



# May 2024 Draft Core Skills Occupation List

JOBS AND SKILLS AUSTRALIA

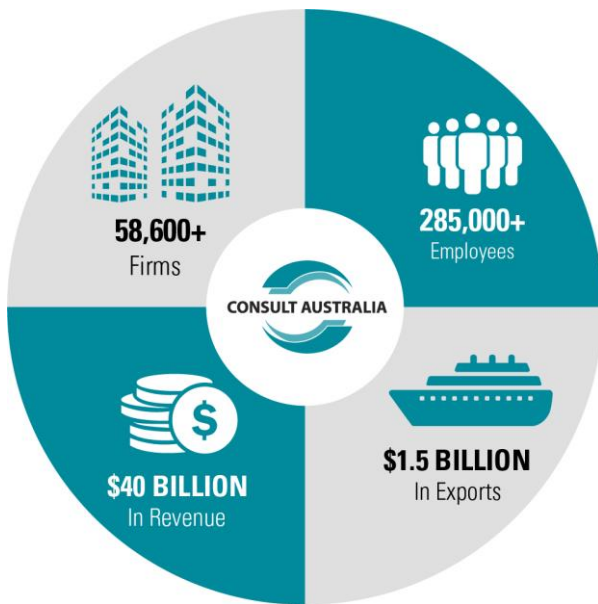
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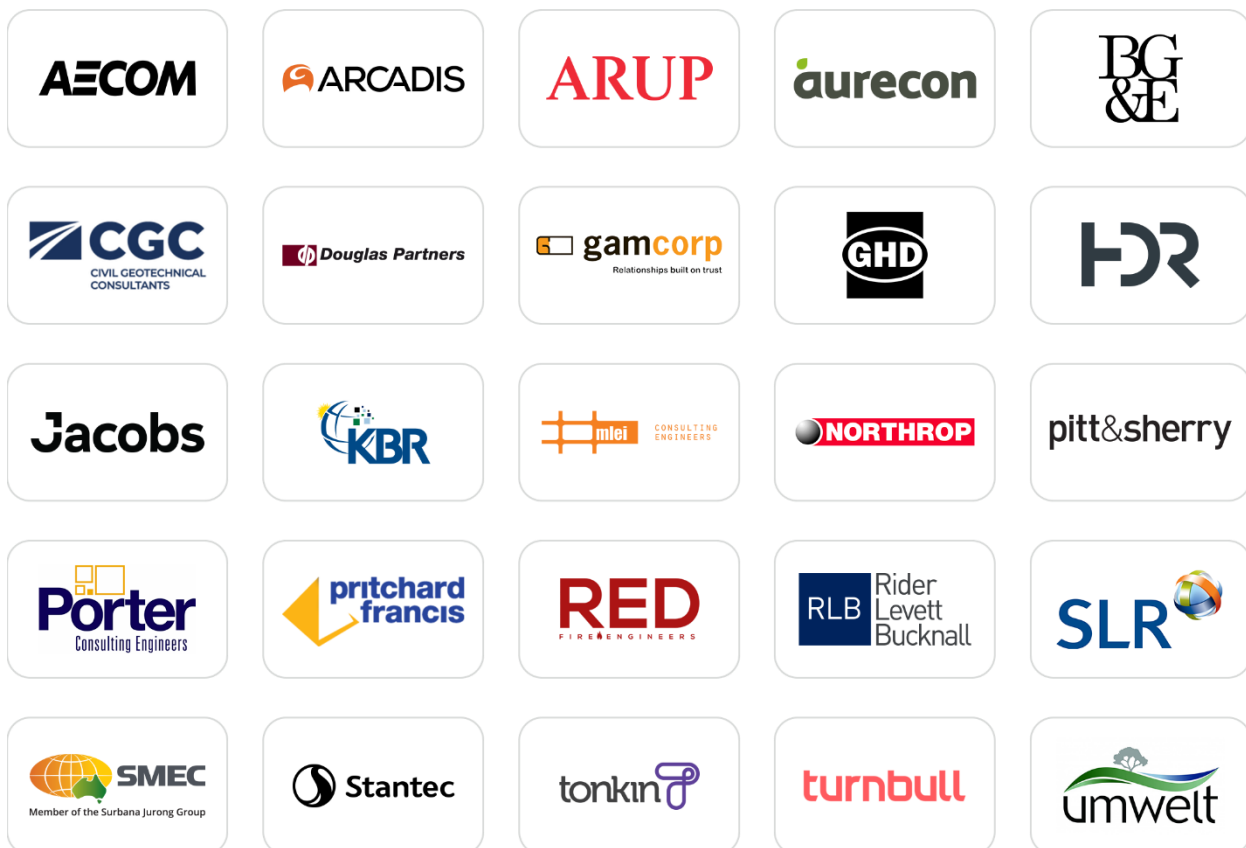
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## ABOUT US

Consult Australia is the industry association representing consulting businesses in design, advisory and engineering, an industry comprised of over 58,600 businesses across Australia. This includes some of Australia's top 500 companies and many small businesses (97%). Our members provide solutions for individual consumers through to major companies in the private sector and across all tiers of government. Our industry directly employs over 285,000 people in architectural, engineering and technical services and many more in advisory and business support. It is also a job creator for the Australian economy, the services we provide unlock many more jobs across the construction industry and the broader community.



### Our members include:



A full membership list is available at: <https://www.consultaustralia.com.au/home/about-us/members>

## Executive summary

Consult Australia is pleased to contribute to Jobs and Skills Australia's consultation on the Draft Core Skills Occupation List (CSOL). Our commentary is based on member feedback collected from 2022 to 2024. Most of the Australian New Zealand Classification of Occupations (ANZSCO) occupations relevant to our industry, particularly in the engineering profession remains in shortage making capacity a core issue for our members and impacting on future projects.

Infrastructure Australia's [2023 Infrastructure Market Capacity report](#) confirmed engineers continue to suffer the largest of all occupational shortages. The top 5 occupations in shortage are of critical importance to Consult Australia members, being structural engineers, civil engineers, land surveyors, geotechnical engineers and other professionals – senior engineer roles.

Consult Australia agrees with Jobs and Skills Australia that demand remains for civil engineer, quantity surveyor, structural engineer, transport engineer, electrical engineer, mechanical engineer, geologist and hydrogeologist, geotechnical engineer, engineering manager, and environmental engineer. We agree that these positions should be included on the CSOL.

In addition, member feedback has identified several occupations not yet on the CSOL that are in shortage and difficult to recruit. Consult Australia recommends these occupations are included on the CSOL.

The Draft CSOL is benchmarked to ANZSCO 2022, which focused on construction-related trades occupations and emerging occupations identified in 2020. Consult Australia recommends that CSOL must be updated to include findings from the current comprehensive review of ANZSCO, which is expected be finalised by December 2024.

Our contribution to the Draft CSOL reiterates the need to prioritise the occupations for our industry which continue to be in national shortage.

## Consult Australia input

### Skilled occupations proposed to include on the CSOL

We agree that demand remains for the following occupations, which were prioritised in our contribution to the [2023 Jobs and Skills Australia's Skills Priority List](#):

- Civil Engineer (233211)
- Electrical Engineer (233311)
- Engineering Manager (133211)
- Environmental Consultant (234312)
- Geologist (234411)
- Geotechnical Engineer (233212)
- Hydrogeologist (234413)
- Quantity Surveyor (233213)
- Structural Engineer (233214)
- Transport Engineer (233215).

### Skilled occupations targeted for stakeholder feedback

Shortages in the following occupations were raised by Consult Australia in 2022 and/or 2023 and our member businesses continue to struggle to find people in these occupations, whether that be in a specific location or nationally

- Mechanical Engineer (233512)
- Environmental Engineer (233915).

In addition, member businesses have confirmed difficulty with recruiting and shortages for the following occupations around Australia or in specific locations:

- Landscape Architect (232112)
- Urban and Regional Planner (232611)
- Chemical Engineer (233111) particularly in WA and NSW
- Materials Engineer (233112)
- Electronics Engineer (233411) particularly in WA
- Engineering Technologist (233914)
- Electrical Engineering Draftsperson (312311)
- Electrical Engineering Technician (312312)
- Mechanical Engineering Draftsperson (312511)
- Mechanical Engineering Technician (312512)
- Other Draftsperson (312914)
- Building and Engineering Technicians (312999).

Consult Australia recommends that all occupations listed above are included on the CSOL.

### Occupations to be recognised in ANZSCO December 2024 update

Consult Australia provided a submission to the [Australian Bureau of Statistics' 2022 update of the ANZSCO](#) recommending that the following occupations be added to the ANZSCO classification of occupations:

- Data Engineer – this was recognised as an emerging occupation in the 2022 ANZSCO update but without any specific classification code
- Energy Efficiency Engineer
- Rail Engineer (noting there remains confusion whether Transport Engineer covers this occupation)
- Fire Engineer
- Bushfire Consultant
- Human Factors Consultant
- Sustainability Engineer.

[ANZSCO preliminary proposed changes](#) include new positions and changes that will recognise industry skill needs and enable skilled recruitment for these roles:

- 233218 Rail Engineer (proposed)
- 233313 Rail Signalling Engineer (proposed)
- 233918 Fire Safety Engineer (proposed).

Recognising the increased use of digitalisation, reliance on Building Information Modelling (BIM) and our submission on the specialised skills of a Data Engineer, ANZSCO proposes the following new positions which we support:

- 312111 Building Designer (proposed)
- 312118 Detailer Drafter (proposed)
- 312916 Architectural Technician (proposed)

With ABS finalising the classification update for release by December 2024, Consult Australia urges government to ensure that this important ANZSCO update is incorporated into CSOL.

## CONTACT

Consult Australia thanks Jobs and Skills Australia for the opportunity to contribute to the Draft CSOL. To help shape our advocacy, members are encouraged to provide feedback on occupations that are in critical shortage. If further information is needed about any of the occupations discussed in this submission, please don't hesitate to contact us.

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