



Departmental Consultation

The Department of Employment, Skills, Small and Family Business is in the process of conducting two consultation processes for:

- The next review of Australia’s Skilled Migration Occupation Lists (SMOL), which are regularly updated to reflect genuine skills needs where migration is an appropriate response.
- The Review of the Australian Apprenticeships National Skills Needs List, which will establish a replacement methodology for targeting skills-shortage related apprenticeship incentives and update the apprenticeship occupations eligible to attract the Additional Identified Skills Shortage Payment.

The feedback that you give us as part of either of these consultation processes, in relation to either domestic or migration skills lists, will inform both processes. You only need to speak to us once.

Release of methodology papers

The department has released an updated methodology paper for its advice on the SMOL. This updated methodology paper reflects our commitment to continuing to improve the methodology underpinning the regular reviews of the SMOL.

The forthcoming release of the Review of the Australian Apprenticeships National Skills Needs List – Methodology Paper will mark the commencement of the second stage of consultation on the replacement methodology for the National Skills Needs List (NSNL). Feedback will be sought on the proposed NSNL methodology.

Why isn’t there a single methodology and a single list?

These lists respond to very different needs. The replacement for the NSNL will underpin access to apprenticeship incentives, with a primary focus on trade related occupations. The SMOL underpin a range of employer-sponsored, points-tested and state-nominated skilled visa programs.

The methodology for the SMOL and the proposed methodology for the NSNL share a number of common features. Both methodologies focus on ensuring Australians have first access to jobs. They share the same core datasets, each combining labour market data with information received from external stakeholders and expertise from across government. Both methodologies incorporate an evaluative, case-by-case approach to analysing whether occupations are in shortage.

The main point of difference is in the way quantitative and qualitative data are combined to determine the existence of a skills shortage. This reflects the different purposes for which the lists operate and the different factors that bear upon the final determinations.

The methodology for the SMOL reflects its wider application in identifying where there has been a change in the labour market which suggests that migration is an appropriate solution to address

skills needs that cannot be met domestically. The SMOL methodology covers around 690 high skill occupations. It reflects a broader range of factors that are relevant to determining the suitability of skilled migration to meeting skill shortages. These factors include short and medium term skills needs, regional skills needs, and visa and workplace integrity issues.

The proposed methodology for the Review of the NSNL will determine access to apprenticeship incentives aimed at increasing skills formation in occupations that are expected to experience a future national shortage of apprenticeship-trained workers. The core focus is on the supply of apprenticeship-trained workers, particularly in those occupations for which apprenticeship-trained workers represent a significant entry pathway.

The department recognises that any analysis of skills shortages should be as compatible as possible, and is working to ensure alignment in skills forecasting. A first step will be to ensure that the methodology underpinning the NSNL is robust. Over time, there is expected to be a certain amount of commonality between the lists. However, due to the reasons outlined above it is likely that some occupations will be on one list and not the other.

Details of the review of the SMOL are at: <https://www.employment.gov.au/SkilledMigrationList>.
Details of the review of the NSNL are at: <https://www.employment.gov.au/review-australian-apprenticeships-national-skills-needs-list>.