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Minute

To: Assistant Secretary Skilled Visas Branch
Through: Director Independent Skills, Talent and Business
Cc: Director Skilled and Migration Program
Date: 21 May 2025

Reform of SkillSelect invitation rounds

Timing

Approval is sought by 21 May 2025, to allow sufficient time to update processes and public-facing information before the next invitation round is run in the new Program Year (2025-26).

Purpose

To:

1. Seek approval for the proposed framework to determine the composition, timing and approach to managing SkillSelect invitation rounds for the Skilled Independent (subclass 189) and Skilled Work Regional (Provisional) (Family Sponsored stream) (subclass 491) visas.

Background

2. Skilled migrants make a significant measurable and positive impact to Australia's economy. Research by the Grattan Institute, ANU and Treasury confirms that human capital factors drive the economic outcomes and lifetime fiscal impact of skilled migrants. Data from the Migrant Linked Outcomes report shows that of key skilled visa programs, subclass 189 migrants had the highest median annual income at \$106,800 for primary visa holders and \$64,000 for secondary visa holders¹. This compares to a median employee income across Australia of \$58,260² in the same period.
3. The points test assesses prospective skilled migrants on a set of human capital characteristics including education, age, English language ability and work experience. These are indicators of long-term success and labour market adaptability.

¹ Migrant Linked Outcomes data – Employer Sponsored and Independent Skilled Migrants, *Reported income (median) in Australia in the 2021/22 financial year – visa granted prior to or on 30 June 2022*

² 2021-22, ABS, *Personal Income in Australia*, <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/personal-income-australia/latest-release>

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4. The platform where Expressions of Interest (EOIs) are submitted, *SkillSelect*, ranks applicants on their points test score. This ranking is used to guide who the Department issues an invitation to apply for a subclass 189 or subclass 491 (Family Sponsored) visa. Invitations are extended at the discretion of the Department of Home Affairs (the Department) or the Minister for Immigration, with authority for recent invitation rounds being sought at SESB2 level.
5. VM-4988: *PI SkillSelect - Expression of Interest for Skilled Migration* outlines the previous approach to managing SkillSelect invitation rounds, including use of occupation ceilings and the issuing of invitations on a monthly basis. The Department departed from this approach during the pandemic, when it became critical to prioritise occupations in high priority sectors.
6. Lower than typical rates of conversion from invitations to visa applications were also observed during this period (30-40% down from 70%³), leading to adjustments in the size and frequency of invitation rounds. Given application rates have recovered to around 74%, the previous approach can now be reviewed.
7. In recent years, invitation rounds have targeted priority occupations in healthcare and teaching. This has been undertaken in consideration of relevant s499 Ministerial Directions in force, although noting that a s499 direction cannot be used to *direct* the Department to issue invitations in a particular manner. Invitation places not filled with priority occupations were extended to a broad range of occupations to ensure the planning levels were met. This work was undertaken due to operational need, but without a formal policy framework or related procedural instruction to assist the Department to explain its approach.

Issues

8. There is an opportunity ahead of the next Program Year (2025-26) to reform the invitation process to ensure it is sufficiently flexible to respond to immediate government priorities, and to bring in the highly skilled workers Australia needs to address shortages before they become acute.
9. By also improving the openness and responsiveness of invitation rounds, the Department can provide greater certainty to skilled migrants, and engage them in the visa application process sooner by seeking to reduce the time between EOI submission and invitation. The average time between submission of an EOI to invitation of the candidate has increased in recent years and not returned to pre-covid averages.

Table 1 – Average time (in days) between EOI submission and invitation

Program Year	Average of Time taken to invitation (days)
2014/15	34
2015/16	59
2016/17	60
2017/18	119
2018/19	176
2019/20	216
2020/21	273
2021/22	361
2022/23	285

10.

s. 47E(d)³ EC22-006598 – *SkillSelect invitation rounds 2022-23 (November 2022)*⁴ s. 47E(d)

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11. To ensure transparency and confidence in the objectives of the points tested visa programs, it is critical that public-facing information is accurate and clearly articulates the decision-making framework and processes used to invite skilled workers to become permanent residents. Public communication about priorities will encourage a higher volume of high human capital candidates to join the EOI pool, and may increase the conversion rate of invitations to visa application lodgements.

12. States and Territories have made repeated representations to the Department requesting greater transparency of the timing and priorities of subclass 189 visa invitation rounds. Analysis of SkillSelect data shows that in 2022/23, 87% of subclass 189 candidates also submitted an EOI for a State and Territory nominated subclass 190 or subclass 491 visa. **S. 47B(a)**

13. This proposal requires no legislative changes and can be implemented at the Department level using existing delegations. No systems or resourcing impacts have been identified. Key principles of the proposed framework and tiered prioritisation model for invitation rounds is below.

Transparency and public accountability

14. The framework will increase the transparency and public accountability of skilled migrant selection through promotion and communication about the timing, schedule and composition of invitation rounds:

- Regularising and communicating openly about invitation rounds will provide greater certainty to clients and State and Territory governments.
- Promotion of priority occupations will help drive positive client behaviour by encouraging EOIs from high value candidates.
- Updating public-facing information related to the invitation process, including the website and procedural instruction, will assist clients to access accurate and accountable information.

Operational efficiency

15. The framework will improve operational efficiency of the invitation rounds process:

- The policy lead will undertake an annual review of priorities in relation to Migration Program planning levels, and will seek policy authority for the approach to invitation rounds each program year.
- The composition of invitation rounds for the year will be calibrated in relation to occupation volumes coming through other permanent and provisional skilled visa programs, such as the Employer Nomination Scheme, the Skilled Nominated visa and the Skilled Worker Regional (Provisional) visa.
- A clear framework will support improved coordination across government, reducing duplication of work effort and the 'loss' of State and Territory government allocations where candidates have been invited by multiple jurisdictions, due to lack of coordination on timing and frequency of invitation rounds.

Maximising economic benefits

16. The framework will maximise the economic benefits of the points tested visa programs:

- S. 47E(d)**
- An improved approach to occupation ceilings, with invitation numbers calibrated in reference to the other skilled visa programs, will maintain diversity in order to anticipate shortages and fill a range of skills needs across the economy.

Tiered Prioritisation Model

17. The proposed framework includes a tiered prioritisation model to better identify and manage the intake of high priority occupations and to throttle high-supply occupations across the skilled migration intake. Ceilings will be calculated using the average number (the 'stock') of workers in that occupation using different multipliers.

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18. Occupation ceilings will be filled by grants in the preceding year under the Employer Nomination Scheme, Skilled Nominated Program and Regional Provisional Programs. The remaining unused places in the ceiling will be able to be granted in the Skilled Independent (subclass 189) Program. Occupation ceilings will be managed at the Minor Group (ANZSCO4) level.

Table 2 – Invitation round structure

Tier	Occupation ceiling multiplier ⁵	Description
Tier 1: Highest value occupations	4.0%	<p>s. 47E(d) High scarcity, shortages driven by long training times, deep capabilities to meet projected long-term skills needs. For example, medical specialists and researchers.</p>
Tier 2: High priority occupations	2.0%	Occupations included in s499 Ministerial Direction no.105, which are not already identified in Tier 1. Generally, occupations with shorter training times but with immediate value, for example teachers.
Tier 3: Diverse occupations	1.0%	Remaining occupations - ensures a diversity of occupations and high human capital, to fill a broad range of skills needs in the economy.
Tier 4: Oversupplied occupations	0.5%	Managed occupations that are well represented in other permanent and provisional skilled visa programs. This tier assists to meet planning levels with high human capital candidates, while managing occupation oversupply.

S. 47E(d)

19. The further detail of the proposed process for managing invitation rounds is at [Attachment A](#).

20. The Department will retain the capability to conduct targeted invitation rounds for particular occupations to respond to emergent labour market need and changing government priorities. Tier 2 occupations will be adjusted according to Ministerial Directions as they are implemented.

Consultation

21. Comments were sought from Skilled Visa Branch, Immigration Outreach and Engagement Branch, Immigration Reform & Engagement Branch, Immigration Planning & Policy Branch, Migration Program & Skilled Refugee Policy.

⁵ After the minimum threshold of 500 invitations is reached for each Unit Group (ANZSCO 4-digit level), selection is based on points test ranking across the tier.

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22. A short communication plan will be prepared to support the new model, led by Immigration Outreach and Engagement Branch.

Recommendations

It is recommended that you:

Agree that occupation ceilings be re-established using the multipliers in **Table 2** above

Agreed/please discuss

Agree to the occupation composition of the tiers at **Attachment B**

Agreed/please discuss

Note that the composition of tiers will be adjusted according to government priorities outlined in the relevant Ministerial Directions as required

Noted/please discuss

Agree that fulfilment of occupation ceilings be monitored across permanent and provisional visa programs

Agreed/please discuss

Agree that invitation rounds for the Skilled Independent (subclass 189) visa generally be held quarterly in 2025/26

Agreed/please discuss

S. 47C(1)**S. 47C(1)**

Agree to the policy area determining priorities and seeking policy authority for invitation rounds annually

Agreed/please discuss

Karin Maier
Assistant Secretary, Skilled Visa Branch
s. 22(1)(a)(ii)
25 May 2025

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Division/branch: Independent Skills, Talent and Business

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Attachments:

Attachment A: Further guidelines for invitation rounds – Skilled Independent visas

Attachment B: Occupation composition of the tiers

s. 22(1)(a)(ii)



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Proposal for invitation rounds - Skilled Independent visas

Background

Skilled migrants make a significant positive impact to Australia's economy. The points tested visa programs, subject to planning levels under the permanent Migration program, are effective in securing migrants with the right skills to address shortages and prepare for our future capability needs. Migrants arriving on a Skilled Independent (subclass 189) visa are invited by the Commonwealth, and are the largest per capita contributors to GDP¹, with the highest participation rate² amongst skilled visa programs. Data from the Migrant Linked Outcomes report shows that of key skilled visa programs, subclass 189 migrants had the highest median annual income at \$106,800 for primary visa holders and \$64,000 for secondary visa holders³. This compares to a median employee income across Australia of \$58,260 in the same period⁴.

The points test assesses prospective migrants on a set of human capital characteristics, including education, age, English language ability and work experience. These are indicators of long-term success, labour market adaptability, and lifetime net fiscal contribution and economic impact. The platform where Expressions of Interest (EOIs) are submitted, SkillSelect, ranks applicants on their points test score. This ranking is used to guide who the Department issues an invitation to apply for a subclass 189 visa, and the Skilled Work Regional (Provisional) (Family Sponsored) (subclass 491) visa.

Occupation has a strong effect on lifetime earnings, and has a strong association with particular skills, capabilities and education levels. A considered approach to occupation-based selection in invitation rounds is required to capitalise on such opportunities.

During the pandemic, the Department departed from its established process for managing invitation rounds in order to support economic recovery by targeting high priority occupations in critical sectors (healthcare and teaching). There is now an opportunity to design a new process and prioritisation model that is evidence-based, agile, transparent and accountable.

Working across government

s. 47E(d)

¹ September 2023, Jessica Hua, Baily Hepple, Linus Gustafsson (Fiscal Policy Analysis Unit, MAPD), *Analysis of the lifetime economic contribution of permanent migrants*

² s. 47E(d)

³ Migrant Linked Outcomes data – Employer Sponsored and Independent Skilled Migrants, *Reported income (median) in Australia in the 2021/22 financial year – visa granted prior to or on 30 June 2022*

⁴ 2021-22, ABS, *Personal Income in Australia*, <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/personal-income-australia/latest-release>

S. 47E(d)

State and Territory governments run their own invitation rounds through access to the EOI pool in SkillSelect, according to their annual allocation of places in the Skilled (Nominated) visa programs. Employers also actively fill vacancies with new permanent migrants using the Employer Nomination Scheme. The Department will monitor State and Territory subclass 190 and subclass 491 invitations and visa lodgements in the Employer Nomination program, to ensure that the Commonwealth is addressing any gaps that arise from jurisdictions and employers targeting the occupations in acute need, rather than those of greatest long-term strategic utility.

Operational efficiency

Under this proposed framework, the policy lead will develop and seek authority for carrying out the invitation rounds each program year. Annual review of priorities, in consultation with key government agencies, will ensure the invitation rounds continue to meet Australia's short-term needs and long-term goals. It will also provide high-level government oversight of the intake of independent skilled migrants.

Subject to Migration Program planning levels, invitations are currently extended in volumes necessary to maintain a pipeline of visa applications. This requires monitoring of rates of conversion from invitations to applications. Prior to the commencement of each program year, ISTB will review prevailing conversion rates and occupation fulfilment rates across the permanent skilled visa programs (Skilled Nominated – Subclass 190, Skilled Work Regional (Provisional) – Subclass 491, and Employer Nomination Scheme – Subclass 186), based on review of visa grant data for the entire previous program year. For example, occupation ceilings set for PY2025-26 will be based on review of fulfilment in PY2024-25. This approach will enable ISTB to set invitation numbers for each occupation at the beginning of a new program year, enabling the Skilled Independent program to fill gaps and maximise both diversity and intake of high priority occupations.

Invitation rounds

Under this framework, invitation rounds would be run frequently on a predictable (e.g. quarterly or monthly) schedule, to improve operational responsiveness and provide certainty to potential migrants. A shift to frequent, regularised invitation rounds will improve the availability of data that enables policy evaluation and responsiveness.

A review of the first six months' of visa grants against invitation data by end of each January will act as a useful checkpoint to ensure invitation rounds are on track. In addition to general rounds that broadly seek to fill occupation targets on a pro rata basis, monthly rounds will allow greater flexibility for running targeted invitation rounds during the year as needed, for example to respond to shifts in priority or patterns of EOI submissions that may be identified at the mid-year checkpoint.

More frequent invitation rounds will ensure the Department acts promptly on high value EOIs, reducing the wait time for highly skilled candidates in the EOI pool and the potential loss of talent.

It will also provide greater certainty to State and Territory governments. Analysis of SkillSelect data from PY2022/23 shows that 87% of Subclass 189 candidates also submitted EOIs to State and Territory governments for a Subclass 190 or Subclass 491 visa. **s. 47E(d)**

Communication and outreach

Publicly communicating the government's annual priorities, and advertising the composition and timing of upcoming invitation rounds, will help to drive client behaviour and better attract the capabilities and occupations that are most in need.

Relevant Procedural Instructions and website content will need to be updated in line with the endorsed model and annual occupation composition. This will ensure that transparency of the Department's management of the skilled migration programs.

The proposed model – tiered prioritisation

The *World Economic Forum (WEF) – Future of Jobs Report 2025*⁵ highlighted the core capabilities required to ensure an adaptable workforce that will meet long-term skill needs. These include analytical thinking, resilience, flexibility and agility, leadership and social influence, talent management, teaching and mentoring.

Analysis by the ANU⁶ shows that outcomes are maximised for migrants with the highest levels of education and English language skills. There is an opportunity to prioritise occupations that demonstrate these capabilities and characteristics, to ensure skilled migrants are able to adapt to Australia's labour market.

Informed by analysis, a tiered prioritisation model has been developed to prioritise the occupations that have the greatest positive lifetime fiscal and economic impact. The model will establish a transparent, principle-based approach to invitation rounds. It will deliver migrants with high levels of human capital, in a diverse range of occupations, with focussed interventions for occupations that are high priority for the Government.

The model also seeks to balance the invitation of migrants in high priority occupations to meet short-term needs, with the invitation of migrants who possess skills, capabilities and high human capital for long-term adaptability and lifetime economic impact.

Within occupation skill levels there is a high variance in the training requirements and the capabilities required in job specific roles. For example, researchers and medical specialists spend years in specialist education – making individuals that can perform these roles naturally low volume and highly valuable. Their value is not necessarily reflected in a high points test score ranking, with analysis of SkillSelect data indicating that candidates with the highest rankings are those in highly saturated occupation groups, where competition drives points upwards (for example, accountants who access additional points through criteria of *Professional Year, Specialist Education, English language ability*). **s. 47E(d)**

Occupation Ceilings

Occupation ceilings have been recalibrated to effectively manage oversaturation of the permanent skilled migrant intake by high volume occupations (including accounting and ICT professionals). As mentioned above, invitation numbers will be managed in reference to occupation coverage in other permanent skilled migration visa programs.

s. 47E(d)

Previously an agreed multiplier of 6% was applied to the ABS stock employment figures, to set a ceiling for occupations so that fulfilment from migration would not negatively impact the labour market.

Analysis of this approach demonstrates that 6% is too high to set an effective upper limit for occupations within the migration program planning levels with no occupations approaching the ceiling – particularly as the occupation ceiling was applied only to the subclass 189 visa program rather than permanent and provisional skilled intake as a whole.

S. 47E(d)

Ceilings will be calculated using the average number (the 'stock') of workers according the Minor Group ANZSCO code in that occupation using the new multipliers. Occupation ceilings will be filled by grants by Minor Group ANZSCO codes in the preceding year under the Employer Nomination Scheme, Skilled

⁵ January 2025, World Economic Forum, *Future of Jobs Report 2025*, [The Future of Jobs Report 2025 | World Economic Forum](https://www.weforum.org/reports/the-future-of-jobs-report-2025-world-economic-forum)

⁶ September 2023, Varela P & Breunig R, Tax and Transfer Policy Institute – Crawford School of Public Policy (ANU), *Determinants of the economic outcomes of Australian permanent migrants*

Nominated Program and Regional Provisional Programs. The remaining unused places in the ceiling will be able to be granted in the Skilled Independent (subclass 189) Program.

Occupations that have had their ceiling met or exceeding through grants in other skilled programs in the preceding year would not be invited to apply in the coming year.

Box 2 – Example of calculating and filling occupation ceilings – s. 47E(d)

s. 47E(d)

Table 1 - Tiered Prioritisation Model - Invitation round structure

Candidates will be selected on the basis of highest points ranking, until occupation ceilings are reached.

The previous minimum 'ceiling' of 1,000 invitations has been ineffective as a control mechanism as it has been set too high, with few smaller occupations approaching the ceiling. A new minimum invitation threshold of 500 has been set following analysis of fulfilment rates for occupations. This threshold will both protect diversity of the intake for the Subclass 189 visa program and support invitation of candidates with skills and capabilities that are relatively scarce in Australia.

Description of the tiers

The tiers enable a structured approach to managing invitations throughout the program year. Occupations specified for each tier may be amended where there is a need to respond to emerging priorities. The full lists of occupations are at **Attachment B – Occupation composition of the tiers**.

- **Tier 1 – Highest value occupations**

s. 47E(d) Long training time is the key driver of shortages, and there is long-term projected demand. These skills are scarce due to their specialisation. Most candidates are highly trained medical specialists with high social licence, such as cardiologists and oncologists. The highest multiplier of 4.0% has been applied to maximise intake from these occupations.

- **Tier 2 – High priority occupations**

This tier identifies priorities for government, and enables the department to be responsive to changes in priority. The occupations currently in this tier are those outlined in s499 Ministerial Direction no.105 (that are not already identified for Tier 1), and include the education and health sectors.

- **Tier 3 – Diverse occupations**

This tier contains 121 occupations not specified for other tiers, and enables selection of candidates with the highest levels of human capital from diverse occupations. This will maximise selection of candidates with long-term labour market adaptability and diversity of skills to protect for emerging shortages.

- **Tier 4 – Oversupplied occupations**

This tier includes occupations identified as having persistently high volumes of EOIs, such as accounting professionals, ICT professionals and chefs. These occupations may have higher than average points test scores due to increased competition in their occupation silo, and additional points may be available due to their occupation. The Department has historically applied lower ceilings to these occupations in order to prevent oversupply, and to prevent these occupations from making up the majority of the intake.



Freedom of Information Access Request - FA 25/10/00198

ATTACHMENT 2 – Occupation composition of the tiers

Table 1a – Tier 1 Highest value occupations – 4-digit ANZSCO version 1.3 (2013) Occupation Unit Groups

Occupation Unit Group
2512 Medical Imaging Professionals
2514 Optometrists and Orthoptists
2524 Occupational Therapists
2525 Physiotherapists
2526 Podiatrists
2527 Speech Professionals and Audiologists
2531 General Practitioners and Resident Medical Officers
2533 Specialist Physicians
2534 Psychiatrists
2535 Surgeons
2539 Other Medical Practitioners
2541 Midwives
2544 Registered Nurses

Table 1b - Tier 1 Highest value occupations – 6-digit ANZSCO Version 1.3 (2013) Occupations

	ANZSCO code	Occupation		ANZSCO code	Occupation
1	251211	medical diagnostic radiographer	30	253515	otorhinolaryngologist
2	251212	medical radiation therapist	31	253516	paediatric surgeon
3	251213	nuclear medicine technologist	32	253517	plastic and reconstructive surgeon
4	251214	sonographer	33	253518	urologist

Released by Department of Home Affairs under the Freedom of Information Act 1982

5	251411	optometrist	34	253521	vascular surgeon
6	252411	occupational therapist	35	253911	dermatologist
7	252511	physiotherapist	36	253912	emergency medicine specialist
8	252611	podiatrist	37	253913	obstetrician and gynaecologist
9	252711	audiologist	38	253914	ophthalmologist
10	252712	speech pathologist	39	253915	pathologist
11	253111	general practitioner	40	253917	diagnostic and interventional radiologist
12	253311	specialist physician (general medicine)	41	253918	radiation oncologist
13	253312	cardiologist	42	253999	medical practitioners (nec)
14	253313	clinical haematologist	43	254111	midwife
15	253314	medical oncologist	44	254411	nurse practitioner
16	253315	endocrinologist	45	254412	registered nurse (aged care)
17	253316	gastroenterologist	46	254413	registered nurse (child and family health)
18	253317	intensive care specialist	47	254414	registered nurse (community health)
19	253318	neurologist	48	254415	registered nurse (critical care and emergency)
20	253321	paediatrician	49	254416	registered nurse (developmental disability)
21	253322	renal medicine specialist	50	254417	registered nurse (disability and rehabilitation)
22	253323	rheumatologist	51	254418	registered nurse (medical)
23	253324	thoracic medicine specialist	52	254421	registered nurse (medical practice)
24	253399	specialist physicians (nec)	53	254422	registered nurse (mental health)
25	253411	psychiatrist	54	254423	registered nurse (perioperative)
26	253511	surgeon (general)	55	254424	registered nurse (surgical)

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27	253512	cardiothoracic surgeon	56	254425	registered nurse (paediatrics)
28	253513	neurosurgeon	57	254499	registered nurses (nec)
29	253514	orthopaedic surgeon			

Table 2a - Tier 2: High priority occupations – 4-digit ANZSCO version 1.3 (2013) Occupation Unit Groups

Occupation Unit Group
1341 Child Care Centre Managers
2411 Early Childhood (Pre-primary School) Teachers
2414 Secondary School Teachers
2415 Special Education Teachers
2723 Psychologists
2725 Social Workers

Table 2b - Tier 2 Highest value occupations – 6-digit ANZSCO Version 1.3 (2013) Occupations

	ANZSCO code	Occupation		ANZSCO code	Occupation
1	134111	child care centre manager	7	241599	special education teachers (nec)
2	241111	early childhood (pre primary school) teacher	8	272311	clinical psychologist
3	241411	secondary school teacher	9	272312	educational psychologist
4	241511	special needs teacher	10	272313	organisational psychologist
5	241512	teacher of the hearing impaired	11	272399	psychologists (nec)
6	241513	teacher of the sight impaired	12	272511	social worker

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Table 3a - Tier 3 Diverse occupations - 4-digit ANZSCO version 1.3 (2013) Occupation Unit Groups

Occupation Unit Group	Occupation Unit Group
1331 Construction Managers	2519 Other Health Diagnostic and Promotion Professionals
1332 Engineering Managers	2521 Chiropractors and Osteopaths
1342 Health and Welfare Services Managers	2711 Barristers
1399 Other Specialist Managers	2713 Solicitors
2111 Actors, Dancers and Other Entertainers	3122 Civil Engineering Draftspersons and Technicians
2112 Music Professionals	3123 Electrical Engineering Draftspersons and Technicians
2121 Artistic Directors, and Media Producers and Presenters	3211 Automotive Electricians
2241 Actuaries, Mathematicians and Statisticians	3212 Motor Mechanics
2243 Economists	3222 Sheetmetal Trades Workers
2245 Land Economists and Valuers	3223 Structural Steel and Welding Trades Workers
2247 Management and Organisation Analysts	3232 Metal Fitters and Machinists
2321 Architects and Landscape Architects	3233 Precision Metal Trades Workers
2322 Surveyors and Spatial Scientists	3241 Panelbeaters
2331 Chemical and Materials Engineers	3311 Bricklayers and Stonemasons
2332 Civil Engineering Professionals	3312 Carpenters and Joiners
2333 Electrical Engineers	3322 Painting Trades Workers
2334 Electronics Engineers	3331 Glaziers
2335 Industrial, Mechanical and Production Engineers	3332 Plasterers
2336 Mining Engineers	3334 Wall and Floor Tilers
2339 Other Engineering Professionals	3341 Plumbers
2341 Agricultural and Forestry Scientists	3411 Electricians
2342 Chemists, and Food and Wine Scientists	3421 Airconditioning and Refrigeration Mechanics
2343 Environmental Scientists	3422 Electrical Distribution Trades Workers
2344 Geologists, Geophysicists and Hydrogeologists	3423 Electronics Trades Workers
2345 Life Scientists	3611 Animal Attendants and Trainers
2346 Medical Laboratory Scientists	3941 Cabinetmakers

2347 Veterinarians	3991 Boat Builders and Shipwrights
2349 Other Natural and Physical Science Professionals	4523 Sports Coaches, Instructors and Officials
2421 University Lecturers and Tutors	4524 Sportspersons

Table 3b - Tier 3 Diverse occupations - 6-digit ANZSCO version 1.3 (2013) Occupations

	ANZSCO code	Occupation		ANZSCO code	Occupation
1	133111	construction project manager	62	234611	medical laboratory scientist
2	133211	engineering manager	63	234711	veterinarian
3	134212	nursing clinical director	64	234911	conservator
4	134213	primary health organisation manager	65	234912	metallurgist
5	134214	welfare centre manager	66	234913	meteorologist
6	139911	arts administrator or manager	67	234914	physicist
7	139912	environmental manager	68	234999	natural and physical science professionals (nec)
8	211112	dancer or choreographer	69	242111	university lecturer
9	211212	music director	70	251912	orthotist or prosthetist
10	211213	musician (instrumental)	71	252111	chiropractor
11	212111	artistic director	72	252112	osteopath
12	224111	actuary	73	271111	barrister
13	224113	statistician	74	271311	solicitor
14	224311	economist	75	312211	civil engineering draftsperson
15	224511	land economist	76	312212	civil engineering technician
16	224512	valuer	77	312311	electrical engineering draftsperson
17	224711	management consultant	78	312312	electrical engineering technician

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18	232111	architect	79	321111	automotive electrician
19	232112	landscape architect	80	321211	motor mechanic (general)
20	232212	surveyor	81	321212	diesel motor mechanic
21	232213	cartographer	82	321213	motorcycle mechanic
22	232214	other spatial scientist	83	321214	small engine mechanic
23	233111	chemical engineer	84	322211	sheetmetal trades worker
24	233112	materials engineer	85	322311	metal fabricator
25	233211	civil engineer	86	322312	pressure welder
26	233212	geotechnical engineer	87	322313	welder (first class)
27	233213	quantity surveyor	88	323211	fitter (general)
28	233214	structural engineer	89	323212	fitter and turner
29	233215	transport engineer	90	323213	fitter welder
30	233311	electrical engineer	91	323214	metal machinist (first class)
31	233411	electronics engineer	92	323313	locksmith
32	233511	industrial engineer	93	324111	panelbeater
33	233512	mechanical engineer	94	331111	bricklayer
34	233513	production or plant engineer	95	331112	stonemason
35	233611	mining engineer (excluding petroleum)	96	331211	carpenter and joiner
36	233612	petroleum engineer	97	331212	carpenter
37	233911	aeronautical engineer	98	331213	joiner
38	233912	agricultural engineer	99	332211	painting trades worker
39	233913	biomedical engineer	100	333111	glazier
40	233914	engineering technologist	101	333211	fibrous plasterer

41	233915	environmental engineer	102	333212	solid plasterer
42	233916	naval architect	103	333411	wall and floor tiler
43	233999	engineering professionals (nec)	104	334111	plumber (general)
44	234111	agricultural consultant	105	334112	airconditioning and mechanical services plumber
45	234112	agricultural scientist	106	334113	drainer
46	234113	forester	107	334114	gasfitter
47	234211	chemist	108	334115	roof plumber
48	234212	food technologist	109	341111	electrician (general)
49	234312	environmental consultant	110	341112	electrician (special class)
50	234313	environmental research scientist	111	341113	lift mechanic
51	234399	environmental scientist (nec)	112	342111	airconditioning and refrigeration mechanic
52	234412	geophysicist	113	342212	technical cable jointer
53	234413	hydrogeologist	114	342313	electronic equipment trades worker
54	234511	life scientist (general)	115	342314	electronic instrument trades worker (general)
55	234513	biochemist	116	342315	electronic instrument trades worker (special class)
56	234514	biotechnologist	117	361112	horse trainer
57	234515	botanist	118	394111	cabinetmaker
58	234516	marine biologist	119	399111	boat builder and repairer
59	234517	microbiologist	120	399112	shipwright
60	234518	zoologist	121	452316	tennis coach
61	234599	life scientists (nec)	122	452411	footballer

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Table 4a - Tier 4 Oversupplied occupations – 4-digit ANZSCO version 1.3 (2013) Occupation Unit Groups

Occupation Unit Group
2211 Accountants
2212 Auditors, Company Secretaries and Corporate Treasurers
2611 ICT Business and Systems Analysts
2612 Multimedia Specialists and Web Developers
2613 Software and Applications Programmers
2621 Database and Systems Administrators, and ICT Security Specialists
2631 Computer Network Professionals
2633 Telecommunications Engineering Professionals
3132 Telecommunications Technical Specialists
3513 Chefs

Table 4b – Tier 4 Oversupplied occupations - 6-digit ANZSCO Version 1.3 (2013) Occupations

	ANZSCO code	Occupation		ANZSCO code	Occupation
1	221111	accountant (general)	12	261399	software and applications programmers (nec)
2	221112	management accountant	13	262112	ICT security specialist
3	221113	taxation accountant	14	263111	computer network and systems engineer
4	221213	external auditor	15	263311	telecommunications engineer
5	221214	internal auditor	16	263312	telecommunications network engineer
6	261111	ICT business analyst	17	313211	radio communications technician
7	261112	systems analyst	18	313212	telecommunications field engineer
8	261211	multimedia specialist	19	313213	telecommunications network planner
9	261311	analyst programmer	20	313214	telecommunications technical officer or technologist

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10	261312	developer programmer	21	351311	chef
11	261313	software engineer			

Notes:

1. Source: Department of Home Affairs (internal documents)

Caveats:

- *Document 1 includes reference to ATTACHMENT 2 – Occupation composition of the tiers. This version of the document contained an error, with one occupation incorrectly categorised. This is an updated version of ATTACHMENT 2 that includes the correct information under each tier.*

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