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Department of Employment
and Workplace Relations

Trades Recognition Australia

Assessment Standards Policy

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1 Introduction

The Assessment Standards Policy outlines Trades Recognition Australia's (TRA) approach to conducting skills assessments under the [Skilled Migration Program](#).

This document details:

- how TRA operates to meet the needs of applicants
- the purpose of TRA skills assessments
- how TRA complies with relevant legislative, regulatory and policy obligations.

Please refer to the **Glossary** for detail on terms and references used throughout this document.

1.1 Trades Recognition Australia (TRA)

TRA is one of 39 approved skilled migration assessing authorities authorised under the *Migration Regulations 1994 (Cth)* (Migration Regulations). It is located within the Department of Employment and Workplace Relations (DEWR or the Department).

TRA is responsible for assessing applicants for 133 of the 674 occupations designated on the [Skilled Occupation List](#) maintained by the Department of Home Affairs (Home Affairs). TRA is the only authority approved to undertake skills assessment for these 133 occupations with the exception of the VET Teacher occupation.

For further information on occupations assessed by TRA, refer to [Attachment 1](#).

1.2 TRA Programs

TRA offers a number of different skills assessment programs based on an applicant's:

- occupation
- country of passport
- country of study
- visa type held or sought.

The purpose of a TRA skills assessment is to assess and test an applicant's:

- qualifications
- work experience
- ability and skills to perform the range of tasks and duties expected in an Australian workplace for the occupation for which they are applying.

The outcome of a skills assessment can be provided to Home Affairs as part of an applicant's skilled migration visa application.

An applicant can apply for assessment through one of the following skills assessment programs:

Program Name	Eligibility Requirements
<u>Provisional Skills Assessment (PSA)</u>	<ul style="list-style-type: none"> • International graduate in Australia • Nominated an occupation on the <u>skilled occupation list</u> and TRA is the relevant skills assessing authority • Have completed a qualification relevant to the nominated occupation <ul style="list-style-type: none"> ○ Qualification must be awarded by a CRICOS registered RTO and ○ was completed through study in Australia
<u>Job Ready Program (JRP)</u>	<ul style="list-style-type: none"> • Successfully completed the Provisional Skills Assessment Program, and • Working in a nominated occupation assessed through the Provisional Skills Assessment program.
<u>TSS Skills Assessment Program</u>	<ul style="list-style-type: none"> • Applying for a subclass 482 (Skills in Demand) visa • Hold a passport from a nominated country • Working in a nominated occupation
<u>Offshore Skills Assessment Program (OSAP)</u>	<ul style="list-style-type: none"> • A skilled migration visa (excluding 485 or 482) • Hold a passport from a nominated country • Working in a nominated occupation.
<u>TRA Migration Skills Assessment Program (MSA)</u>	<ul style="list-style-type: none"> • Seeking permanent migration to Australia • Hold trade skills in a nominated occupation
<u>TRA Migration Points Advice Program</u>	<ul style="list-style-type: none"> • May be required by the Department of Home Affairs for a migrant with a successful skills assessment from TRA to determine the number of points allocated to an applicant for certain skilled migration visas.

For further information on all TRA programs refer to [Attachment 2](#).

1.3 Skills Assessment Outcome

A skills assessment outcome issued by TRA is advice to the applicant that within their nominated occupation they can:

- follow complex written and verbal directions
- complete trade or technical work unsupervised, and in accordance with relevant Australian industry standards
- work safely in accordance with workplace health and safety regulations
- identify, select and use appropriate tools and equipment to complete occupational tasks
- demonstrate application of employability skills consistent with relevant industry approved Training Packages.

1.4 Legislative Requirements

TRA is an approved relevant assessing authority as defined in Regulation 2.26B of the [Migration Regulations 1994 \(Cth\)](#) (Migration Regulations).

Under the Migration Regulations, TRA has the authority to set:

- the skills standards which an applicant is assessed against
- different standards for assessing a skilled occupation for different visa classes or subclasses.

TRA skills assessment services are provided in accordance with Legislative Instrument(s) specifying the occupations available for the relevant skilled visa types. These instruments are published and updated through the Home Affairs website. For further information relevant legislative instruments, refer to [Attachment 3](#).

TRA also adheres to and is guided by the [Guidelines for Skilled Migration Assessing Authorities 2021](#) published by the Skills Assessment and Mutual Recognition (SAMR) team. These guidelines state that occupational assessment standards must be fair, sensible, and relevant and should not go beyond what is required for registration or licensing with respect to an occupation.

2 Standards for Skills Assessments

A TRA skills assessment is an **independent assessment** verifying that an applicant's qualification and experience meet Australian industry and employer expectations.

A **successful** assessment allows applicants to have confidence that their training and experience is an accurate indication of their skills and capabilities.

TRA specifies standards for each assessed occupation. The required skill level and occupational title for each occupation is defined in the legislative instruments for each skilled visa type.

The legislative instruments' reference, the Australian and New Zealand Standard Classification of Occupations (ANZSCO), prescribes the occupational titles, relevant skill standards, and expected roles and tasks of an occupation.

Industry engagement ensures alignment of assessment standards with current expectations in the Australian workplace.

Further information on occupations and the relevant Australian Qualifications Framework (AQF) certificate refer to [Attachment 4](#).

A TRA skills assessment determines the level and relevance of an applicant's evidence, focusing on identity, training and qualifications, and employment. A skill assessment will follow standard procedural steps to reach an outcome.

An infographic on TRA Criteria for a Positive Skills Assessment is included at [Attachment 4](#).

Detailed program requirements are in each program's guidelines, published on the [TRA Website](#).

2.1 Evidence Standards

TRA specified standards are described in detail below in Sections 2.2 to 2.4.

Applicants must submit an application that meets the standards of evidence for the TRA program they are applying for.

All applications submitted to TRA must be **decision ready**. Decision ready means:

- All **mandatory fields** in the [TRA Online Portal](#) are completed
- All **required documents** are uploaded
- The **application fee** is paid.

When defining the requirements for application documents, TRA conforms with the rules of evidence in Table 1 below. TRA will ensure these requirements are effectively communicated in program guidelines, the online portal, the TRA website and other appropriate forums.

Table 1: Types of Evidence

Document	Requirements
Identification	<ul style="list-style-type: none">• A current passport• Additional forms of identity (such as a driver's licence or official photographic document) at request by TRA
Qualification/s and Training	<ul style="list-style-type: none">• A copy of the final certificate issued by training organisation• Academic Transcript/Record of Results clearly showing all completed study units with results. Must include start and finish dates of study• Letter of Completion from the registered training organisation (RTO)*

Employment**

- Payslips that meet the standards of the [Fair Work Ombudsman](#), with TFN redacted
- Statements issued by the Australian Tax Office (or equivalent Government body) with the Tax File Number redacted
- Bank statements that only show salary/wage deposits
- Invoices
- Employer statements or referee reports on employer letterhead/ employer templates

** Further information on requirements are in each program's [Guidelines](#).

Table 2. Rules of Evidence

Validity	The assessor is assured that the applicant has the skills, knowledge, and attributes as described in the modules or units of competency in the required qualification and met associated assessment requirements.
Sufficiency	The assessor is assured that the quality, quantity, and relevance of the assessment evidence enables a judgement to be made of an applicant's competency.
Authenticity	The assessor is assured that the evidence presented for assessment is the applicant's own work.
Currency	The assessor is assured that the assessment evidence demonstrates current competency. This requires the assessment evidence to be from the present or the very recent past.
Translations	The assessor is assured that the assessment evidence, where not in English, is accompanied by official English translations. Translated documents must be accredited and adhere to the requirements specified in the relevant program guidelines.

2.1.1 Identification

Identity documents enable TRA to establish that an applicant is:

- who they say they are
- connected to the qualifications and work experience provided with their application.

The primary accepted identity document is an applicant's **passport**. An applicant may be asked to provide additional forms of identity (such as a driver's licence or official photographic document) at the request of TRA.

Program assessment steps include supplementary verifications. For example, through consistency of details on qualification documentation, passports, or other systems. Passport details and date of birth are provided on outcome letters and should be consistent with application details provided to Home Affairs by the applicant.

TRA processes are aligned with assurance Level 3 (High) of the [National Identity Proofing Guidelines](#).

2.2 Training standards

The minimum training standard for a TRA skills assessment is an Australian Vocational Education and Training (VET) trade qualification or an overseas equivalent.

The minimum requirement for each program's pathways are outlined in TRA's program guidelines on the [TRA website](#).

A VET or equivalent overseas qualification is foundational to all TRA skills assessments. It represents:

- **competency-based training** together with advanced and high-level skills training
- **qualification standards recognised through a national framework (AQF)**; nationally recognised VET derived from an industry-led training sector
- **a focus on practical outputs and outcomes** (compared to a theoretical focus at tertiary level)
- **confidence in quality training and assessment** that is highly regarded both locally and internationally.

2.2.1 Australian Qualifications

Australian qualifications are:

- obtained as a result of study in Australia
- awarded under the Australian Qualification Framework (AQF)
- a minimum level of **Certificate II** for a skilled occupation in Major Group VIII in ANZSCO for the occupation of Drainer only (ANZSCO code 821112)
- a minimum level of a **Certificate III** for a skilled occupation in Major Group III in ANZSCO. TRA can accept a qualification up to an Associate Degree, Diploma or Advanced Diploma (subject to occupation requirements)

2.2.2 International Qualifications

International qualifications are:

- obtained as a result of study outside Australia
- accepted in all programs, except the PSA and JRP
- accepted as comparable to
 - at least an AQF Certificate III level for a skilled occupation in Major Group III in ANZSCO; or
 - a qualification, under the AQF, up to the AQF Associate Degree, Advanced Diploma or Diploma.

The validity of a qualification will be checked for compliance with the regulations in the country of award and, if relevant, the country of study.

There are three requirements that an international qualification must meet if TRA is to consider the qualification as comparable:

1. **Quality:** The qualification is issued by an institution that is nationally accredited and regulated by the appropriate governing body in the country that the qualification was issued.
2. **Level:** comparability of the internationally gained qualification to the minimum required AQF level for the nominated occupation.

3. **Relevance:** compares the content of the qualification's training (transcripts) to the relevant AQF qualification for the nominated occupation. This ensures the training is directly relevant to the nominated occupation and the AQF qualification.

Interpreting the content of an international qualification is complex. TRA uses multiple resources to determine the level and relevance. TRA considers a range of information including:

- previously assessed qualifications
- requesting a syllabus of training
- researching the qualification on the awarding institution's website
- training.gov.au (TGA)
- ANZSCO
- Country Education Profiles (CEP)
- Jones research
- European Centre for Transnational Integration Studies (ECTIS)
- European Network of Information Centres (UK Enic).

International students in the JRP must have a qualification that was delivered by a Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) RTO.

2.2.3 Informal Training

Most qualifications accepted by TRA have been achieved through **formal training**. Formal training is a structured and systematic form of learning delivered to students by accredited teachers.

Formal training is governed by organisations (such as ministries of education) to ensure that training is standardised and complies with regulations. Formal training results in the award of certification that verifies completion of training.

Informal training is learning and practical training that takes place outside a formal classroom, such as on-the-job training through informal traineeships, apprenticeships, or internships. Unlike formal education settings, informal education provides no formal recognition and is not delivered to a student by accredited teachers using a structured training system.

For applicants that do not have a formal qualification, TRA can consider relevant informal training and trade experience.

2.2.4 Recognition of Prior Learning

An Australian recognition of prior learning (RPL) process allows a student to progress through their qualification/s by receiving credit for prior learning outcomes that have already been achieved through other formal, non-formal or informal learning.

A qualification achieved entirely by an RPL process that results in the award of an AQF qualification is accepted in the TRA offshore skills assessment programs. These are the Migration Skills Assessment (MSA), Migration Points Advice (MPA), OSAP and TSS.

For the TRA PSA or JRP pathway where an Australian qualification is required, it must be achieved by way of formal study, usually in Australia, to meet the Migration Regulation requirements. In some instances, a small amount of RPL may be accepted.

2.3 Employment standards

The combination of a suitable qualification and relevant work experience should mirror the domestic training and employment pathway of an Australian citizen. Employment experience should demonstrate knowledge and the application of that knowledge to the level required in an Australian workplace.

Employment experience requirements varies across TRA pathways. Employment complements a completion of training (qualification) by demonstrating the applicant can operate at the required skills level for their occupation (refer to [Skills Assessment Outcome](#)). Except for the PSA and JRP, a minimum three (3) years of directly relevant employment is required. Employment experience must also demonstrate the currency of an applicant's skills, as outlined for each TRA pathway.

Employment must be:

- with a legitimate business or subcontracting arrangement
- paid work that is in accordance with applicable industrial awards or agreements
- in an eligible occupation listed on Home Affairs' Short-term Skilled Occupation List (STSOL), Medium and Long-term Strategic Skills List (MLTSSL), Regional Occupation List (ROL)
- consistent with the tasks and duties expected of the nominated occupation and using the skills developed through the relevant training qualification
- 12 months of full-time employment within the three (3) years prior to applying for the skills assessment (excluding JRP)
- supported by written evidence from the employer or subcontractor.

2.4 Procedural standards

Procedural standards refer to TRA's internal processes and standards to conduct an assessment.

They include procedures to:

- determine the eligibility and validity of an applicant
- determine the validity of an application
- verify submitted documents
- determine the level and relevance of international qualifications
- seek clarification of partial or missing evidence
- determine the timeliness of assessment, including timelines for seeking feedback
- review an assessment outcome.
- determine communication processes, including TRA online information and liaison with applicant or their representatives.

TRA specifies standards for each assessed occupation. The indicative skill level and occupational title for each occupation is defined in the legislative instruments. For each skilled visa type standards

defined in legislation relevant to the skilled migration visa program, and the standards established in training packages and delivered by RTOs:

- TRA assessment strategies and practices reflect current industry and applicant needs, relevant training packages and VET accredited courses
- TRA assessment standards and operations are quality assured
- Accurate and accessible information about TRA, its services and performance are available to prospective and current applicants and/or their representatives
- Complaints and appeals are recorded, acknowledged, and dealt with fairly, efficiently, and effectively
- TRA has effective governance and administration arrangements in place.

3 Benchmarking of skills assessments

Skills assessments are benchmarked against the requirements for an Australian tradesperson, generally recognised as completion of a formal regulated apprenticeship. TRA recognises a combination of trade training and employment equivalence as an appropriate comparison for the Australian industry standard. These benchmarks are reviewed periodically for best practice.

An apprenticeship is usually gained through one of the following arrangements:

- an employment and training arrangement that combines formal vocational training, evidenced by a qualification and a period of employment involving on the job training.
- formal vocational training at a recognised training authority/establishment combined with employment and on the job training. At the end of the training and employment a Trade Test is conducted, and a Trade Test Certificate issued.
- an industry-based apprenticeship involving multinational companies and corporations conducting internal apprenticeships where the formal vocational training is conducted in house. The training is recognised by certification and industry specific licences that are recognised both by the company and by other companies within the industry.

4 Occupation definitions

TRA undertakes skills assessments for tradespersons and technicians for 133 occupations. Professional occupations are assessed by other assessing authorities.

4.1 Tradesperson

A tradesperson is a **skilled manual worker** who

- specialises in a particular craft or trade (such as Electrician or Motor Mechanic)
- has typically undertaken formal training, on-the-job training, and employment in their trade
- meets the benchmark of an Australian tradesperson.

A tradesperson's education is generally completed in the VET sector and results in a qualification at the AQF Certificate II to Advanced Diploma level.

Tradespersons are considered to have a high degree of theoretical and practical knowledge of their own trade. It is this practical knowledge that separates a trade from a professional occupation.

A tradesperson can:

- demonstrate trade level skills in their trade
- work unsupervised across a wide range of trade duties and to relevant industry standards.

4.2 Technician

A technician is a **specialist in the technical details** of an occupation.

A technician's range of duties primarily consist of:

- using test equipment, undertaking technical tests, and recording testing results
- preparing drawings and diagrams
- working in support of or under an engineer.

4.3 Professional

Professional occupations are not assessed by TRA. A skills assessment must be sought through the appropriate assessing authority.

Most professional occupations require a bachelor's degree or higher qualification. The standards of education and training prepare members of a profession with the knowledge and skills necessary to perform their specific role within that profession. Professional standards of practice and ethics for a particular field are typically agreed upon and maintained through recognised professional associations.

5 Industry engagement

Knowledge of industry expectations is achieved largely through awareness of the current standards in the relevant training package developed with industry and approved by the Australian Industry and Jobs and Skills Australia.

The OSAP and the TSS Assessment Program ensure that assessment standards are current and relevant by requiring each RTO providing services to TRA to convene an advisory group for their TRA-listed occupations in scope.

Each advisory group includes industry and regulator representatives, key employment groups and TRA representatives. Meetings occur at least twice a year and cover the assessment standards, processes, updates to training packages and other industry issues. In the absence of a whole of TRA reference, the Advisory Group is also an informal reference for other TRA programs.

TRA also convenes regular meetings with all TRA contracted RTOs to discuss skills assessment issues, to review relevance, and to contribute to assessment process consistency.

TRA has implemented a rolling program of engagement with industry and other stakeholders across all 133 occupations to ensure assessment standards maintain their currency.

6 Review of standards

These standards will be reviewed annually, and as substantive conditions may change. These standards may be varied to be consistent with key references including legislation, or to comply with procedural requirements imposed on TRA.

Any proposed changes will be referred to the TRA Governance Committee and to the Assistant Secretary of the TRA Branch, for final clearance.

7 Glossary

In applying these standards, TRA accepts references and terms to have the following meanings:

AQF certification documentation	set of official documents that confirms that an AQF qualification or statement of attainment has been issued to an individual.
AQF qualification	an AQF qualification type endorsed in a training package or accredited in a VET accredited course.
Assessment	the process of collecting evidence and making judgements on whether competency has been achieved, to confirm that an individual can perform to the standard required in the workplace, as specified in a training package or VET accredited course.
Assessment system	a coordinated set of documented policies and procedures (including assessment materials and tools) that ensure assessments are consistent.
Assessors	persons who assess a applicant's competence in accordance with these standards.
Australian Qualifications Framework (AQF)	the framework for regulated qualifications in the Australian education and training system, as agreed by the Commonwealth, State and Territory ministerial council with responsibility for higher education.
Authenticated VET transcript	the meaning given in the <i>Student Identifiers Act 2014</i> .
Applicant	a person seeking a skills assessment through TRA.
Code	the unique identifier for units of competency, skill sets, VET accredited courses, modules, AQF qualifications or training packages as required by the Standards for Training Packages and Standards for VET Accredited Courses.
Competency	the consistent application of knowledge and skill to the standard of performance required in the workplace. It embodies the ability to transfer and apply skills and knowledge to new situations and environments.
Current industry skills	the knowledge, skills and experience required by VET trainers and assessors and those who provide training and assessment under supervision to ensure that their training and assessment is based on current industry practices and meets the needs of industry. Current industry skills may be informed by consultations with industry and may include, but is not limited to: <ul style="list-style-type: none">a) having knowledge of and/or experience using the latest techniques and processesb) possessing a high level of product knowledgec) understanding and knowledge of legislation relevant to the industry and to employment and workplaces

	<ul style="list-style-type: none"> d) being customer/client-oriented e) possessing formal industry and training qualifications; and f) training content that reflects current industry practice.
Domestic Student	refers to all students who are not overseas students.
Industry	<p>the bodies that have a stake in the services provided by RTOs. These can include, but are not limited to:</p> <ul style="list-style-type: none"> a) enterprise/industry clients, e.g. employers b) group training organisations c) industry organisations d) industry regulators e) industry skills councils or similar bodies f) industry training advisory bodies; and g) unions.
Industry engagement	<p>include, but is not limited to, strategies such as:</p> <ul style="list-style-type: none"> a) partnering with local employers, regional/national businesses, relevant industry bodies and/or enterprise RTOs b) involving employer nominees in industry advisory committees and/or reference groups c) embedding staff within enterprises d) networking in an ongoing way with industry networks, peak bodies and/or employers e) developing networks of relevant employers and industry representatives to participate in assessment validation; and f) exchanging knowledge, staff, and/or resources with employers, networks, and industry bodies.
Industry regulator	a body or organisation responsible for the regulation and/or licensing arrangements within a specific industry or occupation.
International Student	an Overseas Student as defined in the Education Services for Overseas Students (ESOS) Act, i.e. <i>A person (whether within or outside Australia) who holds a student visa as defined by the ESOS Act.</i>
Licensed or regulated outcome	compliance with an eligibility requirement for an occupational licence or a legislative requirement to hold a particular training product in order to carry out an activity.
Mode of delivery	the method adopted to deliver training and assessment, including online, distance, or blended methods.
Module	a group of learning outcomes in a VET accredited course where it can be established that it is not possible to develop an appropriate unit of competency.
Recognition of Prior Learning (RPL)	an assessment process that assesses the competency/s of an individual that may have been acquired through formal, non-formal and informal learning to determine the extent to which that individual meets the

	<p>requirements specified in the training package or VET accredited courses.</p> <ul style="list-style-type: none"> a) formal learning refers to learning that takes place through a structured program of instruction and is linked to the attainment of an AQF qualification or statement of attainment (for example, a certificate, diploma, or university degree). b) non-formal learning refers to learning that takes place through a structured program of instruction, but does not lead to the attainment of an AQF qualification or statement of attainment (for example, in-house professional development programs conducted by a business); and c) informal learning refers to learning that results through experience of work-related, social, family, hobby, or leisure activities (for example the acquisition of interpersonal skills developed through several years as a sales representative).
Record	a written, printed, or electronic document providing evidence that activities have been performed.
Registration	registration as an RTO by the VET Regulator, where that registration is then entered on the National Register.
RTO	Registered Training Organisation.
RTO code	the registration identifier given to the RTO on the National Register.
Scope of registration	<p>the training products for which an RTO is registered to issue AQF certification documentation. It allows the RTO to:</p> <ul style="list-style-type: none"> a) both provide training delivery and assessment resulting in the issuance of AQF certification documentation by the RTO; or b) provide assessment resulting in the issuance of AQF certification documentation by the RTO.
Skill set	a single unit of competency or a combination of units of competency from a training package which link to a licensing or regulatory requirement, or a defined industry need.
Skilled stream	the Skill stream of Australia’s Migration Program and is designed to improve the productive capacity of the economy and fill skill shortages in the labour market, including those in regional Australia.
Skills and Workforce Ministerial Council	the Commonwealth, State and Territory ministerial council established by the National Cabinet, or its successor.
Standards for VET Accredited Courses	the standards made under subsection 188(1) of the <i>National Vocational Education and Training Regulator Act 2011</i> or the equivalent requirements adopted by a non-referring State.
Statement of attainment	a statement issued to a person confirming that the person has satisfied the requirements of the unit/s of competency or accredited short course specified in the statement.
Student Identifier	the meaning given in the <i>Student Identifiers Act 2014</i> .

Third party	any party that provides services on behalf of the TRA.
Training	the process used by an RTO or a third-party delivering services on its behalf, to facilitate learning and the acquisition of competencies in relation to the training product on the RTO's scope of registration.
Training and assessment strategies and practices	the approach of, and method adopted by, an RTO with respect to training and assessment designed to enable learners to meet the requirements of the training package or accredited course.
Training Package	the components of a training package endorsed by the Skills and Workforce Ministerial Council or its delegate in accordance with the Standards for Training Packages. The endorsed components of a Training Package are units of competency; assessment requirements (associated with each unit of competency); qualifications; and credit arrangements. The endorsed components form part of the requirements that an RTO must meet under these Standards. A training package also consists of a non-endorsed, quality assured companion volume/s which contains industry advice to RTOs on different aspects of implementation.
Training Product	AQF qualification, skill set, unit of competency, accredited short course and module.
Unit of competency	the specification of the standards of performance required in the workplace as defined in a training package.
Validation	the quality review of the assessment process. Validation involves checking that the assessment tool/s produce/s valid, reliable, sufficient, current, and authentic evidence to enable reasonable judgements to be made as to whether the requirements of the training package or VET accredited courses are met. It includes reviewing a statistically valid sample of the assessments and making recommendations for future improvements to the assessment tool, process and/or outcomes and acting upon such recommendations.
VET	vocational education and training.
VET accredited course	a course accredited by the VET regulator in accordance with the Standards for VET Accredited Courses.
VET Regulator	<ul style="list-style-type: none"> a) the National VET Regulator; and b) a body of a non-referring State that is responsible for the kinds of matters dealt with under the VET legislation for that State.

8 Attachment 1: Occupations Assessed by TRA

Key

TRA Programs		Department of Home Affairs Occupation Lists*	
PSA	Provisional Skills Assessment (Occupations as for JRP except where noted)	MLTSSL	Medium and Long Term Strategic Skills List
JRP	Job Ready Program	STSOL	Short-term Skilled Occupation List
TSS	Temporary Skills Shortage	RSMS	Regional Sponsored Migration Scheme -
OSAP	Offshore Skills Assessment Program	ROL	Regional Occupation List
MSA	Migration Skills Assessments	CSOL	Core Skills Occupation List
MPA	Migration Points Advice		

* These lists are published and updated through the Department of Home Affairs website.

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
1	Air-conditioning and Mechanical Services Plumber	334112			PSA	JRP	MSA	MPA
2	Air-conditioning and Refrigeration Mechanic	342111		OSAP	PSA			MPA
3	Aircraft Maintenance Engineer (Avionics)	323111			PSA	JRP	MSA	MPA
4	Aircraft Maintenance Engineer (Mechanical)	323112			PSA	JRP	MSA	MPA
5	Aircraft Maintenance Engineer (Structures)	323113			PSA	JRP	MSA	MPA
6	Apparel Cutter	393211			PSA	JRP	MSA	MPA
7	Arborist	362212			PSA	JRP	MSA	MPA
8	Automotive Electrician	321111	TSS	OSAP	PSA	JRP	MSA	MPA
9	Baker	351111	TSS	OSAP	PSA	JRP	MSA	MPA
10	Blacksmith	322111			PSA	JRP	MSA	MPA
11	Boat Builder and Repairer	399111			PSA	JRP	MSA	MPA
12	Bricklayer	331111		OSAP	PSA	JRP	MSA	MPA
13	Broadcast Transmitter Operator	399511			PSA	JRP	MSA	MPA
14	Business Machine Mechanic	342311			PSA	JRP	MSA	MPA
15	Butcher or Smallgoods Maker	351211			PSA	JRP	MSA	MPA
16	Cabinetmaker	394111	TSS	OSAP	PSA	JRP	MSA	MPA
17	Cabler (Data and Telecommunications)	342411			PSA	JRP	MSA	MPA

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
18	Camera Operator (Film, Television or Video)	399512			PSA	JRP	MSA	MPA
19	Canvas Goods Fabricator	393111			PSA	JRP	MSA	MPA
20	Carpenter	331212	TSS	OSAP	PSA	JRP	MSA	MPA
21	Carpenter and Joiner	331211	TSS	OSAP	PSA	JRP	MSA	MPA
22	Chef	351311	TSS	OSAP	PSA	JRP	MSA	MPA
23	Chemical Plant Operator	399211			PSA	JRP	MSA	MPA
24	Clothing Patternmaker	393212			PSA	JRP	MSA	MPA
25	Communications Operator	342312			PSA	JRP	MSA	MPA
26	Cook	351411	TSS	OSAP	PSA	JRP	MSA	MPA
27	Dental Prosthetist	411212			PSA	JRP	MSA	MPA
28	Dental Technician	411213			PSA	JRP	MSA	MPA
29	Diesel Motor Mechanic	321212	TSS	OSAP	PSA	JRP	MSA	MPA
30	Drainer	334113			PSA	JRP	MSA	MPA
31	Dressmaker or Tailor	393213			PSA	JRP	MSA	MPA
32	Electrical Engineering Technician	312312			PSA	JRP	MSA	MPA
33	Electrical Lines worker	342211			PSA	JRP	MSA	MPA
34	Electrician (General)	341111	TSS	OSAP	PSA			MPA
35	Electrician (Special Class)	341112	TSS	OSAP	PSA			MPA
36	Electronic Engineering Technician	312412			PSA	JRP	MSA	MPA

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
37	Electronic Equipment Trades Worker	342313		OSAP	PSA	JRP	MSA	MPA
38	Electronic Instrument Trades Worker (General)	342314			PSA	JRP	MSA	MPA
39	Electronic Instrument Trades Worker (Special Class)	342315			PSA	JRP	MSA	MPA
40	Electroplater	322112			PSA	JRP	MSA	MPA
41	Engineering Patternmaker	323411			PSA	JRP	MSA	MPA
42	Engraver	323311			PSA	JRP	MSA	MPA
43	Farrier	322113			PSA	JRP	MSA	MPA
44	Fibrous Plasterer	333211			PSA	JRP	MSA	MPA
45	Fire Protection Equipment Technician	399918			PSA	JRP	MSA	MPA
46	Fire Protection Plumber	334117			PSA	JRP	MSA	MPA
47	Fitter (General)	323211	TSS	OSAP	PSA	JRP	MSA	MPA
48	Fitter and Turner	323212	TSS	OSAP	PSA	JRP	MSA	MPA
49	Fitter-Welder	323213	TSS	OSAP	PSA	JRP	MSA	MPA
50	Floor Finisher	332111			PSA	JRP	MSA	MPA
51	Florist	362111			PSA	JRP	MSA	MPA
52	Furniture Finisher	394211			PSA	JRP	MSA	MPA
53	Furniture Maker	394113			PSA	JRP	MSA	MPA
54	Gallery or Museum Technician	399311			PSA	JRP	MSA	MPA
55	Gardener (General)	362211			PSA	JRP	MSA	MPA
56	Gas or Petroleum Operator	399212			PSA	JRP	MSA	MPA

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
57	Gasfitter	334114			PSA	JRP	MSA	MPA
58	Glazier	333111			PSA	JRP	MSA	MPA
59	Graphic Pre-press Trades Worker	392211			PSA	JRP	MSA	MPA
60	Greenkeeper	362311			PSA	JRP	MSA	MPA
61	Gunsmith	323312			PSA	JRP	MSA	MPA
62	Hairdresser	391111		OSAP	PSA	JRP	MSA	MPA
63	Hardware Technician	313111			PSA	JRP	MSA	MPA
64	Horse Trainer	361112			PSA	JRP	MSA	MPA
65	ICT Customer Support Officer	313112			PSA	JRP	MSA	MPA
66	ICT Support Technicians nec	313199			PSA	JRP	MSA	MPA
67	Jeweller	399411			PSA	JRP	MSA	MPA
68	Jockey	452413			PSA	JRP	MSA	MPA
69	Joiner	331213	TSS	OSAP	PSA	JRP	MSA	MPA
70	Landscape Gardener	362213			PSA	JRP	MSA	MPA
71	Leather Goods Maker	393112			PSA	JRP	MSA	MPA
72	Lift Mechanic	341113			PSA	JRP	MSA	MPA
73	Light Technician	399513			PSA	JRP	MSA	MPA
74	Locksmith	323313			PSA	JRP	MSA	MPA
75	Make Up Artist	399514			PSA	JRP	MSA	MPA
76	Mechanical Engineering Technician	312512			PSA	JRP	MSA	MPA
77	Metal Casting Trades Worker	322114			PSA	JRP	MSA	MPA
78	Metal Fabricator*	322311	TSS	OSAP	PSA	JRP	MSA	MPA
79	Metal Fitters and Machinists NEC	323299	TSS	OSAP	PSA	JRP	MSA	MPA

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
80	Metal Machinist (First Class)	323214	TSS	OSAP	PSA	JRP	MSA	MPA
81	Metal Polisher	322115			PSA	JRP	MSA	MPA
82	Motor Mechanic (General)	321211	TSS	OSAP	PSA	JRP	MSA	MPA
83	Motorcycle Mechanic	321213			PSA	JRP	MSA	MPA
84	Musical Instrument Maker or Repairer	399515			PSA	JRP	MSA	MPA
85	Nurseryperson	362411			PSA	JRP	MSA	MPA
86	Optical Dispenser (Aus) \ Dispensing Optician (NZ)	399913			PSA	JRP	MSA	MPA
87	Optical Mechanic	399914			PSA	JRP	MSA	MPA
88	Painting Trades Worker	332211			PSA	JRP	MSA	MPA
89	Panel beater	324111	TSS	OSAP	PSA	JRP	MSA	MPA
90	Pastrycook	351112	TSS	OSAP	PSA	JRP	MSA	MPA
91	Picture Framer	394212			PSA	JRP	MSA	MPA
92	Plastics Technician	399916			PSA	JRP	MSA	MPA
93	Plumber (General)	334111		OSAP	PSA			MPA
94	Power Generation Plant Operator	399213			PSA	JRP	MSA	MPA
95	Precision Instrument Maker and Repairer	323314			PSA	JRP	MSA	MPA
96	Pressure Welder	322312		OSAP	PSA	JRP	MSA	MPA
97	Print Finisher	392111			PSA	JRP	MSA	MPA
98	Printing Machinist	392311			PSA	JRP	MSA	MPA
99	Radio communications Technician	313211			PSA	JRP	MSA	MPA

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
100	Roof Plumber	334115			PSA	JRP	MSA	MPA
101	Roof Tiler	333311			PSA	JRP	MSA	MPA
102	Sail Maker	393113			PSA	JRP	MSA	MPA
103	Saw Doctor	323315			PSA	JRP	MSA	MPA
104	Screen Printer	392112			PSA	JRP	MSA	MPA
105	Sheetmetal Trades Worker	322211	TSS	OSAP	PSA	JRP	MSA	MPA
106	Shipwright	399112			PSA	JRP	MSA	MPA
107	Shoemaker	393114			PSA	JRP	MSA	MPA
108	Sign writer	399611			PSA	JRP	MSA	MPA
109	Small Engine Mechanic	321214			PSA	JRP	MSA	MPA
110	Small Offset Printer	392312			PSA	JRP	MSA	MPA
111	Solid Plasterer	333212			PSA	JRP	MSA	MPA
112	Sound Technician	399516			PSA	JRP	MSA	MPA
113	Stonemason	331112			PSA	JRP	MSA	MPA
114	Technical Cable Joiner	342212			PSA	JRP	MSA	MPA
115	Technicians and Trades Workers nec	399999			PSA	JRP	MSA	MPA
116	Telecommunications Cable Joiner	342412			PSA	JRP	MSA	MPA
117	Telecommunications Lines worker	342413			PSA	JRP	MSA	MPA
118	Telecommunications Technician	342414			PSA	JRP	MSA	MPA
119	Television Equipment Operator	399517			PSA	JRP	MSA	MPA
120	Textile, Clothing and Footwear Mechanic	323215			PSA	JRP	MSA	MPA

No.	Occupation	ANZSCO code	TSS	OSAP	PSA	JRP	MSA	MPA
121	Toolmaker	323412	TSS	OSAP	PSA	JRP	MSA	MPA
122	Upholsterer	393311			PSA	JRP	MSA	MPA
123	Vehicle Body Builder	324211			PSA	JRP	MSA	MPA
124	Vehicle Painter	324311			PSA	JRP	MSA	MPA
125	Vehicle Trimmer	324212			PSA	JRP	MSA	MPA
126	Vocational Education Teacher	242211			PSA	JRP	MSA	MPA
127	Wall and Floor Tiler	333411			PSA	JRP	MSA	MPA
128	Watch and Clock Maker and Repairer	323316			PSA	JRP	MSA	MPA
129	Welder (First Class)	322313	TSS	OSAP	PSA	JRP	MSA	MPA
130	Wood Machinist	394213			PSA	JRP	MSA	MPA
131	Wood Machinists and Other Wood Trades Workers nec	394299			PSA	JRP	MSA	MPA
132	Wood Turner	394214			PSA	JRP	MSA	MPA
133	Wool Classer	399917			PSA	JRP	MSA	MPA

9 Attachment 2: TRA Program Overview

Offshore Skills Assessment Program

The Offshore Skills Assessment Program is a skills assessment pathway for applicants who are applying in a nominated occupation, mostly from nominated countries, and who require a skills assessment for a migration visa application. The program also supports successful applicants in licensed occupations to access licensing once in Australia.

Temporary Skill Shortage Skills Assessment Program

The Temporary Skill Shortage Skills Assessment Program provides skills assessments for applicants of Skills in Demand visa (subclass 482) who are from nominated countries applying in nominated occupations. The program also supports successful applicants in licensed occupations to access licensing once in Australia.

Provisional Skills Assessment Program

The Provisional Skills Assessment (PSA) is for recent international graduates who are planning to apply for a Temporary Graduate visa (subclass 485). It is also a pre-requisite for the Job Ready Program (JRP). To be eligible, applicants must have successfully completed a qualification from a Registered Training Organisation (RTO). The study must have been in Australia and the RTO must be registered under the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) to deliver the training.

Job Ready Program

The Job Ready Program is for international student graduates who hold a trade qualification issued by a Registered Training Organisation (RTO) based on studies in Australia. It is a three-step, employment-based skills assessment program. Applicants can demonstrate their skills and job readiness in an Australian workplace in their nominated occupation before they apply for migration in Australia.

Migration Skills Assessment Program

The Migration Skills Assessment Program is available to anyone, onshore and offshore, applying for a permanent skilled migration visa in an occupation and country that are not required to be assessed by another TRA pathway. To be eligible, an applicant's occupation must be listed on the Medium and Long-term Strategic Skills List or the Short-term Skilled Occupations List, must be directly relevant to their qualification or apprenticeship and must be directly relevant to their employment.

Migration Points Advice

Migration Points Advice is available to anyone, onshore and offshore, applying for a permanent skilled migration visa in an occupation and country that are not required to be assessed by another TRA pathway. To be eligible, an applicant's occupation must be listed on the Medium and Long-term Strategic Skills List or the Short-term Skilled Occupations List, must be directly relevant to their qualification or apprenticeship and must be directly relevant to their employment.

MPA is for applicants holding a successful skills assessment who are seeking to apply to the Department of Home Affairs (Home Affairs) for a points tested visa in a skilled occupation assessed by TRA. Successful applicants receive an outcome which can be presented to Home Affairs to support their migration application.

10 Attachment 3: Legislative Instruments

These instruments are published and updated through the Department of Home Affairs website.

These instruments are published and updated through the Department of Home Affairs website.

Legislative instrument (specifying the assessing authority)	Visa subclass
<u>Migration (LIN 19/051: Specification of Occupations and Assessing Authorities) Instrument 2019</u>	Skilled Independent visa (subclass 189) – Points-tested stream Skilled Work Regional (Provisional) visa (subclass 491) Skilled Nominated visa (subclass 190) Skilled Work Regional (Provisional) visa (subclass 491) Temporary Graduate visa (subclass 485) – Graduate Work
<u>Migration (LIN 19/048: Specification of Occupations—Subclass 482 Visa) Instrument 2019</u>	Skills in Demand (SID) visa (subclass 482)
<u>Migration (LIN24/093: Specification of Occupations and Assessing Authorities—Subclass 186 Visa)</u>	Employer Nomination Scheme (ENS) visa (subclass 186)
<u>IMMI 12/096: Specification of Occupations and Assessing Authorities</u>	Regional Sponsored Migration Scheme (RSMS) visa (subclass 187)
<u>Migration (LIN 19/050: Specification of Occupations—Subclass 407 Visa) Instrument 2019</u>	Training visa (subclass 407)
<u>Migration (LIN 19/260: Assessing Authorities for Subclass 494 Visas) Instrument 2019</u>	Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)

11. Attachment 4: Accepted AQF Qualifications for Occupations Assessed by TRA

Information on AQF Qualifications for Occupations Assessed by TRA is on the TRA Website in the Frequently Asked Questions: [What is the relevant AQF qualification for my nominated occupation?](#)

For any enquiries about occupations eligible for a TRA skills assessment, please contact TRA at TRAEnquiries@dewr.gov.au. All qualifications in the table are subject to review by TRA.

The following infographic shows the Criteria for a Positive Skills Assessment and is for use as a reference tool to complement the accepted AQF Qualifications for Occupations assessed by TRA.



Criteria for a positive Skills Assessment

TRA Programs; Migrant Skills Assessment, Migrant Points Advice, Temporary Skills Shortage, Offshore Skills Assessment

	Comparable Certificate or Diploma AQF level	Alternate highly relevant field of study in another qualification *	Additional requirements	Highly relevant employment duration **	
Diploma Level					
1	 Minimum AQF Diploma, Advanced Diploma	+	 N/A	+	 3 YEAR minimum
Certificate II, III, IV					
2	 Minimum AQF Certificate II, III, IV	+	 N/A	+	 3 YEAR minimum
	 Minimum AQF Certificate III, IV	+	 N/A	+	 3 YEAR minimum (OSAP/TSS programs)
	 AQF via RPL process	+	 N/A	+	 Technical Assessment 3 YEAR minimum (OSAP/TSS programs)
	 AQF via RPL process	+	 N/A	+	 N/A 6 YEAR minimum (reduced to 3 YEAR Minimum if employment completed after award of AQF)
Offshore Skills Assessment Program/Temporary Skills Shortage Program - Licensed Occupations only Certificate III, IV Electrician (General), Electrician (Special Class), Plumber (General), Airconditioning and Refrigeration Mechanic					
3	 Minimum AQF Certificate III, IV	 N/A	 Current Australian Occupational License Technical and Practical Assessment	 3 YEAR minimum	
	 Minimum AQF Certificate III, IV	 N/A	 Offshore Technical Skills Record Technical and Practical Assessment	 4 YEAR minimum	
	 AQF via RPL process	 N/A	 Offshore Technical Skills Record Technical and Practical Assessment	 6 YEAR minimum	

Job Ready Program

Job Ready Program (JRP) Registration and Eligibility requirement Certificate III, IV - must be from study in Australia and qualification issued by a CRICOS RTO		Criteria for a positive Skills Assessment (Steps 1-3)				
Comparable Certificate or Diploma AQF level	Alternate highly relevant field of study in another qualification *	Highly relevant employment duration ***	Workplace Assessment			
1  Minimum AQF Certificate III, IV	+		+		+	

Key	Comparable Certificate or Diploma AQF level
TRA Programs: Migrant Skills Assessment, Migrant Points Advice, Temporary Skills Shortage, Offshore Skills Assessment	
1	Diploma or Advanced Diploma e.g. Gallery or Museum Technician, Dental Technician, Dental Prosthetist
2	Certificate II, III, IV, Pre qualification e.g. Electronic Instrument Trades Worker (General), Brick Layer, Carpenter, Cook, Chef, Hairdresser
3	Certificate III, IV, Pre qualification, Licensed trade occupations (OSAP & TSS programs) Electrician (General), Electrician (Special Class), Plumber (General), Airconditioning and Refrigeration Mechanic
Job Ready Program	
1	Certificate III, IV

Asterisks	Description
*	Alternate highly relevant field of study in another qualifications <ul style="list-style-type: none"> highly relevant field of study including those comparable to the following levels AQF: Certificate III, Certificate IV, Diploma, Advanced Diploma, Associate Degree
**	Highly relevant paid employment duration (full time or equivalent part time) <p>3 minimum years of employment highly relevant to the nominated occupation</p> <ul style="list-style-type: none"> completed at an appropriate skill level undertaken <u>after</u> the qualification was issued must include 12 month period in the three years prior to lodging the application for OSAP/TSS applications (Licensed Occupations Group A3) - this 12 month period must be employed in Australia <p>4 minimum years of employment highly relevant to the nominated <u>licensed</u> occupation</p> <ul style="list-style-type: none"> completed at an appropriate skill level undertaken after the qualification was issued must include 12 month period in the three years prior to lodging the application for OSAP/TSS applications (Licensed Occupations Group A3) - this 12 month period must be employed in Australia <p>5 minimum years of employment highly relevant to the nominated occupation</p> <ul style="list-style-type: none"> completed at an appropriate skill level undertaken after the qualification was issued must include 12 month period in the three years prior to lodging the application <p>6 minimum years of employment highly relevant to the nominated occupation</p> <ul style="list-style-type: none"> must include 12 month period in the three years prior to lodging the application. RPL resulting in an AQF qualification could reduce the minimum years of employment highly relevant to the nominated occupation to 3 minimum years.
Job Ready Program	
***	Highly relevant paid employment duration (full time or equivalent part time) <p>Steps 1 - 3 Highly relevant employment of 1725 hours and workplace assessment in Australian workplace</p>

11 Document change history

Version	Date published	Authors	Summary of change	Authorised by
1.0	20 December 2021	TRA	Policy approved	Jane Hayden Branch Manager Trades Recognition Australia
2.0	March 2022	TRA	Minor updates to text and update of infographic	Jane Hayden Branch Manager Trades Recognition Australia
3.0	August 2022	TRA	Updates to reflect the recent Government changes including department name and brand changes as TRA transition to the new Department of Employment and Workplace Relations. Update to Attachment 4 Accepted Qualifications for Occupations Assessed by TRA	Jane Hayden Branch Manager Trades Recognition Australia
4.0	July 2025	TRA	Updates to reflect government changes including department name, wording consistencies and evidence requirements. Update to Attachment 1 and Attachment 4 .	Bronwyn Meyrick Branch Manager Trades Recognition Australia