



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

## Freedom of Information Disclosure Log Publication Coversheet

The following information is provided pursuant to section 28 of the *Freedom of Information Act 2016*.

| Application Details                            |  |
|--|--|
| Ref. No.                                       | CMTEDDFOI 2024-202   |
| Date of Application                            | 18 June 2024   |
| Date of Decision                               | 14 August 2024   |
| Processing time (in working days)              | 41   |
| Fees   | Waived   |
| Decision on Access                             | Partial Release  |
| <b>Information Requested (summary)</b>         | Information on the decision-making process and criteria used to determine the occupations included in the ACT Government's Critical Skills Shortage pathway. |
| Publication Details                            |  |
| Original application                           | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A   |
| Decision notice                                | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A   |
| Documents and schedule                         | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A   |
| Decision made by Ombudsman                     | N/A  |
| Additional information identified by Ombudsman | N/A  |
| Decision made by ACAT                          | N/A  |
| Additional information identified by ACAT      | N/A  |

**From:** [Redacted]  
**To:** [Redacted]  
**Subject:** Freedom of Information request - Careers Matrix  
**Date:** Tuesday, 20 Jan 2020 12:22 PM

**Caution:** This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe. Learn why this is important: <http://www.act.gov.au/cybersecurity>

Dear FOI Officer,

Under the Freedom of Information Act 2010 (ACT), I am writing to request access to documents and information pertaining to the decision-making process and criteria used to determine the occupations included in the ACT Government's Critical Skills Shortage pathway.

I request the following information. If any of these would incur a fee to me I ask that you provide a subset of the documents requested that would be free, with the those documents requested first given priority.

- Detailed criteria and metrics used to evaluate and select occupations for the Critical Skills Shortage List for the past three years.
- Documents outlining the methodology and sources of data for assessing labor market needs, particularly for trades, construction, and medical occupations.
- Minutes, summaries, or reports from meetings where the Critical Skills Shortage List was discussed, highlighting paper from stakeholders concerning these specific sectors.
- Documents justifying the criteria 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.
- Internal communications, emails, and notes discussing the inclusion or limited inclusion of trades, construction, and medical occupations.
- Impact assessments or reports evaluating the effects of the current Critical Skills Shortage List on local labor markets, particularly for trades, construction, and medical sectors.
- Any reviews or evaluations of the Critical Skills Shortage pathway's effectiveness in addressing labor shortages in the ACT.

I request that the documents be provided in electronic format where possible.

I respectfully request that any fees associated with processing this FOI request be waived. Under Section 30 of the Freedom of Information Act 2010 (ACT), fees can be waived or reduced if the release of information is in the public interest or if the applicant is experiencing financial hardship. I believe my request meets these criteria for the following reasons:

The information sought pertains to the effective allocation of the Critical Skills Shortage pathway, a matter of significant public interest relating to cost of living, affordable housing and wage rates. Noting my concerns about cost of living, cost associated with this FOI would be obstructive.

Releasing this information will promote transparency and accountability within the ACT Government. It will help the public understand the rationale behind the inclusion and exclusion of specific occupations, thereby fostering trust in the decision-making process.

There have been instances where fees for FOI requests were waived due to the significant public interest involved. The Australian Information Commissioner has emphasized that promoting transparency and the public's right to know can justify waiving fees.

Thank you for your assistance.

Sincerely,

[Redacted Signature]

Please use this email address for all replies to this request

In CMFEDD@act.gov.au the wrong address for Freedom of Information requests to ACT Chief Minister, Treasury And Economic Development Directorate? If so, please contact us using this form

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an FOI officer, please ask your manager to link to us from your organization's FOI page.



## **FREEDOM OF INFORMATION REQUEST – NOTICE OF DECISION**

I refer to your application under section 30 of the *Freedom of Information Act 2016* (the Act), received by the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) on 18 June 2024.

Specifically, you have sought access to the following information:

*“- Detailed criteria and metrics used to evaluate and select occupations for the Critical Skills Shortage List for the past three years.*

*- Documents outlining the methodology and sources of data for assessing labor market needs, particularly for trades, construction, and medical occupations.*

*- Minutes, summaries, or reports from meetings where the Critical Skills Shortage List was discussed, highlighting input from stakeholders concerning these specific sectors.*

*- 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.*

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

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

*- Any reviews or evaluations of the Critical Skills Shortage pathway’s effectiveness in addressing labor shortages in the ACT.”*

### **Authority**

I am an Information Officer appointed by the CMTEDD Director-General under section 18 of the Act to deal with access applications made under Part 5 of the Act.

### **Timeframes**

In accordance with section 40 of the Act, CMTEDD is required to provide a decision on your access application within 30 days.

As this matter required third party consultation, the decision due date was extended by 15 working days, in accordance with section 40(2) of the Act.

Therefore, a decision is due by **20 August 2024**.

### **Decision on access**

Searches of CMTEDD records have identified 28 documents within the scope of your request.

I have decided to grant **full access** to five documents and **partial access** to 23 documents.

In addition to the 28 documents found, the business area has collated a response to the last four points of your request. This can be found at page 157 of **Attachment B**.

The records identified as relevant to your application are listed in the schedule at **Attachment A**. This provides a description of each document that falls within the scope of your request and the access decision for each of those documents.

### **Release of documents**

The information being released to you is provided at **Attachment B**.

### **Statement of Reasons**

In accordance with section 54(2) of the Act a statement of reasons outlining my decisions is below. In reaching my access decisions, I have taken the following into account:

- the Act
- the information that falls within the scope of your request
- third party views sought under section 38 of the Act
- *Human Rights Act 2004*.

As a decision maker, I am required to determine whether the information within scope is in the public interest to release. To make this decision, I am required to:

- assess whether the information would be contrary to public interest to disclose as per **Schedule 1** of the Act.
- perform the public interest test as set out in section 17 of the Act by balancing the factors favouring disclosure and factors favouring non-disclosure in **Schedule 2** of the Act.

There are no Schedule 1 provisions applicable to the information within scope of this request.

### **Public Interest Test**

The Act has a presumption in favour of disclosure. As a decision maker I am required to decide where, on balance, public interests lies. As part of this process I must consider factors favouring disclosure and non-disclosure.

In *Hogan v Hinch* (2011) 243 CLR 506, [31] French CJ stated that when ‘used in a statute, the term [public interest] derives its content from “the subject matter and the scope and purpose” of the enactment in which it appears’. Section 17(1) of the Act sets out the test, to be applied to determine whether disclosure of information would be contrary to the public interest. These factors are found in subsection 17(2) and Schedule 2 of the Act.

## **Schedule 2: Factors to be considered when deciding the public interest**

Taking into consideration the information contained in the documents found to be within the scope of your request, I have identified that the following public interest factors are relevant to determine if release of the information contained within these documents is within the 'public interest'.

### ***Factors favouring disclosure (Section 2.1)***

- *Section 2.1(a)(i) - promote open discussion of public affairs and enhance the government's accountability.*
- *Section 2.1(a)(ii) - contribute to positive and informed debate on important issues or matters of public interest.*
- *Section 2.1(a)(viii) - reveal the reason for a government decision and any background or contextual information that informed the decision.*

The ACT Critical Skills List identifies occupations in demand for the territory and is an important tool for those that wish to apply for ACT nomination. I contend that it is reasonable to expect that information about this topic may be of interest to the community and contribute to informed debate about issues of interest. I also strongly believe that disclosure of this information could reveal the reasons that government made decisions regarding the list and provide transparency and accountability of the decision-making process.

I am satisfied that these factors favouring disclosure carry some weight. However, these factors are to be balanced against the factors favouring nondisclosure.

### ***Factors favouring nondisclosure (Section 2.2)***

- *Section 2.2(a)(ii) - prejudice the protection of an individual's right to privacy or any other right under the Human Rights Act 2004.*

Having reviewed the documents, release of information concerning individuals working within the ACT Public Service is generally not considered to prejudice the protection of an individual's right to privacy. However, where personal information may be used for home and work purposes, this information is redacted, as it is for other individuals, as it could or would reasonably be expected to prejudice an individual's right to privacy under the *Human Rights Act 2004*.

Having applied the test outlined in section 17 of the Act and deciding that release of personal information contained in the documents is not in the public interest to release, I have chosen to redact this specific information in accordance with section 50(2). Noting the pro-disclosure intent of the Act, I am satisfied that redacting only the information that I believe is not in the public interest to release will ensure that the intent of the Act is met and will provide you with access to the majority of the information held by CMTEDD within the scope of your request.

## **Charges**

Processing charges are applicable for this request because the total number of pages to be released to you exceeds the charging threshold of 50 pages. However, the charges have been waived.

## Online publishing – Disclosure Log

Under section 28 of the Act, CMTEDD maintains an online record of access applications called a [disclosure log](#).

Your original access application and my decision will be published on the CMTEDD disclosure log. Your personal contact details will not be published.

## Ombudsman Review

My decision on your access request is a reviewable decision as identified in Schedule 3 of the Act. You have the right to seek Ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is provided to you, or a longer period allowed by the Ombudsman.

We recommend using this form [Applying for an Ombudsman Review](#) to ensure you provide all of the required information. Alternatively, you may write to the Ombudsman at:

The ACT Ombudsman  
GPO Box 442  
CANBERRA ACT 2601

Via email: [actfoi@ombudsman.gov.au](mailto:actfoi@ombudsman.gov.au)

## ACT Civil and Administrative Tribunal (ACAT) Review

Under section 84 of the Act, if a decision is made under section 82(1) on an Ombudsman review, you may apply to the ACAT for review of the Ombudsman decision. Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal  
GPO Box 370  
Canberra City ACT 2601  
Telephone: (02) 6207 1740  
<http://www.acat.act.gov.au/>

Should you have any queries in relation to your request please contact the Information Access Team by telephone on 6207 7754 or email [CMTEDDFOI@act.gov.au](mailto:CMTEDDFOI@act.gov.au).

Yours sincerely



Katharine Stuart  
Information Officer  
Chief Minister, Treasury and Economic Development  
Directorate

14 August 2024



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

## FREEDOM OF INFORMATION REQUEST SCHEDULE

| WHAT ARE THE PARAMETERS OF THE REQUEST   | Reference NO.<br>CMTEDD 2024-202 |
|--|----------------------------------|
| <ul style="list-style-type: none"> <li>• <i>“Detailed criteria and metrics used to evaluate and select occupations for the Critical Skills Shortage List for the past three years.</i></li> <li>• <i>Documents outlining the methodology and sources of data for assessing labor market needs, particularly for trades, construction, and medical occupations.</i></li> <li>• <i>Minutes, summaries, or reports from meetings where the Critical Skills Shortage List was discussed, highlighting input from stakeholders concerning these specific sectors.</i></li> <li>• <i>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.</i></li> <li>• <i>Internal communications, emails, and memos discussing the exclusion or limited inclusion of trades, construction, and medical occupations.</i></li> <li>• <i>Impact assessments or reports evaluating the effects of the current Critical Skills Shortage List on local labor markets, particularly for trades, construction, and medical sectors.</i></li> <li>• <i>Any reviews or evaluations of the Critical Skills Shortage pathway’s effectiveness in addressing labor shortages in the ACT.”</i></li> </ul> |                                  |

| Ref No | Page number | Description   | Date            | Status  | Reason for Exemption | Online Release Status |
|--------|-------------|---|-----------------|---------|----------------------|-----------------------|
| 1      | 1-9         | ACT Skills Needs Survey Report 2022-23                |                 | Full    |                      | Yes                   |
| 2      | 10          | Critical Skills List Compilation Decision-Making Tree |                 | Full    |                      | Yes                   |
| 3      | 11-21       | Critical Skills List considerations                   |                 | Full    |                      | Yes                   |
| 4      | 22-37       | FINE overview   | Jan 2022        | Full    |                      | Yes                   |
| 5      | 38          | Interjurisdictional scan                              |                 | Full    |                      | Yes                   |
| 6      | 39-40       | Access Canberra                                       | 27 January 2023 | Partial | Sch 2 s2.2 (a)(ii)   | Yes                   |
| 7      | 41-50       | Canberra Health Services                              | 27 January 2023 | Partial | Sch 2 s2.2 (a)(ii)   | Yes                   |

|    |         |  |                 |         |                    |     |
|----|---------|--|-----------------|---------|--------------------|-----|
| 8  | 51-52   | Education Directorate  | 24 January 2023 | Full    |                    | Yes |
| 9  | 53-62   | Environment, Planning and Sustainable Development Directorate  | 3 February 2023 | Full    |                    | Yes |
| 10 | 63-65   | Justice and Community Safety Directorate   | 27 January 2023 | Partial | Sch 2 s2.2 (a)(ii) | Yes |
| 11 | 66-67   | Major Project Canberra   | 25 January 2023 | Full    |                    | Yes |
| 12 | 68-75   | Transport Canberra and City Services   | 27 January 2023 | Partial | Sch 2 s2.2 (a)(ii) | Yes |
| 13 | 76-79   | Treasury   | 31 January 2023 | Full    |                    | Yes |
| 14 | 80-85   | Attachment A ACT Critical Skills List comparison May to Sept 21  |                 | Full    |                    | Yes |
| 15 | 86-88   | CMTEDD20214089 Minister Steel brief - ACT Critical Skills List September 2021 - SIGNED                                     | 1 January 2021  | Full    |                    | Yes |
| 16 | 89-95   | Attachment A ACT Critical Skills List comparison Sept 21 to January 22   |                 | Full    |                    | Yes |
| 17 | 96-98   | Info brief - 21-6249 - SIGNED  | 11 January 2022 | Full    |                    | Yes |
| 18 | 99-106  | Attachment A - July Critical Skills List & comparison with the January 22 List   |                 | Full    |                    | Yes |
| 19 | 107     | For reference only - Critical Skills List Methodology  |                 | Full    |                    | Yes |
| 20 | 108-111 | Info Brief - 22-2307 - SIGNED  |                 | Full    |                    | Yes |
| 21 | 112-116 | Att A - Proposed Critical Occupations List Apr-23  |                 | Full    |                    | Yes |
| 22 | 117-127 | Att B - Summary of changes to the ACT nomination guidelines  |                 | Full    |                    | Yes |
| 23 | 128     | Att D - Occupations to Exclude from the Critical Occupations List  |                 | Full    |                    | Yes |
| 24 | 129-132 | Brief -Steel - Requested changes to the ACT Critical Occupations List and Skilled Migration Nomination Guidelines - Signed |                 | Full    |                    | Yes |
| 25 | 133-135 | Correspondence from Minister Steel - Minister Giles  | 20 April 2023   | Full    |                    | Yes |

|                         |         |   |               |         |                    |     |
|-------------------------|---------|---|---------------|---------|--------------------|-----|
| 26                      | 136-137 | Skills Canberra Strategy team input into the proposed critical skills list - Industry Roundtables | 28 March 2023 | Partial | Sch 2 s2.2 (a)(ii) | Yes |
| 27                      | 138-152 | Att A - ACT Skills Needs List 2022-23 (as of June 2023)   |               | Full    |                    | Yes |
| 28                      | 153-156 | Info brief - 24-1422 - SIGNED AND ANNOTATED   | 27 June 2024  | Full    |                    | Yes |
| 29                      | 157     | Written response to point six to nine of applicants request for information                       |               | Full    |                    | Yes |
| <b>Total No of Docs</b> |         |   |               |         |                    |     |
| 29                      |         |   |               |         |                    |     |

# 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**

#### 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

### Most businesses expect it to be difficult to find staff

Why?



Not enough qualified people applying

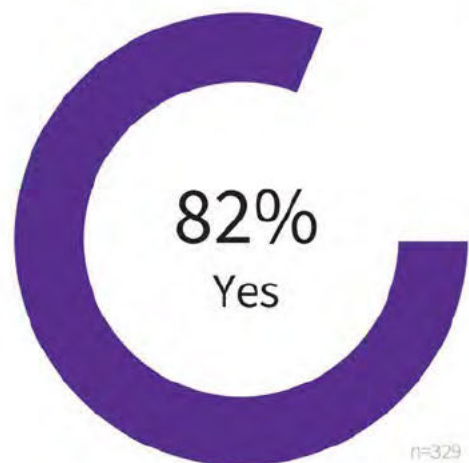


The government sector is more attractive to workers



Industry wages and conditions limit interest in the career

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)

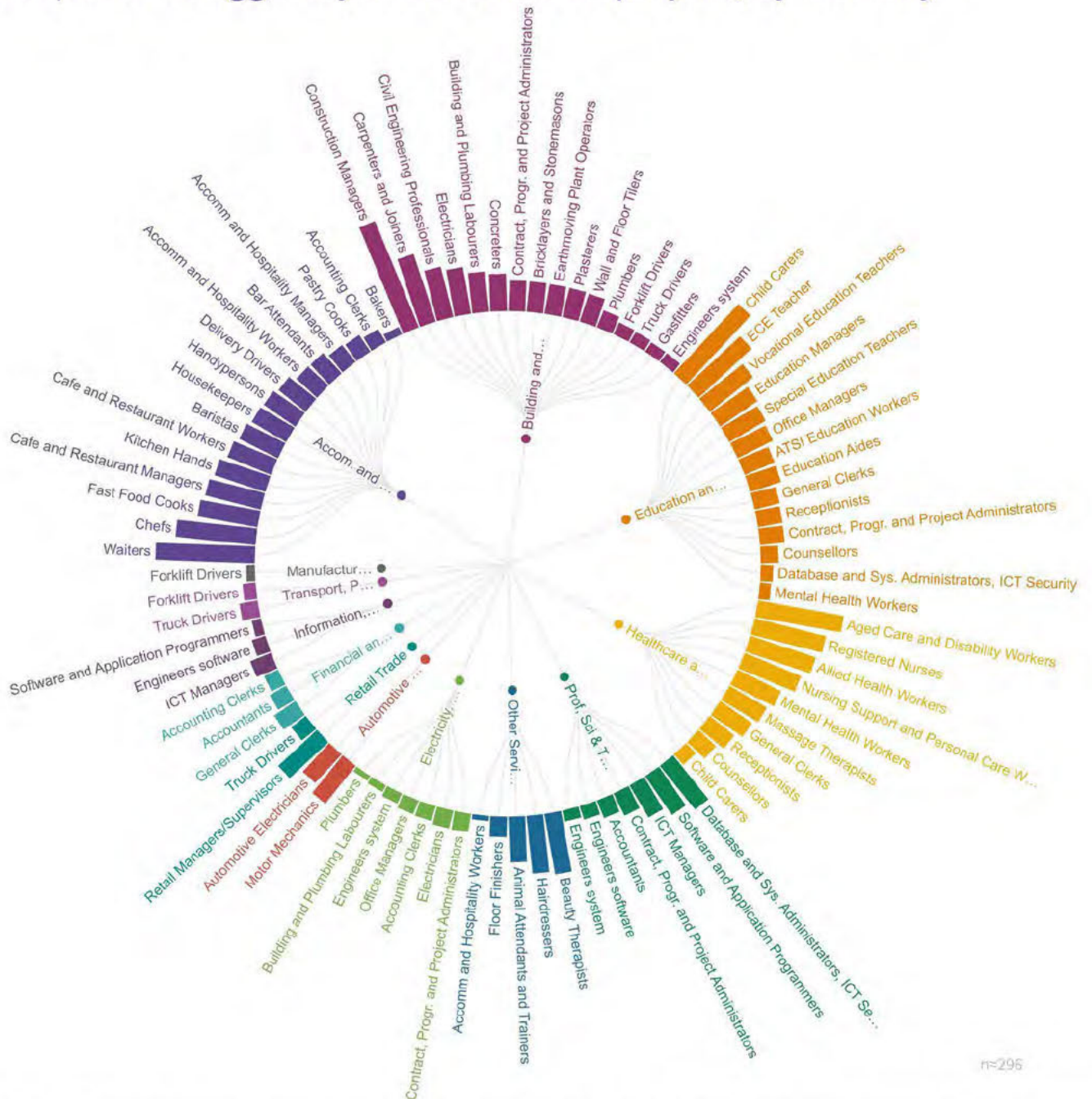
Email: [skills@act.gov.au](mailto:skills@act.gov.au)

Phone: (02) 6205 8555

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



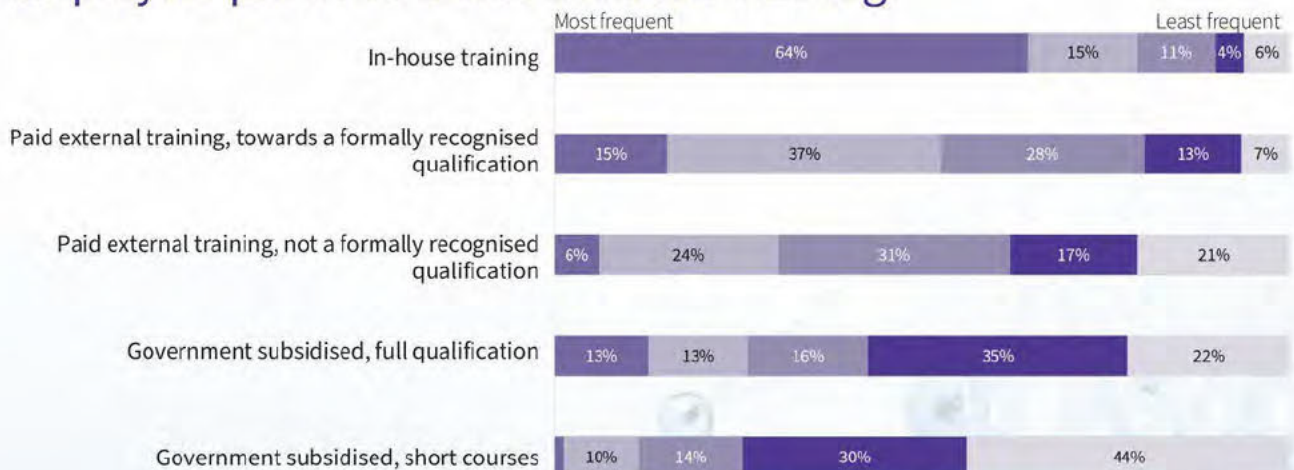
# Occupations flagged by at least two employers, by industry



n=295

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



n=313

# 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

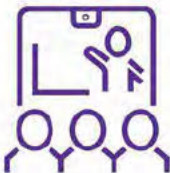
## Addressing the skills shortage

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

n=327



Upskill existing workers



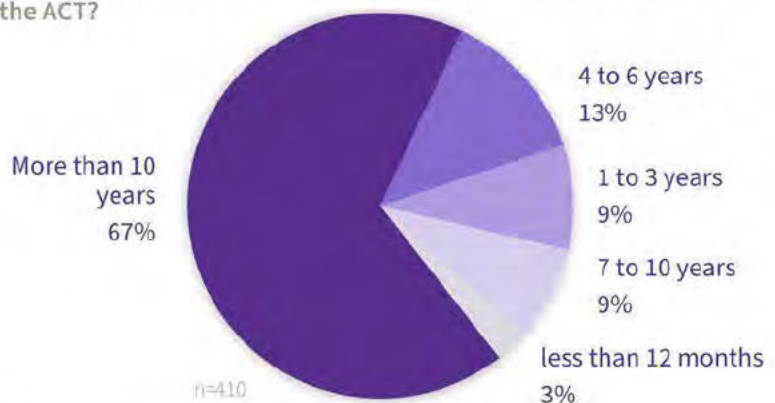
Take on apprentices & trainees



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

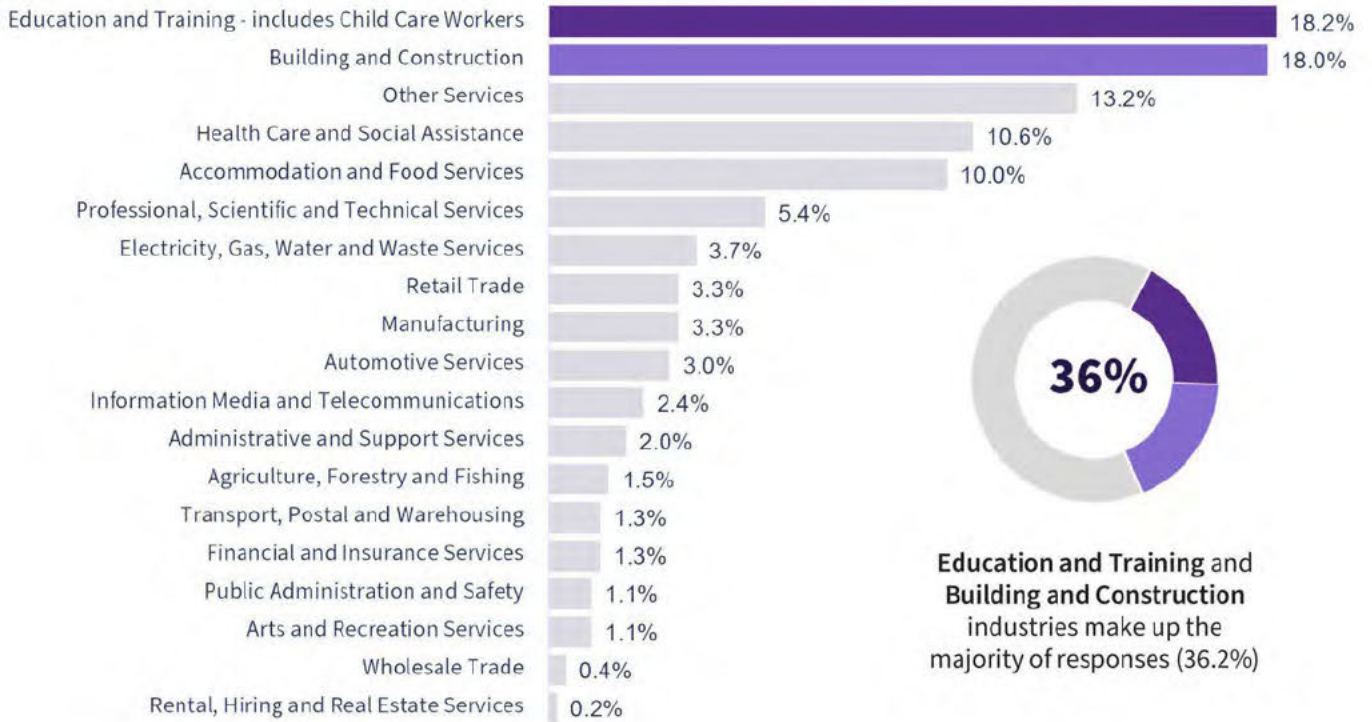
138 responses



The work is physically demanding

133 responses

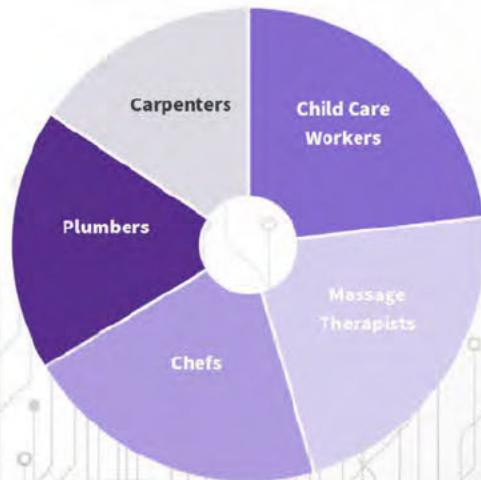
# Main industry of the respondents



**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.

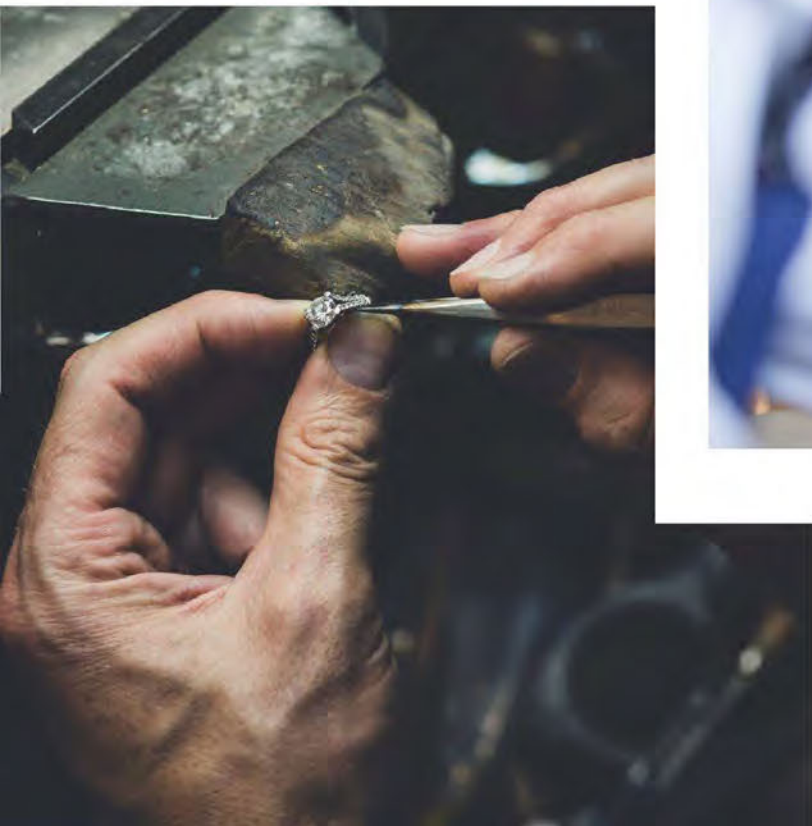
If not already qualified, employers want workers to be trained in full qualifications rather than skillsets or micro-credentials.

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.

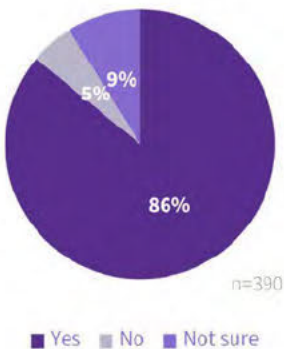




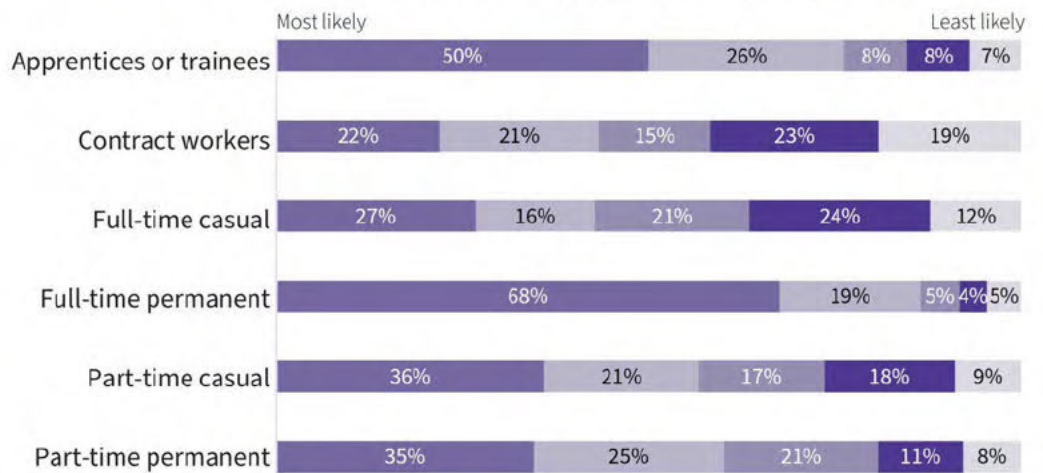
## Intention to hire

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?

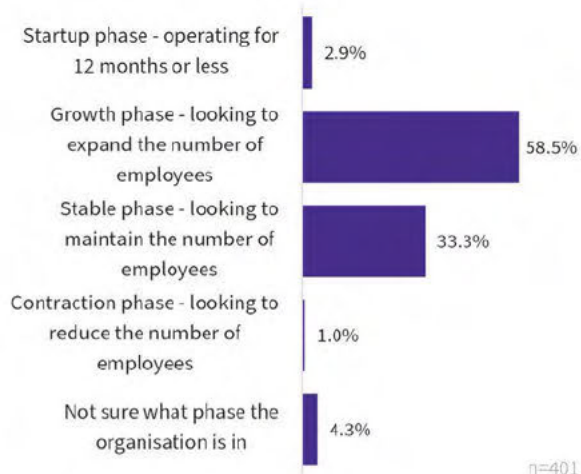


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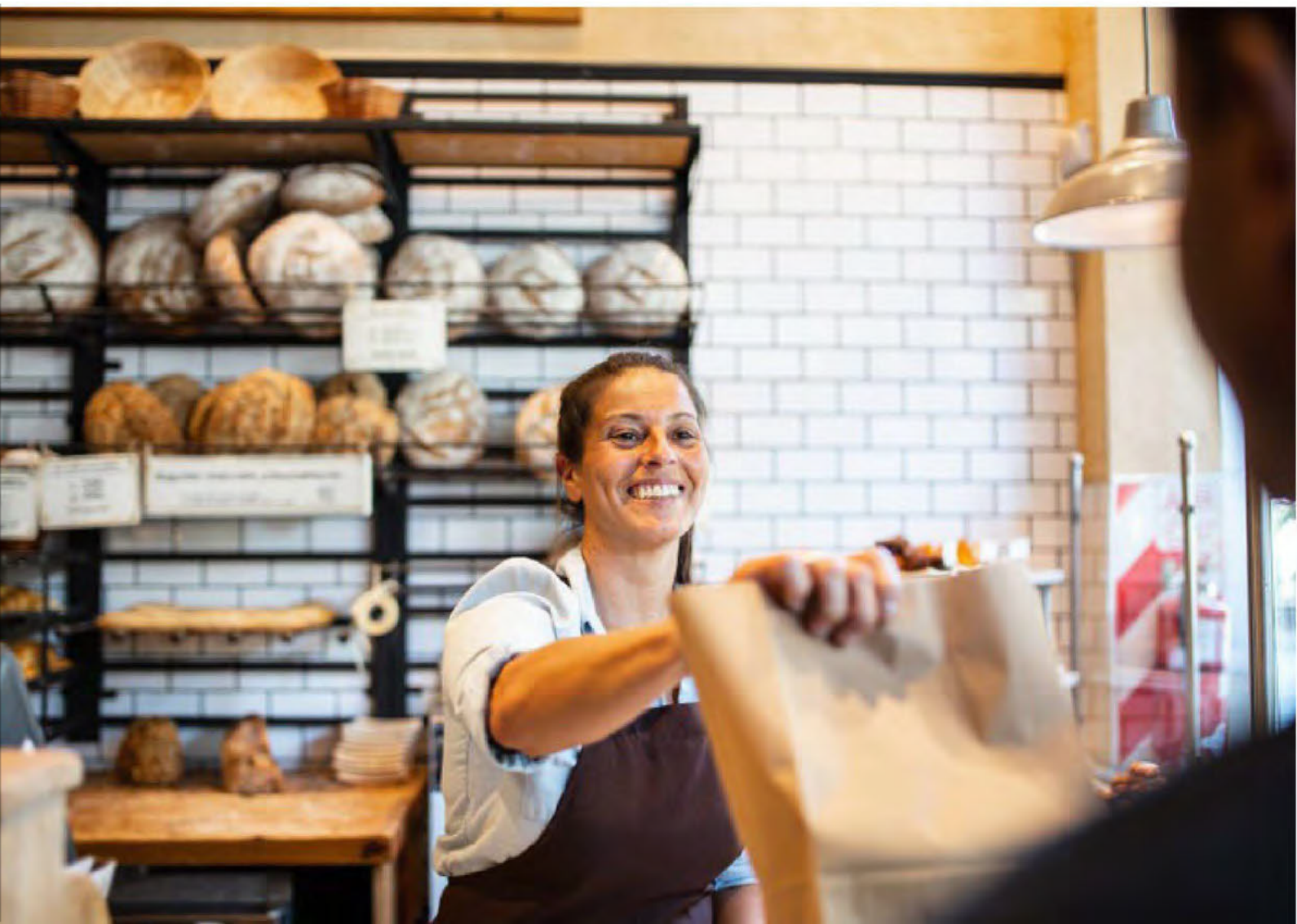
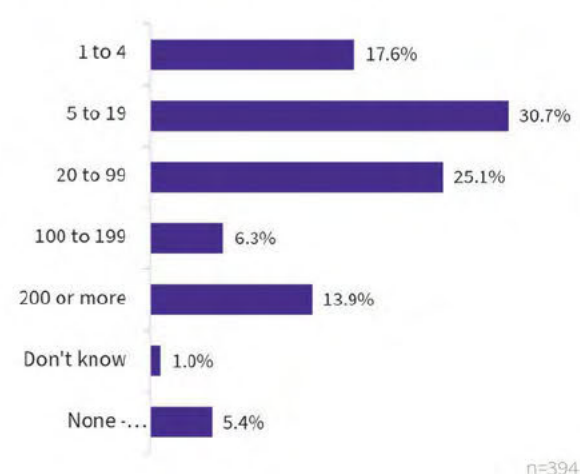
## Mostly small and mostly growing

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

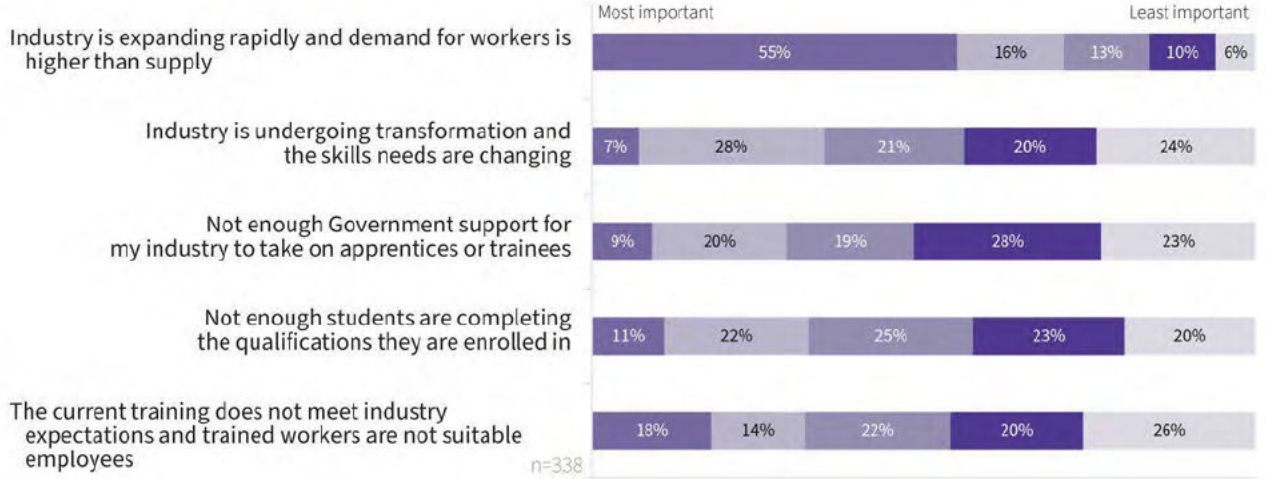
What stage of development is your organisation at in the ACT?



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.

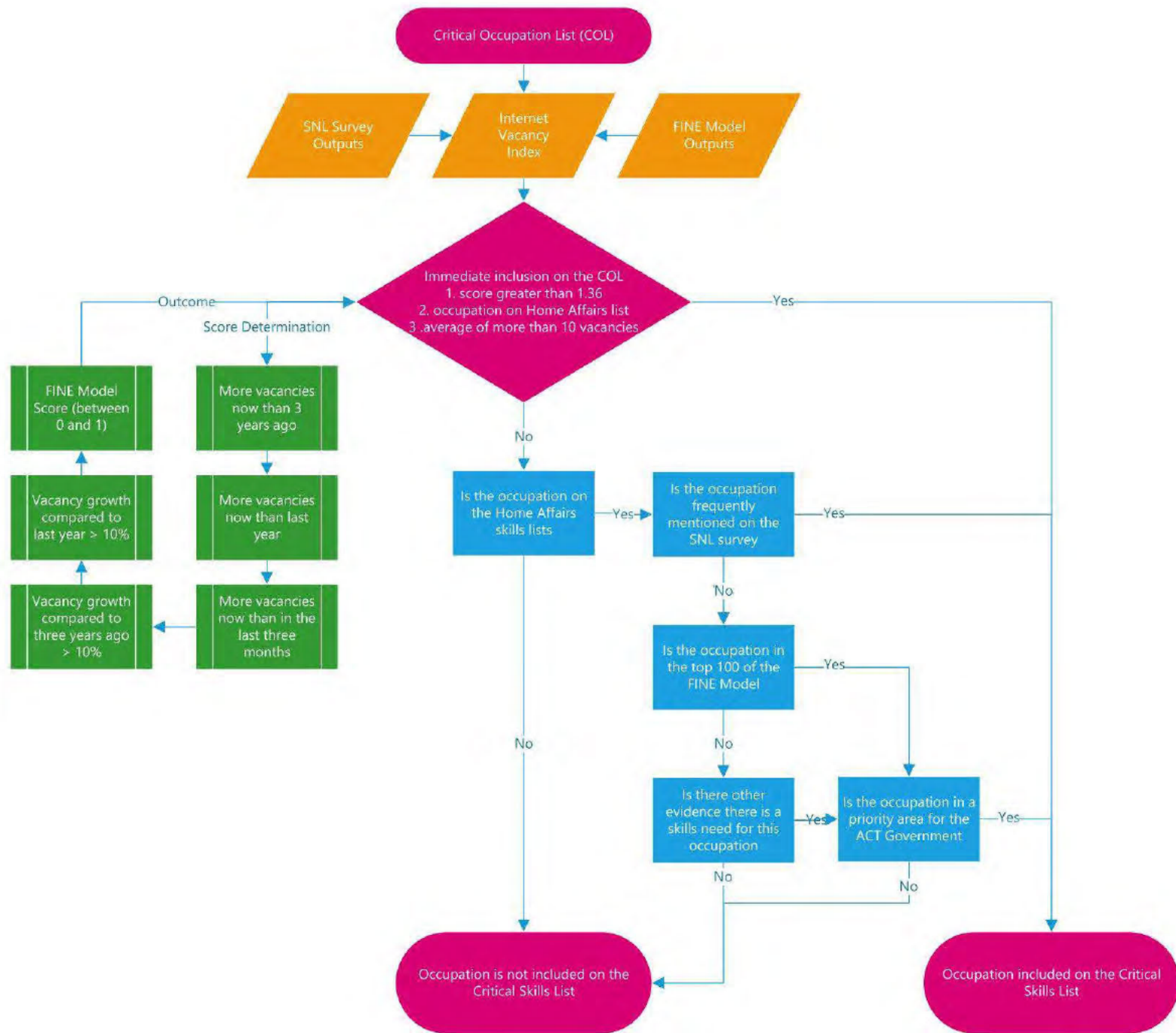
Results are based on all respondents who accurately answered each question, with some questions asked of a subset of the total sample based on answers to preceding questions.

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?**

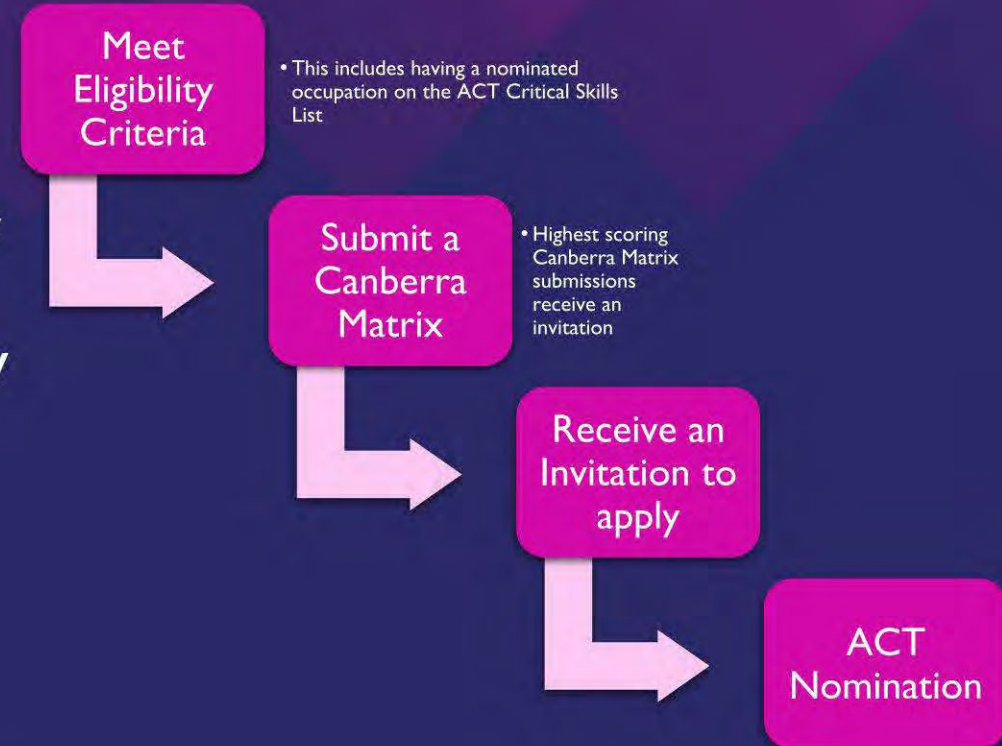
Options and ways forward

# 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

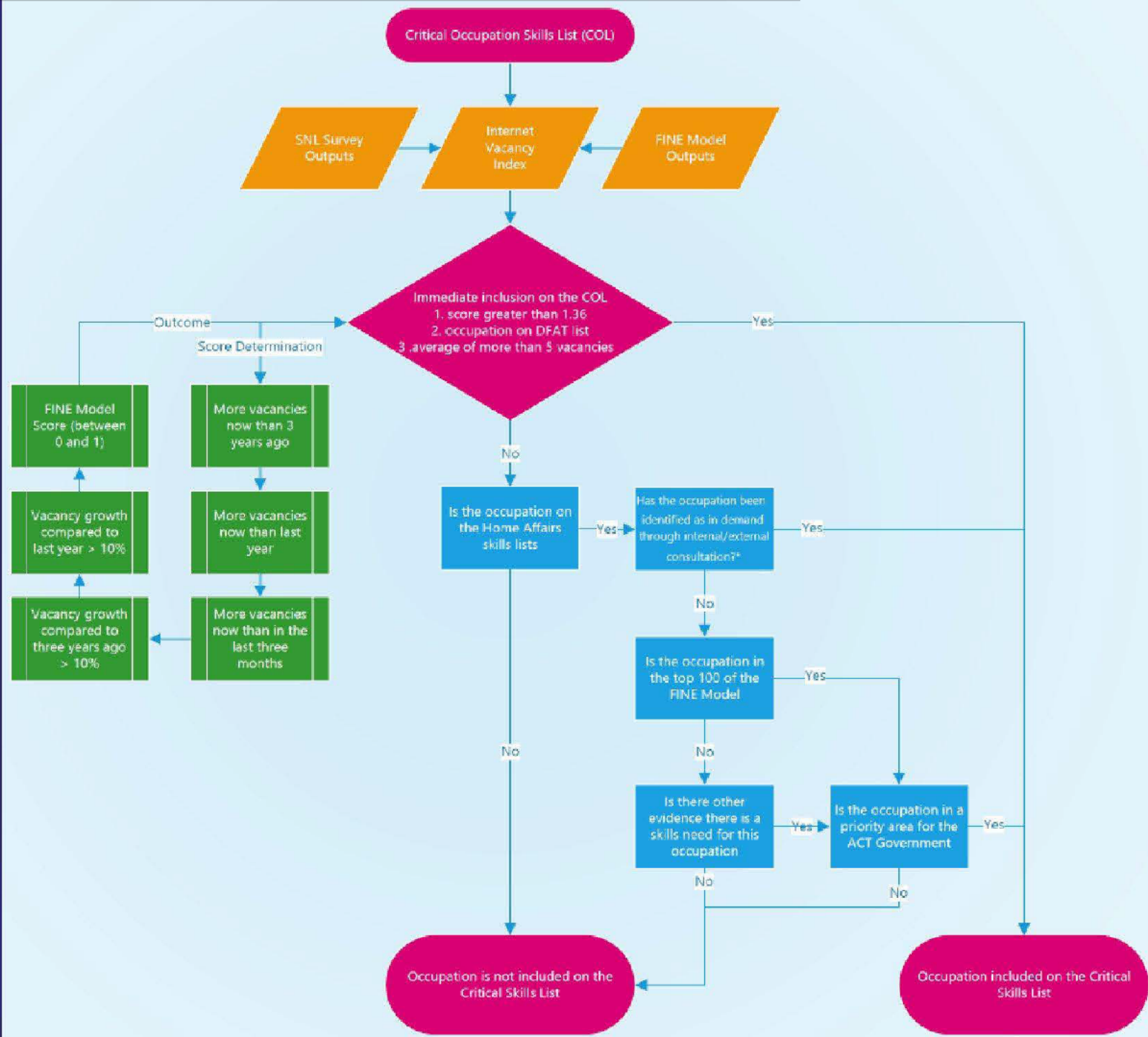
## How is it compiled?

- **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

| 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           |

**Decision-making diagram is on the next slide**

# Critical Skills List Decision-making diagram



# Considerations to change or not to change

- **As it stands:**

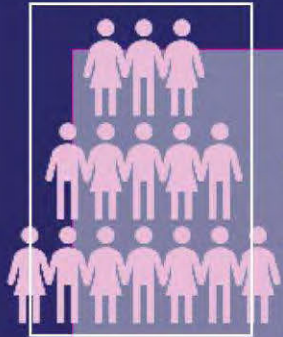
- The exclusion of certain occupations (e.g. surgeon) may not appear logical on the face of it. However, there is a reason why some are included and others are excluded.
- The current methodology is restrictive. For example, while demand for certain occupations may be low, they may still be a Government 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



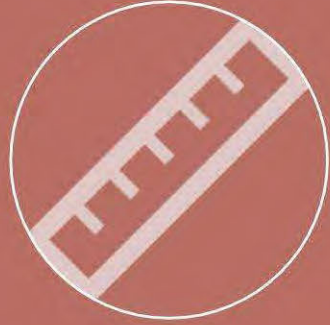
### Negative List Approach

- 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

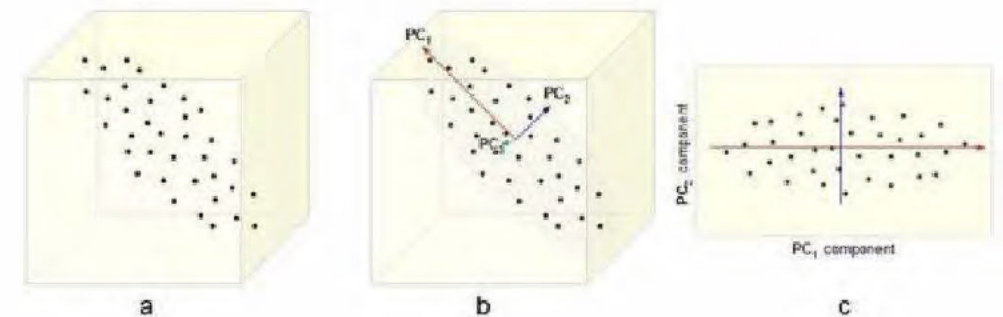
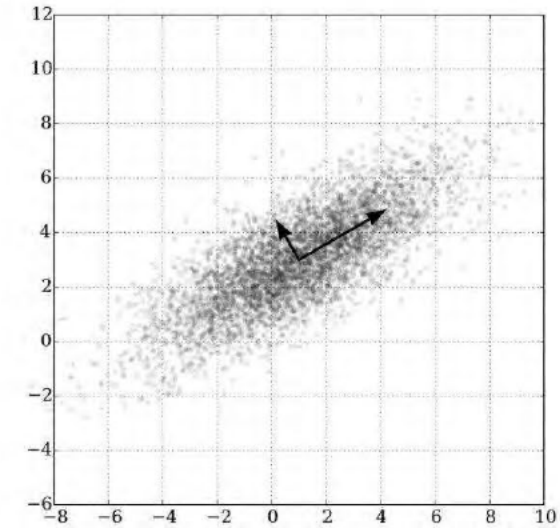
- Commercial in confidence

# Correlation between indicators

- Commercial in confidence

# Occupation scores

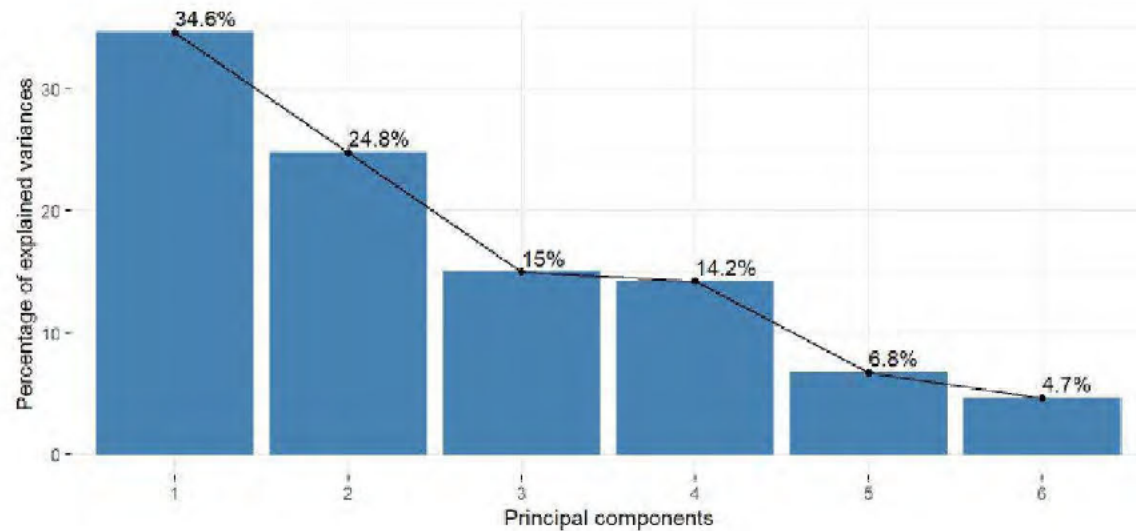
- Occupation scores are calculated using principal component analysis (PCA).
- PCA is used in the model as a means to determine **loadings** (or weights) for each indicator.
- These are used to combine indicator values for individual occupations to produce a single score (i.e., a weighted sum).
- PCA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



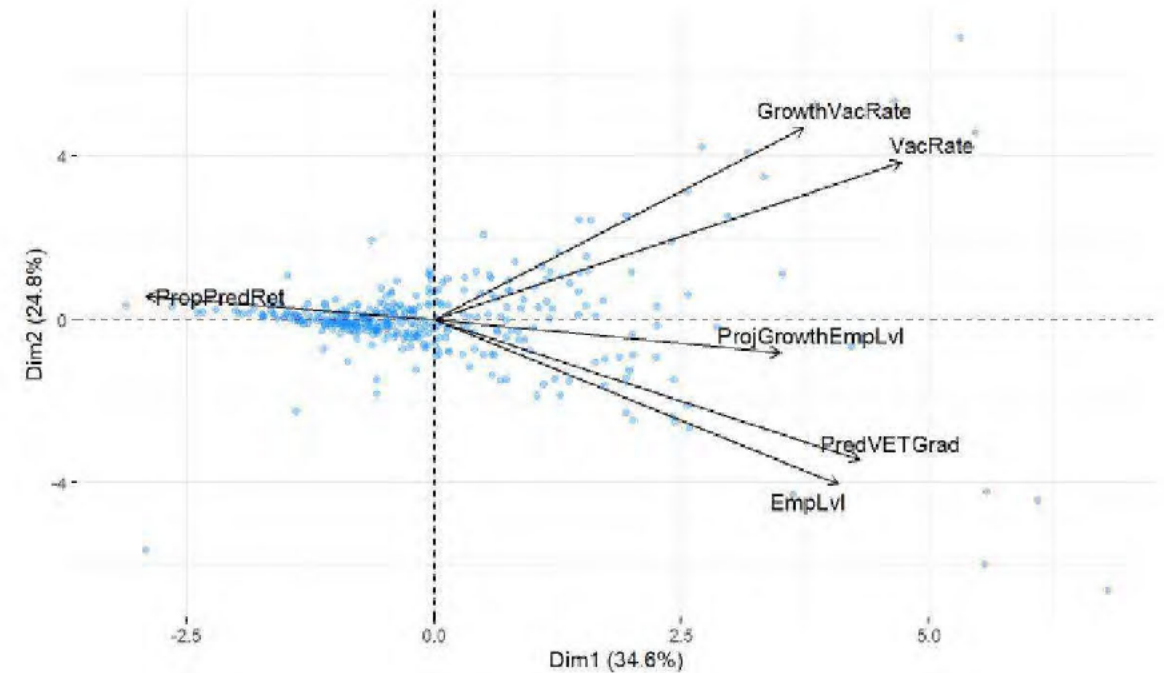
3D  2D

# 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)

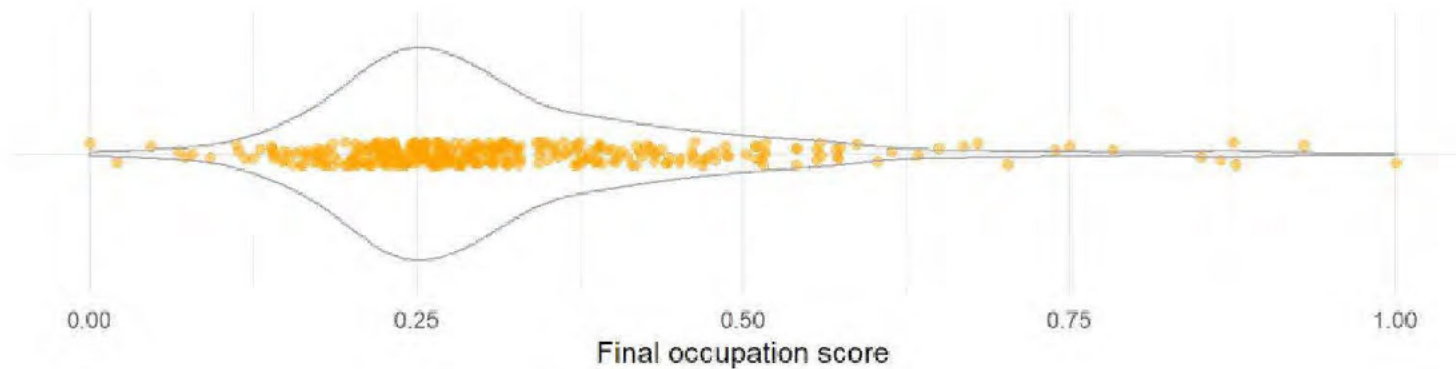


# Indicator loadings

- 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

---

**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:0262611111) | 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

---

**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

---

**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

---

**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)

---

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

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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

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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 drafts person                             |  |
|   |      |            | 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](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:** 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

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

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                       |
| Civil engineering professionals                        | 2332        | 10 or Less                             | 233211        | civil engineer                                   |
|  |             |  | 233212        | geotechnical engineer                            |
|  |             |  | 233213        | quantity surveyor                                |
|  |             |  | 233214        | structural engineer                              |

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**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)                             |  |
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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                                      |  |
|   |      |            | 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)                               |  |
|   |      |            | 312111 | architectural draftsperson                              |  |
| Architectural, Building and Surveying Technicians                 | 3121 | 15 or Less | 312113 | building inspector                                      |  |
|   |      |            | 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)                          |  |
| Other Building and Engineering Technicians                        | 3129 | 5 or Less  | 312912 | metallurgical or materials technician                   |  |
|   |      |            | 312999 | building and engineering technicians (nec) (491 only)   |  |
|   |      |            | 313111 | hardware technician                                     |  |
| ICT support technicians   | 3131 | 25 or Less | 313112 | ICT customer support officer                            |  |
|   |      |            | 313113 | 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                                  |
| 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                        | 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

---

**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

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**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,

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

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

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- 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. |
|--|--|--|--|

| Branch | Stream | Classification | Comment |
|--------|--------|----------------|---------|
|--------|--------|----------------|---------|

**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. |
|-----------|----------------------|---------|---|

|           |                                   |                        |  |
|-----------|-----------------------------------|------------------------|--|
| Roads ACT | Data Management and Data Analysis | INFR2-INFR4; SOGC-SOGB | Roads requires experienced data management officers to build data holdings to support evident based analysis of issues/concerns, to drive policy development and to underpin business cases for capital funding investments. Competition and attraction for these skills has yet to be fully experienced in Roads. |
|-----------|-----------------------------------|------------------------|--|

|           |             |           |   |
|-----------|-------------|-----------|---|
| Roads ACT | Maintenance | GSO3-GSO9 | There is inconsistent availability in the ACT labour market for the staff required for street sweeping and works crew maintenance activities. Further, staff absenteeism due to illness makes this area difficult to achieve a full complement. |
|-----------|-------------|-----------|---|

|                          |                      |     |  |
|--------------------------|----------------------|-----|--|
| Development Coordination | Landscape Architects | IO2 | Currently full complement however previous difficulty over the longer term has occurred to attract Landscape Architects. |
|--------------------------|----------------------|-----|--|

|                   |               |                         |   |
|-------------------|---------------|-------------------------|---|
| City Presentation | Arboriculture | TO3, GSO9, GSO7, GSO5/6 | National shortage of qualified arborists (Cert III, Cert IV Arboriculture). Urban Trees has increased training for GSO3/4 staff in Cert III in Arboriculture over the last four years and coordinated the delivery of a Cert IV course in 2020-21, but from 1 February 2022 had no access to User Choice funding. |
|-------------------|---------------|-------------------------|---|

| Branch | Stream | Classification | Comment |
|--------|--------|----------------|---------|
|--------|--------|----------------|---------|

**City Services**

|              |                                     |           |   |
|--------------|-------------------------------------|-----------|---|
| ACT No Waste | Procurement and Contract Management | ASO6-SOGC | Procurement officers with the skills to manage the range of procurements NoWaste undertakes |
|--------------|-------------------------------------|-----------|---|

|                           |                                     |                       |  |
|---------------------------|-------------------------------------|-----------------------|--|
|                           |                                     |                       | are difficult to find. NoWaste have been upskilling officers to 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.<br>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.<br>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,

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:** 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

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**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

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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:** 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

Good morning DLO's,

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

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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

## 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 Specialiaist                    |
| 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 (4141)                                       | 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 | Aborist  |
|  |             | 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 Specialist                             |         |
| 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>         | <i>ACT Critical Skills List</i> update, effective 1 September 2021         |                               |
| <b>Critical Date:</b>   | 31/08/2021   |                               |
| <b>Critical Reason:</b> | To publish the updated <i>ACT Critical Skills List</i> 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.



## 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 Specilaist                      |

|  |                                  |        |  |
|--|----------------------------------|--------|--|
| 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 (nec)                        |
| 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 (nec)          |
| 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. nec (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.



## 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)              |
|  |                       |  | Accountants | 2211   |
| 221112   | management accountant |  |             |  |
| 221113   | taxation accountant   |  |             |  |
| Auditors, company secretaries and corporate treasurers | 2212                  | 5 or Less                              | 221211      | company secretary                                |
|  |                       |  | 221213      | external auditor                                 |
|  |                       |  | 221214      | internal auditor                                 |
| Financial Investment Advisers and Managers             | 2223                  | 5 or Less                              | 222311      | financial investment adviser                     |
|  |                       |  | 222312      | financial investment manager                     |
| Human Resource Professionals                           | 2231                  | 5 or Less                              | 223111      | human resource adviser (491 only)                |
|  |                       |  | 223112      | recruitment consultant                           |
|  |                       |  | 223113      | workplace relations adviser (491 only)           |
| Intelligence and policy analysts                       | 2244                  | 10 or Less                             | 224412      | policy analyst (491 only)                        |
| Management and organisation analysts                   | 2247                  | 5 or Less                              | 224711      | management consultant                            |
|  |                       |  | 224712      | organisation and methods analyst                 |
| 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                  | 5 or Less                              | 225111      | advertising specialist                           |
|  |                       |  | 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     |

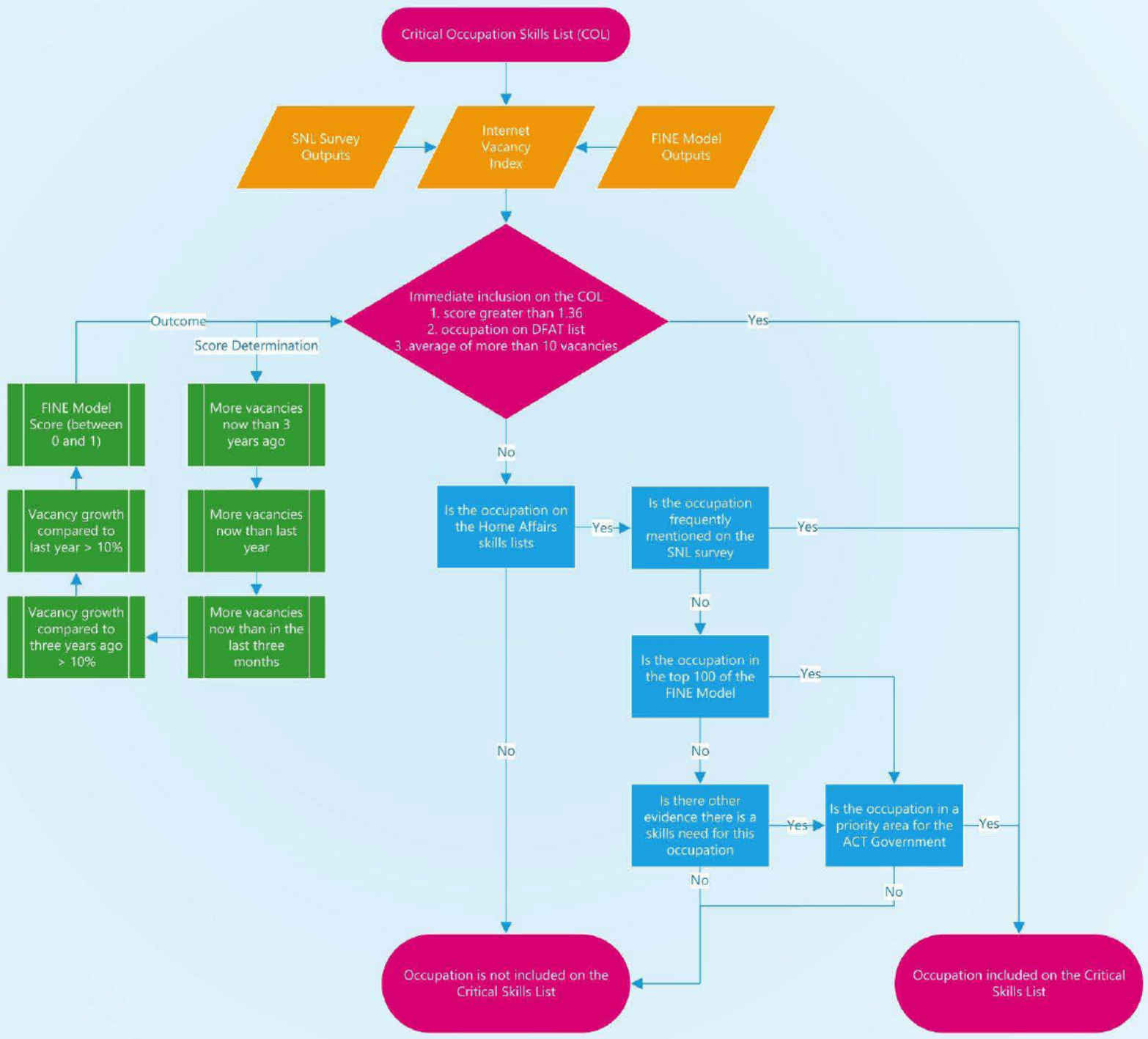
## ACT CRITICAL SKILLS LIST - June 2022

| 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) |         |
| Advertising and marketing professionals                | 2251  | 5 or Less                              | 225111 | advertising specialist                           |         |
|  |   |  | 225112 | market research analyst (491 only)               |         |
|  |   |  | 225113 | marketing specialist                             | Added   |
| 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 |
|  |      |            | 234311 | conservation officer (491 only)                  |       | Added |
| Environmental Scientists                             | 2343 | 5 or Less  | 234312 | environmental consultant                         | Added |       |
|  |      |            | 234313 | environmental research scientist                 | Added |       |
|  |      |            | 234399 | environmental scientist (nec)                    | Added |       |
|  |      |            | 234711 | veterinarian                                     |       |       |
| 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 |       |
|  |      |            | 241111 | early childhood (pre primary school) teacher     |       |       |
| 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<br>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<br>New<br>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<br>New<br>New<br>New<br>New<br>New<br>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<br>New<br>New<br>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<br>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<br>New<br>New<br>New<br>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 |        |  |     |
|   |      |            | 262111 | database administrator                           |     |
|   |      |            | 262112 | ICT security specialist                          |     |
|   |      |            | 262113 | systems administrator                            |     |
| Database and Systems Administrators, and ICT Security Specialists | 2621 | 25 or Less |        |  |     |
|   |      |            | 263111 | computer network and systems engineer            |     |
|   |      |            | 263112 | network administrator                            |     |
|   |      |            | 263113 | network analyst                                  |     |
| Computer Network Professionals                                    | 2631 | 15 or Less |        |  |     |
|   |      |            | 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 |        |  |     |
|   |      |            | 263311 | telecommunications engineer                      | New |
|   |      |            | 263312 | telecommunications network engineer              | New |
| Telecommunications Engineering Professionals                      | 2633 | 5 or Less  |        |  |     |
| 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  |     |
| 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> |
|--|---------|---|---|

| 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. Queanbeyan or Bungendore).</li><li>• <u>Places in the Canberra commuter region include but are not limited to: Jerrabomberra, Googong, and Queanbeyan.</u></li></ul> |
|--|--|--|---|

### 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                        | <b>Spouse / partner:</b> <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 <u>Department of Home Affairs requirement</u> for 'competent' English; or hold an Australian passport.</li> </ul> | <b>If you wish to claim Matrix points for a Spouse/ Partner:</b> <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 <u>Department of Home Affairs requirement</u> 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.   | Proof of relationship: marriage certificate, civil partnership/union registration, or VEVO secondary applicant status for yourself or spouse/partner.<br><br><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>  |

| 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> |
|--|--|--|---|



**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).

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



+61 2 6205 1470



[steel@act.gov.au](mailto:steel@act.gov.au)



[@ChrisSteelMLA](https://twitter.com/ChrisSteelMLA)



[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).

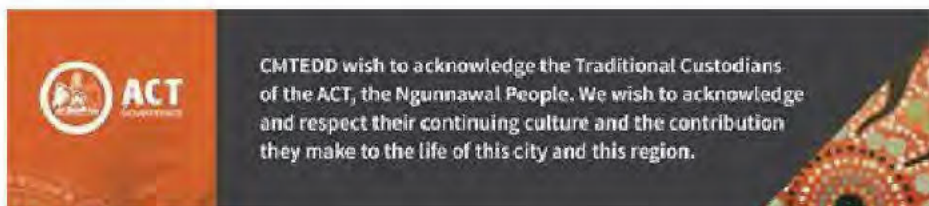
Thanks,

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?

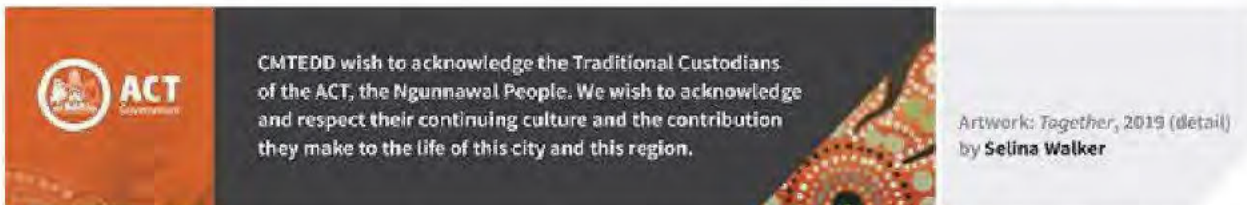
I hope to hear from you!

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<br>Health Care and Social Assistance<br>Administrative and Support Services  |
| PSP30218 | Certificate III in Auslan                         | Welfare Support Workers                                  | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services  |
| PSP40818 | Certificate IV in Auslan                          | Welfare Support Workers                                  | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services  |
| PSP50922 | Diploma of Interpreting                           | Social Professionals                                     | Education and Training<br>Health Care and Social Assistance<br>Professional, Scientific, Technical Services<br>Public Administration and Safety |
| PSP51018 | Diploma of Auslan                                 | Welfare Support Workers                                  | Education and Training<br>Health Care and Social Assistance<br>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<br>Agriculture, Forestry and Fishing<br>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<br>Agriculture, Forestry and Fishing<br>Manufacturing   |
|          |   | Garden and Nursery Labourers                             | Administrative and Support Services<br>Agriculture, Forestry and Fishing<br>Arts and Recreation Services  |
|          |   | Gardeners  | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services  |
|          |   | Greenkeepers   | Education and Training<br>Accommodation and Food Services<br>Administrative and Support Services  |
|          |   | Other Farm, Forestry and Garden Workers                  | Administrative and Support Services<br>Agriculture, Forestry and Fishing<br>Building and Construction   |

| Code     | Qualification title   | Occupation title                            | Top Industries employing this occupation  |
|----------|---|---|---|
| AHC30921 | Certificate III in Landscape Construction                         | Gardeners                                   | Education and Training<br>Health Care and Social Assistance<br>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<br>Other Services<br>Retail Trade   |
|          |   | Motor Vehicle Parts and Accessories Fitters | Building and Construction<br>Mining<br>Other Services   |
| AUR31120 | Certificate III in Heavy Commercial Vehicle Mechanical Technology | Motor Mechanics                             | Manufacturing<br>Other Services<br>Retail Trade   |
| AUR32721 | Certificate III in Automotive Electric Vehicle Technology         | Motor Mechanics                             | Manufacturing<br>Other Services<br>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<br>Electricity, Gas, Water and Waste Services<br>Financial and Insurance Services   |
|          |   | Conveyancers and Legal Executives           | Professional, Scientific and Technical Services<br>Financial and Insurance Services<br>Public Administration and Safety |
|          |   | Court and Legal Clerks                      | Professional, Scientific and Technical Services<br>Financial and Insurance Services<br>Public Administration and Safety |
|          |   | Filing and Registry Clerks                  | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance          |
|          |   | Funeral Workers                             | Other Services  |
|          |   | General Clerks                              | Professional, Scientific and Technical Services<br>Education and Training<br>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<br>Public Administration and Safety                                   |
|          |   | Receptionists  | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance        |
|          |   | Sewing Machinists  | Manufacturing<br>Other Services<br>Retail Trade   |
| BSB40320 | Certificate IV in Entrepreneurship and New Business | Fashion, Industrial and Jewellery Designers                | Professional, Scientific and Technical Services<br>Arts and Recreation Services<br>Manufacturing                      |
| BSB40420 | Certificate IV in Human Resource Management         | Human Resource Clerks                                      | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services                    |
|          |   | Human Resource Professionals                               | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance        |
| BSB40520 | Certificate IV in Leadership and Management         | Hotel Service Managers                                     | Health Care and Social Assistance<br>Accommodation and Food Services<br>Administrative and Support Services           |
|          |   | Indigenous Health Workers                                  | Health Care and Social Assistance<br>Public Administration and Safety   |
|          |   | Production Managers  | Agriculture, Forestry and Fishing<br>Manufacturing<br>Public Administration and Safety                                |
|          |   | Transport Services Managers                                | Public Administration and Safety<br>Rental, Hiring and Real Estate Services<br>Retail Trade                           |
| BSB41419 | Certificate IV in Work Health and Safety            | Crane, Hoist and Lift Operators                            | Building and Construction<br>Manufacturing<br>Mining  |
|          |   | Human Resource Managers                                    | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance        |
|          |   | Insurance Investigators, Loss Adjusters and Risk Surveyors | Financial and Insurance Services<br>Public Administration and Safety  |
|          |   | Occupational and Environmental Health Professionals        | Professional, Scientific and Technical Services<br>Health Care and Social Assistance<br>Building and Construction     |
|          |   | Recycling and Rubbish Collectors                           | Administrative and Support Services<br>Electricity, Gas, Water and Waste Services<br>Public Administration and Safety |

| Code     | Qualification title                             | Occupation title                                     | Top Industries employing this occupation   |
|----------|---|--|--|
|          |   | Safety Inspectors                                    | Professional, Scientific and Technical Services<br>Building and Construction<br>Electricity, Gas, Water and Waste Services |
| BSB50320 | Diploma of Human Resource Management            | Human Resource Clerks                                | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services                         |
|          |   | Human Resource Managers                              | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance             |
|          |   | Human Resource Professionals                         | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance             |
| BSB50420 | Diploma of Leadership and Management            | Call or Contact Centre and Customer Service Managers | Professional, Scientific and Technical Services<br>Administrative and Support Services<br>Financial and Insurance Services |
|          |   | Corporate Services Managers                          | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance             |
|          |   | Health and Welfare Services Managers                 | Health Care and Social Assistance<br>Other Services<br>Public Administration and Safety                                    |
|          |   | ICT Sales Professionals                              | Professional, Scientific and Technical Services<br>Information Media and Telecommunications<br>Retail Trade                |
|          |   | Production Managers                                  | Agriculture, Forestry and Fishing<br>Manufacturing<br>Public Administration and Safety                                     |
|          |   | Retail and Wool Buyers                               | Agriculture, Forestry and Fishing<br>Wholesale Trade   |
| BSB50820 | Diploma of Project Management                   | Construction Managers                                | Professional, Scientific and Technical Services<br>Building and Construction<br>Public Administration and Safety           |
|          |   | Contract, Program and Project Administrators         | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance             |
| BSB51319 | Diploma of Work Health and Safety               | Occupational and Environmental Health Professionals  | Professional, Scientific and Technical Services<br>Health Care and Social Assistance<br>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<br>Health Care and Social Assistance<br>Administrative and Support Services                |
|                         |  | Early Childhood (Pre-primary School) Teachers | Education and Training<br>Health Care and Social Assistance   |
| CHC33021                | Certificate III in Individual Support  | Aged and Disabled Carers                      | Health Care and Social Assistance<br>Administrative and Support Services<br>Other Services                        |
|                         |  | Caretakers                                    | Education and Training<br>Accommodation and Food Services<br>Administrative and Support Services                  |
|                         |  | Clothing Trades Workers                       | Arts and Recreation Services<br>Manufacturing<br>Other Services   |
|                         |  | Commercial Cleaners                           | Education and Training<br>Health Care and Social Assistance<br>Accommodation and Food Services                    |
|                         |  | Domestic Cleaners                             | Health Care and Social Assistance<br>Administrative and Support Services  |
|                         |  | Funeral Workers                               | Other Services  |
|                         |  | Housekeepers                                  | Health Care and Social Assistance<br>Accommodation and Food Services<br>Administrative and Support Services       |
|                         |  | Laundry Workers                               | Health Care and Social Assistance<br>Accommodation and Food Services<br>Administrative and Support Services       |
|                         |  | Nursing Support and Personal Care Workers     | Health Care and Social Assistance<br>Administrative and Support Services  |
|                         |  | Other Cleaners                                | Administrative and Support Services<br>Arts and Recreation Services<br>Electricity, Gas, Water and Waste Services |
|                         |  | Paper and Wood Processing Machine Operators   | Agriculture, Forestry and Fishing<br>Building and Construction<br>Manufacturing                                   |
|                         |  | Personal Assistants                           | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance    |
|                         |  | Personal Care Consultants                     | Health Care and Social Assistance<br>Other Services   |
| Welfare Support Workers | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services |   |   |
| CHC40221                | Certificate IV in School Based Education Support   | Education Aides                               | Education and Training<br>Health Care and Social Assistance   |
| CHC40421                | Certificate IV in Youth Work   | Ministers of Religion                         | Education and Training<br>Health Care and Social Assistance<br>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<br>Accommodation and Food Services  |
| CHC43015 | Certificate IV in Ageing Support              | Aged and Disabled Carers                       | Health Care and Social Assistance<br>Administrative and Support Services<br>Other Services           |
|          |   | Nursing Support and Personal Care Workers      | Health Care and Social Assistance<br>Administrative and Support Services                             |
| CHC43121 | Certificate IV in Disability                  | Welfare Support Workers                        | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services   |
| CHC43215 | Certificate IV in Alcohol and Other Drugs     | Indigenous Health Workers                      | Health Care and Social Assistance<br>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<br>Health Care and Social Assistance<br>Public Administration and Safety      |
|          |   | Child Carers                                   | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services   |
|          |   | Early Childhood (Pre-primary School) Teachers  | Education and Training<br>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<br>Public Administration and Safety                                |
|          |   | Special Care Workers                           | Education and Training<br>Accommodation and Food Services  |
|          |   | Welfare Support Workers                        | Education and Training<br>Health Care and Social Assistance<br>Administrative and Support Services   |
|          |   | Welfare, Recreation and Community Arts Workers | Education and Training<br>Health Care and Social Assistance<br>Other Services                        |
| CPC10120 | Certificate I in Construction                 | Fencers  | Agriculture, Forestry and Fishing<br>Building and Construction                                       |
|          |   | Vehicle Body Builders and Trimmers             | Manufacturing<br>Other Services<br>Transport, Postal and Warehousing                                 |
| CPC20120 | Certificate II in Construction                | Building and Plumbing Labourers                | Building and Construction<br>Electricity, Gas, Water and Waste Services                              |
| CPC20220 | Certificate II in Construction Pathways       | Building and Plumbing Labourers                | Administrative and Support Services<br>Building and Construction<br>Public Administration and Safety |
|          |   | Vehicle Body Builders and Trimmers             | Manufacturing<br>Other Services<br>Transport, Postal and Warehousing                                 |
|          |   | Carpenters and Joiners                         | Building and Construction<br>Manufacturing   |

| Code     | Qualification title                             | Occupation title                                  | Top Industries employing this occupation   |
|----------|---|---|--|
| CPC30220 | Certificate III in Carpentry                    | Handypersons                                      | Health Care and Social Assistance<br>Accommodation and Food Services<br>Administrative and Support Services                |
|          |   | Insulation and Home Improvement Installers        | Building and Construction<br>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<br>Building and Construction<br>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<br>Manufacturing   |
| CPC40120 | Certificate IV in Building and Construction     | Architectural, Building and Surveying Technicians | Professional, Scientific and Technical Services<br>Building and Construction<br>Electricity, Gas, Water and Waste Services |
|          |   | Carpenters and Joiners                            | Building and Construction<br>Manufacturing   |
|          |   | Construction Managers                             | Professional, Scientific and Technical Services<br>Building and Construction<br>Public Administration and Safety           |
|          |   | Floor Finishers                                   | Building and Construction<br>Retail Trade  |
|          |   | Handypersons                                      | Health Care and Social Assistance<br>Accommodation and Food Services<br>Administrative and Support Services                |
| CPC50220 | Diploma of Building and Construction (Building) | Architectural, Building and Surveying Technicians | Professional, Scientific and Technical Services<br>Building and Construction<br>Electricity, Gas, Water and Waste Services |
|          |   | Construction Managers                             | Professional, Scientific and Technical Services<br>Building and Construction<br>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<br>Transport, Postal and Warehousing   |
|          |  | Couriers and Postal Deliverers                   | Health Care and Social Assistance<br>Transport, Postal and Warehousing  |
|          |  | Security Officers and Guards                     | Professional, Scientific and Technical Services<br>Accommodation and Food Services<br>Arts and Recreation Services      |
| CPP31318 | Certificate III in Security Operations       | Security Officers and Guards                     | Professional, Scientific and Technical Services<br>Accommodation and Food Services<br>Arts and Recreation Services      |
| CPP41419 | Certificate IV in Real Estate Practice       | Advertising, Public Relations and Sales Managers | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance          |
|          |  | Auctioneers, and Stock and Station Agents        | Agriculture, Forestry and Fishing<br>Rental, Hiring and Real Estate Services<br>Retail Trade                            |
|          |  | Real Estate Sales Agents                         | Professional, Scientific and Technical Services<br>Rental, Hiring and Real Estate Services<br>Wholesale Trade           |
| CSC30122 | Certificate III in Correctional Practice     | Court and Legal Clerks                           | Professional, Scientific and Technical Services<br>Financial and Insurance Services<br>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<br>Administrative and Support Services<br>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<br>Financial and Insurance Services<br>Public Administration and Safety             |
| FNS40222 | Certificate IV in Accounting and Bookkeeping | Accounting Clerks                                | Professional, Scientific and Technical Services<br>Building and Construction<br>Financial and Insurance Services        |
|          |  | Office Managers                                  | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance          |

| Code     | Qualification title                                | Occupation title                                      | Top Industries employing this occupation   |
|----------|--|---|--|
|          |  | Payroll Clerks  | Health Care and Social Assistance<br>Administrative and Support Services<br>Building and Construction                              |
| FNS40821 | Certificate IV in Finance and Mortgage Broking     | Credit and Loans Officers (Aus) \ Finance Clerks (NZ) | Financial and Insurance Services<br>Retail Trade   |
|          |  | Financial Brokers                                     | Professional, Scientific and Technical Services<br>Agriculture, Forestry and Fishing<br>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<br>Retail Trade   |
|          |  | Financial Brokers                                     | Professional, Scientific and Technical Services<br>Agriculture, Forestry and Fishing<br>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<br>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<br>Other Services  |
|          |  | Personal Care Consultants                             | Health Care and Social Assistance<br>Other Services  |
| HLT54121 | Diploma of Nursing                                 | Enrolled and Mothercraft Nurses                       | Health Care and Social Assistance<br>Public Administration and Safety  |
| ICT30120 | Certificate III in Information Technology          | Computer Network Professionals                        | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance                     |
|          |  | ICT Support Technicians                               | Professional, Scientific and Technical Services<br>Education and Training<br>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<br>Information Media and Telecommunications<br>Public Administration and Safety |
|          |  | Telecommunications Technical Specialists     | Professional, Scientific and Technical Services<br>Information Media and Telecommunications<br>Manufacturing                    |
| ICT40120 | Certificate IV in Information Technology                                 | ICT Support Technicians                      | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance                  |
| ICT50220 | Diploma of Information Technology  | ICT Support Technicians                      | Professional, Scientific and Technical Services<br>Education and Training<br>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<br>Manufacturing<br>Other Services  |
| PUA20622 | Certificate II in Public Safety (Firefighting and Emergency Operations)  | Fire and Emergency Workers                   | Health Care and Social Assistance<br>Mining<br>Public Administration and Safety   |
| PUA30622 | Certificate III in Public Safety (Firefighting and Emergency Operations) | Fire and Emergency Workers                   | Health Care and Social Assistance<br>Mining<br>Public Administration and Safety   |
| RII30820 | Certificate III in Civil Construction Plant Operations                   | Earthmoving Plant Operators                  | Agriculture, Forestry and Fishing<br>Building and Construction<br>Electricity, Gas, Water and Waste Services                    |
| RII30920 | Certificate III in Civil Construction                                    | Earthmoving Plant Operators                  | Agriculture, Forestry and Fishing<br>Building and Construction<br>Electricity, Gas, Water and Waste Services                    |
|          |  | Other Mobile Plant Operators                 | Administrative and Support Services<br>Manufacturing<br>Transport, Postal and Warehousing                                       |
|          |  | Paving and Surfacing Labourers               | Building and Construction<br>Public Administration and Safety   |
| RII40720 | Certificate IV in Civil Construction                                     | Paving and Surfacing Labourers               | Building and Construction<br>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<br>Other Services   |
| SIR20116 | Certificate II in Community Pharmacy                 | Pharmacy Sales Assistants                     | Health Care and Social Assistance<br>Retail Trade   |
| SIR20216 | Certificate II in Retail Services                    | Sales Representatives                         | Retail Trade  |
| SIR30216 | Certificate III in Retail                            | Cafe and Restaurant Managers                  | Education and Training<br>Accommodation and Food Services                                     |
|          |  | Fast Food Cooks                               | Accommodation and Food Services   |
|          |  | Retail Managers                               | Accommodation and Food Services<br>Arts and Recreation Services<br>Retail Trade               |
|          |  | Sales Representatives                         | Professional, Scientific and Technical Services<br>Building and Construction<br>Manufacturing |
| SIS30321 | Certificate III in Fitness                           | Amusement, Fitness and Sports Centre Managers | Education and Training<br>Accommodation and Food Services<br>Arts and Recreation Services     |
|          |  | Fitness Instructors                           | Education and Training<br>Arts and Recreation Services<br>Other Services                      |
| SIS30122 | Certificate III in Aquatics and Community Recreation | Sports Coaches, Instructors and Officials     | Education and Training<br>Agriculture, Forestry and Fishing<br>Arts and Recreation Services   |
|          |  | Sportspersons                                 | Education and Training<br>Accommodation and Food Services<br>Arts and Recreation Services     |
| SIS40221 | Certificate IV in Fitness                            | Amusement, Fitness and Sports Centre Managers | Education and Training<br>Accommodation and Food Services<br>Arts and Recreation Services     |
|          |  | Fitness Instructors                           | Education and Training<br>Arts and Recreation Services<br>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<br>Arts and Recreation Services                               |
|          |  | Cafe and Restaurant Managers                  | Education and Training<br>Accommodation and Food Services                                     |
|          |  | Cafe Workers                                  | Education and Training<br>Accommodation and Food Services<br>Retail Trade                     |
|          |  | Gaming Workers                                | Accommodation and Food Services<br>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<br>Accommodation and Food Services<br>Administrative and Support Services    |
|          |  | Other Hospitality Workers                 | Accommodation and Food Services<br>Arts and Recreation Services<br>Transport, Postal and Warehousing           |
|          |  | Waiters                                   | Accommodation and Food Services<br>Arts and Recreation Services  |
| SIT30821 | Certificate III in Commercial Cookery    | Chefs                                     | Health Care and Social Assistance<br>Accommodation and Food Services<br>Arts and Recreation Services           |
|          |  | Cooks                                     | Health Care and Social Assistance<br>Accommodation and Food Services<br>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<br>Accommodation and Food Services<br>Administrative and Support Services    |
| SIT40521 | Certificate IV in Commercial Cookery     | Chefs                                     | Health Care and Social Assistance<br>Accommodation and Food Services<br>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<br>Accommodation and Food Services<br>Arts and Recreation Services                      |
|          |  | Hotel and Motel Managers                  | Accommodation and Food Services  |
|          |  | Air Transport Professionals               | Education and Training<br>Public Administration and Safety<br>Transport, Postal and Warehousing                |
|          |  | Aircraft Maintenance Engineers            | Manufacturing<br>Public Administration and Safety<br>Transport, Postal and Warehousing                         |
|          |  | Ambulance Officers and Paramedics         | Health Care and Social Assistance  |
|          |  | Auctioneers, and Stock and Station Agents | Agriculture, Forestry and Fishing<br>Rental, Hiring and Real Estate Services<br>Retail Trade                   |
|          |  | Child Care Centre Managers                | Education and Training<br>Health Care and Social Assistance<br>Public Administration and Safety                |
|          |  | Corporate Services Managers               | Professional, Scientific and Technical Services<br>Education and Training<br>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<br>Manufacturing  |
|          |   | Driving Instructors                                 | Education and Training<br>Public Administration and Safety<br>Transport, Postal and Warehousing                             |
|          |   | Fashion, Industrial and Jewellery Designers         | Professional, Scientific and Technical Services<br>Arts and Recreation Services<br>Manufacturing                            |
|          |   | Fire and Emergency Workers                          | Health Care and Social Assistance<br>Mining<br>Public Administration and Safety   |
|          |   | Freight and Furniture Handlers                      | Administrative and Support Services<br>Building and Construction<br>Manufacturing   |
|          |   | General Managers                                    | Professional, Scientific and Technical Services<br>Health Care and Social Assistance<br>Administrative and Support Services |
|          |   | Health and Welfare Services Managers                | Health Care and Social Assistance<br>Other Services<br>Public Administration and Safety                                     |
|          |   | Human Resource Managers                             | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance              |
|          |   | Inspectors and Regulatory Officers                  | Professional, Scientific and Technical Services<br>Agriculture, Forestry and Fishing<br>Public Administration and Safety    |
|          |   | Ministers of Religion                               | Education and Training<br>Health Care and Social Assistance<br>Other Services   |
|          |   | Occupational and Environmental Health Professionals | Professional, Scientific and Technical Services<br>Health Care and Social Assistance<br>Building and Construction           |
|          |   | Other Personal Service Workers                      | Education and Training<br>Health Care and Social Assistance<br>Arts and Recreation Services                                 |
|          |   | Other Specialist Managers                           | Professional, Scientific and Technical Services<br>Education and Training<br>Health Care and Social Assistance              |
|          |   | Police  | Public Administration and Safety  |
|          |   | Private Tutors and Teachers                         | Education and Training<br>Health Care and Social Assistance<br>Arts and Recreation Services                                 |
|          |   | Production Managers                                 | Agriculture, Forestry and Fishing<br>Manufacturing<br>Public Administration and Safety                                      |

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