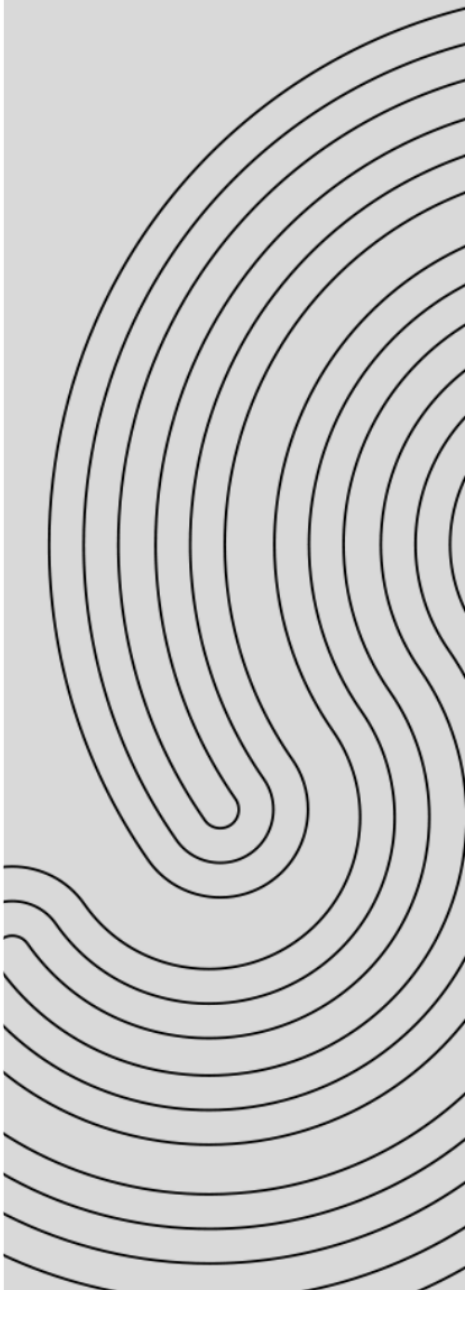
FUTURE SKILLS ORGANISATION
Finance Technology Business

2025
Core Skills Occupation List

26 September 2025



JSC | Jobs and Skills Council
Finance, Technology and Business
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Introduction

Future Skills Organisation (FSO) welcomes the opportunity to respond to Jobs and Skills Australia's (JSA) 2025 review of the Core Skills Occupations List (CSOL)[1].

FSO's response refers to recent migration analysis by Oxford Economics Australia (OEA) on finance, technology, and business (FTB) skilled migration.[2] FSO encourages JSA to consider this report in its analysis of economic data that covers labour market and migrant outcomes. FSO remains open to discussing this work with JSA.

FSO also encourages JSA to consider the recent response to consultation on the Occupation Shortage List (OSL), noting that the OSL is one of the key criteria for inclusion on the CSOL.

FSO notes however that JSA does not intend to remove any occupations currently on the CSOL. FSO has no objections to this approach.

However, FSO considers that the 2025 review of CSOL presents national interest opportunities for supporting skilled migration in new and emerging occupations. This is driven mainly by the skills needed due to the rapid technological evolution and by sustainability - especially, for FTB, the requirements of global sustainable finance and the material digital skills needed to support the shift to a clean energy economy. Accordingly, FSO recommends three principles to underpin future development of the CSOL, which are detailed in our submission:

- Consistency
- Flexibility
- Responsiveness

Finally, FSO acknowledges the challenges presented in moving from the Australian and New Zealand Standard Classification of Occupations (ANZSCO) to the Occupation Standard Classification for Australia (OSCA), including for the CSOL. Noting the CSOL has been presented through OSCA, we continue to encourage a measured but swift migration to OSCA across all statistical outputs given the public launch of OSCA in December last year and the importance of occupations to the work of Jobs and Skills Councils (JSCs).

Given it remains unclear the exact OSCA codes JSA (and other JSCs) may agree sit within the remit of FSO, at Attachment A are OSCA codes included in the JSA provided '...2025 CSOL targeted for consultation group...' that FSO considers to likely fit within its FTB occupations and as such informs, and is covered by, FSO's response to JSA's consultation on the CSOL.

[1] https://www.jobsandskills.gov.au/consultations/2025-core-skills-occupations-list-csol-consultations
[2] *Finance, Technology & Business migration analysis*, April 2025, https://www.futureskillsorganisation.com.au/wp-content/uploads/2025/06/OEA-FSO-FTB-Migration-analysis-Branded-Report-09042025.pdf

Principles

This submission presents three principles that we consider should underpin the CSOL.

Consistency: Support employer confidence

FSO notes:

> 'JSA believes the CSOL has not been in effect for long enough to warrant changes to its 2024 advice to Government, and that these occupations should remain on the CSOL for 2025.'

FSO has no objections to this approach and has not received feedback from stakeholders to the contrary. Further, to support workforce planning and employer confidence, FSO considers occupations included on the CSOL should remain listed for a minimum period of three (3) years.

Frequent changes undermine the ability of employers to invest in migration pathways. A stable CSOL allows the labour market to respond to signals and supports strategic workforce development.

Flexibility: Support clusters of related roles

Rapidly evolving sectors, particularly higher-skilled tech roles, require flexible migration settings. We recommend enabling migration at the 3 or 4-digit OSCA level for clusters of related occupations. For example, software engineers and test analysts often work interchangeably across projects and should be treated for migration purposes as a job family requiring similar functional skills. This approach reflects:

- the reality of role fluidity in digital expert technology roles as well as digitally enabled roles
- employers desire to hire for capability rather than rigid job titles, especially where teams are continuously formed and reformed, based on skills that add value, to deliver outputs
- flexible and adaptable skills are becoming the basis for hiring talent rather than tightly defined occupation titles (this also aligns with Purpose 3 of the Qualification Reform Design Group recommendations).[3]

Responsiveness: Recognise and enable new specialisations

Migration is a critical lever for quickly meeting emerging skills needs. As such, employers should be able to sponsor roles outside the CSOL where they can demonstrate the rapid emergence of a new specialisation. The alternative, to perhaps ensure integrity of the skilled migration process, is for employers/industry to be able to add an occupation to the CSOL during the year on the basis of exceptional circumstances.

This is particularly important in areas such as artificial intelligence (AI), cybersecurity, quantum, and green tech, where domestic training pipelines are still developing these skills for the labour market. As highlighted in the OEA migration report, migration is

[3] Qualification Reform Design Group, March 2024, *Unlocking the Potential of VET*, https://www.dewr.gov.au/skills-reform/resources/qualification-reform-design-group-initial-advice-skills-ministers

already a major contributor to workforce supply in FTB occupations, with the technology sector requiring a high share of skilled migrants.

Supporting Evidence

Migration is an appropriate path to address the identified shortages in skilled FTB occupations, given:

- migrants make up 41 percent of Australia's technology workforce, with over 90 percent employed in relevant occupations
- software and applications programmers (59 percent), ICT support and test engineers (53 percent), and ICT business and systems analysts (50 percent) are among the most migration-reliant roles
- migration flows are projected to add 258,000 workers to FTB occupations by financial year 2030, with technology roles receiving 11.8 percent of migration supply while comprising only 5.8 percent of total employment
- analysis by FSO shows the FTB sectors are projected to be in occupational shortage by 242,946 workers in 2030[4]
- new and emerging FTB occupations are being driven, in the main, by rapid technological evolution and by sustainability, especially the shift to a clean energy economy.

Conclusion

FSO encourages JSA to adopt a CSOL framework that is stable, flexible, and future-focused; one that enables Australia to remain competitive in attracting and retaining global talent. We have undertaken a range of analysis on the value of skilled migration to the FTB sectors and have shared that with JSA. FSO considers three design principles may drive positive labour market outcomes in the national economic interest.

Future Skills Organisation

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The Future Skills Organisation is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.

[4] See the Projections tab at https://www.futureskillsorganisation.com.au/workforce-plan-2025-occupations-dashboard/. By sector in 2030, finance is projected to have a shortage of 63,498 workers; technology 131,316 workers; and business 48,132 workers.

Attachment A

2025 CSOL Targeted for Consultation – OSCA FSO Remit

OSCA Code	Occupation Title
111633	Work Health and Safety Manager
112132	Business Development Manager
113132	Chief Information Security Officer
113231	ICT Operations Manager
113233	ICT Service Delivery Manager
113299	ICT Managers nec#
149132	Library Services Manager
149999	Specialist Managers nec#
171232	Payroll Manager
171332	Legal Practice Manager
171399	Practice Managers nec#
172132	Customer Service Manager
172999	Service Managers nec#
212331	Capital Markets Specialist
212332	Investment Analyst
212931	Credit Risk Manager
212999	Financial Services and Investment Specialists nec#
221699	Technical Sales Representatives nec#
222431	Training and Development Professional
223232	Data Architect
223233	Data Engineer
223431	Enterprise Architect
223935	Records or Information Manager
223999	Information and Organisation Professionals nec#
231333	Print or Digital Content Editor
232333	Economist
242332	Graphic Designer
243999	Engineering Professionals nec#
244699	Life Scientists nec#
272133	Network Architect
272232	ICT Support Engineer
272233	ICT Test Analyst
273131	Digital Game Developer
273231	Cloud Architect
273233	Solution Architect
273331	Cloud Engineer
311599	Science Technicians nec#
313999	Engineering Technicians nec#
314199	ICT and Telecommunications Technicians nec#
382233	Electronic Instrument Technician
531399	Financial and Insurance Brokers nec#
551132	Call or Contact Centre Team Leader