolled and Mothercraft Nurses	4114	5 or Less	411411	enrolled nurse	
Massage Therapists	4116	5 or Less	411611	massage therapist	
Welfare Support Workers	4117	5 or Less	411711	community worker	
			411712	disabilities services officer	
			411713	family support worker	
			411715	residential care officer	
			411716	youth worker	
Fire and Emergency Workers	4412	5 or Less	441211	emergency service worker (491 only)	New
Other Personal Service Workers	4518	5 or Less	451815	first aid trainer (491 only)	New
Sports Coaches, Instructors and Officials	4523	5 or Less	452312	gymnastics coach or instructor	
			452313	horse riding coach or instructor	
			452314	snowsport instructor	
			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	
			511112	program or project administrator	
Other Miscellaneous Clerical and Administrative Workers	5999	5 or Less	599915	clinical coder	New
Insurance Investigators, Loss Adjusters and Risk Surveyors	5996	5 or Less	599612	insurance loss adjuster	New
Real Estate Sales Agents	6121	5 or Less	612112	property manager (491 only)	New
			612115	real estate representative (491 only)	New

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

Changes to the nomination guidelines for ACT Residents

Recommendation	Rationale /Comments	Decision
1. Easing employment eligibility criteria.	This will make it easier for skilled migrants to become eligible for ACT nomination.	Agreed / Disagreed / Please Discuss
2. Easing English level criteria <u>for applicants applying for ACT nomination of a 491 visa.</u>	<u>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.</u> <del>This aligns this criterion with minimum requirements set by the Department of Home Affairs.</del>	Agreed / Disagreed / Please Discuss

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

	English	<u>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>	<u>Department of Home Affairs requirement for '<b>competent</b>' English unless a higher level is required by your assessing authority.</u>
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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 <del>Queanbeyan</del> <u>the ACT commuter region</u> 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 <del>tests ties</del> <u>tests ties</u> to Canberra. Someone who used to work in <u>regional NSW within a commuting distance of their Canberra-based home</u> <del>Queanbeyan while living in, was</del> <u>was</u> still building a connection to <u>the ACT</u> <del>Canberra, particularly because they</del> . <u>Applicants must need to have started working in the ACT by the time they apply for ACT nomination.</u>	Agreed / Disagreed / Please Discuss

Category	Criteria	Current	Proposed
Canberra Matrix	ACT Residence	<p>You may have holidays away from Canberra for a maximum of <b>six weeks in any year</b>.</p> <p>You cannot claim ACT residency for any period that you lived or worked interstate or overseas.</p>	<p>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 <b>must</b> 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.</p>
Canberra Matrix	ACT Residence	<ul style="list-style-type: none"> <li>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.</li> <li>You cannot claim ACT residency for any period that you lived or worked interstate or overseas.</li> <li>You can live in NSW if you are within a 30-minute commute to where you work in Canberra e.g., Queanbeyan, Bungendore.</li> </ul>	<p>You cannot live, study, or work interstate for any period of claimed ACT residence, unless:</p> <ul style="list-style-type: none"> <li>You studied interstate for no more than one night (or two days) per week;</li> <li>You worked in <u>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;</u> or,</li> </ul>

			<ul style="list-style-type: none"><li>• You lived in regional NSW while working in Canberra, (provided you lived within a 30-minute commute of your Canberra-based work, (e.g. <u>Queanbeyan or Bungendore</u>).</li><li>• <u>Places in the Canberra commuter region include but are not limited to: Jerrabomberra, Googong, and Queanbeyan.</u></li></ul>
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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 <u>for applicants applying for ACT nomination of a 491 visa.</u> <del>for all visa categories except for overseas 190 visa applicants.</del>	This aligns this criterion with minimum requirements set by the Department of Home Affairs. It is recommended to keep higher standards for <del>overseas</del> 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 <b>three</b> -years full time, post graduate work experience in your nominated occupation.	You have at least <b>one year</b> full time, post graduate work experience in your nominated occupation <b>in the last five years.</b>
	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. <b>The statement should include recent job vacancies you are eligible for.</b>
	English	<u>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>	<u>Department of Home Affairs requirement for 'competent' English unless a higher level is required by your assessing authority.</u>

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. <b>The statement should include recent job vacancies you are eligible for.</b>
	Relevant overseas work experience	N/A - New	You have at least <b>three years</b> full time, post graduate work experience in your nominated occupation <b>in the last five years.</b>

Recommendation	Rationale /Comments	Decision
7. Allow overseas applicants to claim 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	<p><b>Spouse / partner:</b></p> <ul style="list-style-type: none"> <li>○ 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.</li> <li>○ If you wish to claim Matrix points in the spouse / partner employment category, your spouse / partner must meet the <a href="#">Department of Home Affairs requirement</a> for 'competent' English; or hold an Australian passport.</li> </ul>	<p><b>If you wish to claim Matrix points for a Spouse/ Partner:</b></p> <ul style="list-style-type: none"> <li>○ 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 <u>de facto relationship</u> without a relationship certificate <b>unless you cannot legally obtain a relationship certificate in your country of residence.</b></li> <li>○ In the spouse / partner employment category, your spouse / partner must meet the <a href="#">Department of Home Affairs requirement</a> for 'competent' English; or hold an Australian passport.</li> </ul>
Key documents Checklist	Spouse / partner <i>(if applicable)</i>	Proof of relationship: marriage certificate, civil partnership/union registration, or VEVO secondary applicant status for yourself or spouse/partner.	<p>Proof of relationship: marriage certificate, civil partnership/union registration, or VEVO secondary applicant status for yourself or spouse/partner.</p> <p><b>-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.</b></p>

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
9. 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	<p>Eight to 10 years: <b>20 points</b></p> <p>Five to eight years: <b>10 points</b></p> <p>Three to five years: <b>5 points</b></p>	<p>Eight to 10 years: <b>20 points</b></p> <p>Five to eight years: <b>15 points</b></p> <p>Three to five years: <b>10 points</b></p>
Canberra Matrix	ACT Job Offer	<p>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:</p> <ul style="list-style-type: none"> <li>must be a medium to large Australian enterprise (50 plus employees) actively trading in Canberra.</li> </ul>	<p>Do you have a full-time genuine ACT job offer in your nominated occupation? The position must be in Canberra and be available for <b>at least six months</b>. The terms of employment must be in accordance with Australian legislation. The employer:</p> <ul style="list-style-type: none"> <li>cannot be trading from a home, online or serviced office.</li> </ul>

		<ul style="list-style-type: none"> <li>cannot be trading from a home, online or serviced office.</li> <li>must explain how the position is relevant to the business.</li> <li>must demonstrate that the position has been advertised within the last three months and cannot be filled from the local labour market.</li> </ul>	<ul style="list-style-type: none"> <li>must explain how the position is relevant to the business.</li> <li>must demonstrate that the position has been advertised within the last three months and cannot be filled from the local labour market.</li> </ul>
Canberra Matrix	Spouse / Partner Employment	<p>Is your spouse/partner currently working? They must have:</p> <ul style="list-style-type: none"> <li>Worked fulltime for at least six months in the last 12 months; and</li> <li>Meet the Home Affairs requirement for 'competent' English or have an Australian passport.</li> </ul>	<p><b>Your spouse/partner must:</b></p> <ul style="list-style-type: none"> <li>Have worked fulltime for at least six in the last 12 months; and</li> <li>Meet the Home Affairs requirement for 'competent' English or have an Australian passport.</li> </ul>

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.	<b>Agreed / Disagreed / Please Discuss</b>
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.	<b>Agreed / Disagreed / Please Discuss</b>

Category	Criteria	Current	Proposed
All Eligibility Criteria	Department of Home Affairs Criteria	N/A – new	<ul style="list-style-type: none"> <li>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.                             <ul style="list-style-type: none"> <li>Your English test and Skill Assessment must be valid at date of Canberra Matrix submission and at date of ACT nomination.</li> </ul> </li> </ul>
All	Reapplying for ACT nomination	<p>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.</p> <p>Changing your mind, making an error on SkillSelect, been s48 barred or wanting to be nominated for another visa subclass are not genuine reasons.</p>	<p><b>The ACT Government reserves the right to allow applicants to reapply for ACT nomination at its discretion and in exceptional circumstances.</b> You must be able to demonstrate that you have a genuine reason for reapplying for ACT Nomination.</p> <p><b>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.</b></p>

		<p>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.</p> <p>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.</p>	<p>We will remove the duplicate application flag from your Matrix and place it in the queue for ranking if we are satisfied that:</p> <ul style="list-style-type: none"> <li>• <b>You were unable to apply for your visa due to exceptional circumstances.</b></li> <li>• <b>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.</b></li> <li>• <b>The impact on other applicants is minimal.</b></li> <li>• <b>Renomination would be of benefit to the Territory.</b></li> </ul> <p><b>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.</b></p> <p><b>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.</b></p>
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**Chief Minister, Treasury and Economic Development Directorate**

<b>To:</b>	Minister for Skills	Tracking No.: CMTEDD2023/1548
<b>Date:</b>	11/04/2023	
<b>From:</b>	A/g Executive Branch Manager, Skills Canberra	
<b>Subject:</b>	Requested changes to the ACT Critical Occupations List and Skilled Migration Nomination Guidelines	
<b>Critical Date:</b>	19/04/2023	
<b>Critical Reason:</b>	To allow for implementation as soon as possible	

- A/g DDG 14/04/23
- A/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**

3. Agree to the revised changes to the ACT Nomination Guidelines at Attachment B 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**

Chris Steel MLA ..... 19/4/23

Minister's Office Feedback

**Background**

1. 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;
  - b. 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)
6. Occupations on the DHA list that have not been included on the ACT Critical Occupations List are at [Attachment D](#). Skills Canberra analysis and consultation as well

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 Attachment B for your agreement.
8. A draft letter to Minister Giles is at Attachment C for your signature.

### **Financial Implications**

9. 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

**Attachments**

<b>Attachment</b>	<b>Title</b>
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 List

**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](http://www.chrissteel.com.au)



**ACT**  
Government





**Chris Steel MLA**

Minister for Transport and City Services

Minister for Skills

Special Minister of State

Member for Murrumbidgee

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

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



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[chrissteellabor](https://www.facebook.com/chrissteellabor)



[chrissteelmla](https://www.instagram.com/chrissteelmla)

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](mailto:catherine.bennett@act.gov.au)

220 London Circuit, Canberra ACT 2601 | GPO Box 158 Canberra ACT 2601 | [www.cmtedd.act.gov.au](http://www.cmtedd.act.gov.au)

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**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).

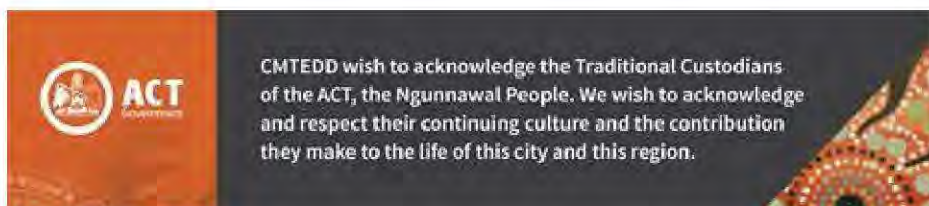
Thanks,

**Dr Donny Pasaribu | Assistant Director, Skills Strategy**

Phone: 02 6205 0911 | email: [donny.pasaribu@act.gov.au](mailto: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](http://www.skills.act.gov.au)



Artwork: *Together*, 2019 (detail)  
by Selina Walker

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**From:** vanDeursen, Hans <[Hans.vanDeursen@act.gov.au](mailto:Hans.vanDeursen@act.gov.au)>  
**Sent:** Tuesday, 28 March 2023 4:05 PM  
**To:** Bennett, Catherine <[Catherine.Bennett@act.gov.au](mailto:Catherine.Bennett@act.gov.au)>



Cc: Pasaribu, Donny <[Donny.Pasaribu@act.gov.au](mailto: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?

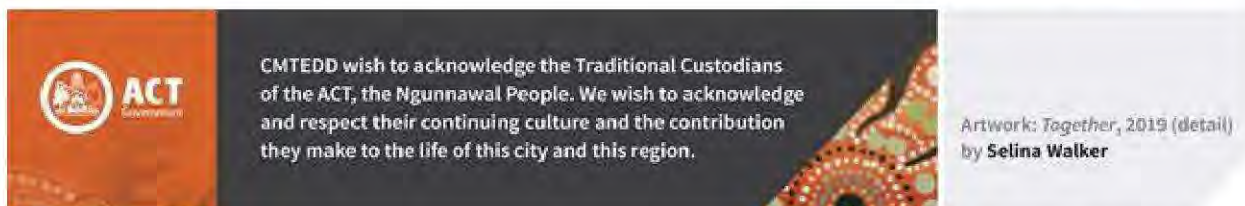
I hope to hear from you!

Hans van Deursen | Director, ACT Migration

Phone: 02 6207 0839 | [Sch 2.2\(a\)\(ii\)](#) email: [hans.vandeursen@act.gov.au](mailto: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>



## 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
AHC40422	Certificate IV in Horticulture	Conservation Earthworks Assistant	Agriculture, Forestry and Fishing
		Indigenous Lands Worker	Agriculture, Forestry and Fishing
		Land Rehabilitation Worker	Agriculture, Forestry and Fishing
		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
AUR30620	Certificate III in Light Vehicle Mechanical Technology	Motor Mechanics	Manufacturing Other Services Retail Trade
		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
BSB30120	Certificate III in Business	Call or Contact Centre Workers	Administrative and Support Services Electricity, Gas, Water and Waste Services Financial and Insurance Services
		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
		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
BSB40420	Certificate IV in Human Resource Management	Human Resource Clerks	Education and Training Health Care and Social Assistance Administrative and Support Services
		Human Resource Professionals	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
BSB40520	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
		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
BSB50420	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
		Health and Welfare Services Managers	Health Care and Social Assistance Other Services Public Administration and Safety
		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
CHC33021	Certificate III in Individual Support	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
		Housekeepers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services
		Laundry Workers	Health Care and Social Assistance Accommodation and Food Services Administrative and Support Services
		Nursing Support and Personal Care Workers	Health Care and Social Assistance Administrative and Support Services
		Other Cleaners	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
CHC50121	Diploma of Early Childhood Education and Care	Child Care Centre Managers	Education and Training Health Care and Social Assistance Public Administration and Safety
		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
CHC52021	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
		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
CPC10120	Certificate I in Construction	Fencers	Agriculture, Forestry and Fishing Building and Construction
		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	Scaffolders	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	Waterproofers	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
CPC40120	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
CPP20218	Certificate II in Security Operations	Automobile Drivers	Public Administration and Safety Transport, Postal and Warehousing
		Couriers and Postal Deliverers	Health Care and Social Assistance Transport, Postal and Warehousing
		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
CPP41419	Certificate IV in Real Estate Practice	Advertising, Public Relations and Sales Managers	Professional, Scientific and Technical Services Education and Training Health Care and Social Assistance
		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
FNS40222	Certificate IV in Accounting and Bookkeeping	Accounting Clerks	Professional, Scientific and Technical Services Building and Construction Financial and Insurance Services
		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
FNS50322	Diploma of Finance and Mortgage Broking Management	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
HLT35021	Certificate III in Dental Assisting	Dental Assistants	Health Care and Social Assistance
		Dental Hygienists, Technicians and Therapists	Health Care and Social Assistance Manufacturing
HLT43021	Certificate IV in Allied Health Assistance	Audiologists and Speech Pathologists \ Therapists	Health Care and Social Assistance
		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
HLT52021	Diploma of Remedial Massage	Massage Therapists	Health Care and Social Assistance Other Services
		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 Telecommunications 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
RII30920	Certificate III in Civil Construction	Earthmoving Plant Operators	Agriculture, Forestry and Fishing Building and Construction Electricity, Gas, Water and Waste Services
		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
SIR30216	Certificate III in Retail	Cafe and Restaurant Managers	Education and Training Accommodation and Food Services
		Fast Food Cooks	Accommodation and Food Services
		Retail Managers	Accommodation and Food Services Arts and Recreation Services Retail Trade
		Sales Representatives	Professional, Scientific and Technical Services Building and Construction Manufacturing
SIS30321	Certificate III in Fitness	Amusement, Fitness and Sports Centre Managers	Education and Training Accommodation and Food Services Arts and Recreation Services
		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
SIS40221	Certificate IV in Fitness	Amusement, Fitness and Sports Centre Managers	Education and Training Accommodation and Food Services Arts and Recreation Services
		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
SIT30622	Certificate III in Hospitality	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
		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
SIT30821	Certificate III in Commercial Cookery	Chefs	Health Care and Social Assistance Accommodation and Food Services Arts and Recreation Services
		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
SIT40422	Certificate IV in Hospitality	Hotel and Motel Managers	Accommodation and Food Services
		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
TAE40122	Certificate IV in Training and Assessment	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
		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
TLI30321	Certificate III in Supply Chain Operations	Forklift Drivers	Administrative and Support Services Manufacturing Retail Trade
		Importers, Exporters and Wholesalers	Manufacturing Retail Trade Wholesale Trade
		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 employing this occupation
UEE50722	Diploma of Renewable Energy Engineering	Renewable Energy Engineer	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

To: Minister for Skills and Training

Tracking No.: CMTEDD2024/1422

Date: 18/06/2024

From: Executive Branch Manager, Skills Canberra

Subject: Recommendations for the 2024 ACT Skills Needs List Consultation

Critical Date: 26/06/2024

Critical Reason: To confirm timeframes and process for the 2024 ACT Skills Needs List consultation

- EGM 18/06/24
- DDG 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 ..... 27/6/24

Minister's Office Feedback

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

## Background

1. The ACT Skills Needs List ([Attachment A](#)), compiled by Skills Canberra, identifies occupations in demand in the ACT and the vocational education and training (VET) qualifications that best fit those occupations.
2. 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.
4. 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.
7. 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;

- 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
9. 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;
  - d. 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.

**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):
  - Fewer than 40 vacancies = a cap of 5 per month
  - More than 40 vacancies but fewer than 60 = a cap of 10 per month
  - More than 60 vacancies but fewer than 80 = a cap of 15 per month
  - 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.