



CROSS-JURISDICTIONAL MUTUAL RECOGNITION AND SKILLS MOBILITY FRAMEWORK REVIEW

FOUNDATIONAL REPORT

FOR THE OFFICE OF THE SOUTH AUSTRALIAN CROSS
BORDER COMMISSIONER

AUGUST 2025

COMMISSIONING OF THIS WORK BY THE CROSS BORDER COMMISSIONER

The South Australian Government established the Office of the Cross Border Commissioner under the *Cross Border Commissioner Act 2022 (SA)* to address the unique challenges and opportunities of South Australia's cross border communities. With more than 109,000 residents living and working near our states border, these communities play a critical role in the state's economic and social fabric. However, they often navigate fragmented systems, regulatory inconsistencies, and gaps in service delivery that can inhibit growth and equity. The Cross Border Commissioner works with communities, industry, and governments to remove systemic barriers. The aim is to increase participation, support mobility, and strengthen local economic development across borders. The Commissioner works with all tiers of government, service providers, industry and communities to ensure cross border perspectives are considered in planning, policy and reform.

As part of the Cross Border Commissioner's Strategic Priorities for 2025–26, shaped through community engagement and consultation, the Premier of South Australia has endorsed four key focus areas to guide cross border collaboration and outcomes for the year ahead:

- Workforce skills and education
- Integrated planning for programs, services and infrastructure
- Ease of doing business and the promotion of economic outcomes
- Resilient and connected communities

These focus areas reflect the evolving needs of border communities and will underpin the Commission's efforts to drive meaningful, coordinated action across jurisdictions. A key deliverable aligned to these priorities is the examination of skills and labour mobility, covering mutual recognition (MR) of skills, exempted professions, occupational licensing, technical colleges, Vocational Education Training and TAFE access for cross border communities. Aligned to these priorities, the Commissioner has commissioned this foundational Skills and Labour Mobility Report to investigate barriers and opportunities relating to the movement of labour and access to skills across South Australia's borders. This report informs the initial foundations of this deliverable, gathering baseline information to inform the Commission.

The Office of the Cross Border Commissioner has been directly involved in all phases of this reports development and present throughout stakeholder consultations, ensuring that the voices of industry, education providers, and communities are accurately captured and reflected. The process has been collaborative by design, grounded in the Commissioners' ongoing role as both advocate and facilitator.

The report does not represent an end point. Undertaken as a rapid review of the status, this report aims to inform ongoing engagement and reform across government and industry. It aims to highlight actionable opportunities that enable a more mobile, skilled and regionally resilient workforce, laying the groundwork for practical solutions that support the Commissioner's broader mandate and the long-term sustainability of South Australia's cross border communities.



CONTENTS

Commissioning of this work by the Cross Border Commissioner	2
Tables, Graphs and Diagrams	4
Executive summary.....	5
Research Methodology and Consultation List.....	7
Research methods	7
Strategic action framework	9
Purpose.....	9
Strategic Insights.....	9
Tiered Action Plan	10
Positioning Language for Advocacy.....	11
Alignment with National Reform Levers	12
Future Considerations.....	12
Facts to note when reviewing this report	13
Background information and notes	14
History of licensing reforms.....	14
Framework Comparison.....	16
Insight one: You can cross the street, but not the system	20
Insight two: Recognition on paper is not recognition in practice.....	24
Insight three: System design still assumes people stay put	27
Insight four: Making it easier to come to South Australia	31
Insight five: Vulnerability multiplies across the border	33
Tiered action plan.....	36
Quick Wins (0–12 months).....	36
Structural Levers (12–24 months).....	39
Systemic Shifts (24+ months).....	41
National Summary: Skills and Labour Mobility Scorecard	43
Acronym List.....	44
License Codes	45



TABLES, GRAPHS AND DIAGRAMS

Table 1: AMR Framework Comparison	15
Table 2: MR Framework Comparison	16
Table 3: MR Application by Jurisdiction	17
Diagram 1: NSW Defined Cross Border Communities	21
Graph 1: Active AMR Notifications by License Group	31
Table 4: Comparison of Cross Border Eligibility in RDA Limestone Coast Programs	35
Table 5: Quick Wins (0-12 months)	36
Table 6: Structural Levers (12-24 months)	39
Table 7: Systemic Shifts (24+ months)	41

CASE STUDIES

Albury-Wodonga Cross Border TAFE Collaboration (NSW-VIC)	22
National Refrigerant Licensing – A Precedent for Coordinated Action	23
The Brown Card Program – A Model for Industry-Government Collaboration in Safety and CPD	28
Occupational Recognition Service (ORS Pilot) via the South Australian Training and Skills Commission – A new approach to skills recognition	29
Imperative for cross border skills mobility is more important than ever	32
Victoria's designated cross border training regions	34
Leadership Eligibility in Cross Border Communities – A Missed Alignment	35



EXECUTIVE SUMMARY

South Australia's cross border communities face unique challenges for workers, students and businesses looking to work or study across jurisdictional lines. These challenges are particularly stark when work or study includes occupational licensing or training subsidies.

Australia has a national system of training, underpinned by a national training package, and a national act for mutual recognition (MR) and automatic mutual recognition (AMR) of licensing. Despite this, training subsidies and licensing processes are managed at a jurisdictional level, with states and territories managing these slightly different ways.

Cross border communities, where one can live in one jurisdiction and work in another, or across multiple, feel the brunt of these jurisdictional variances and lack of recognition through duplicated processes and fees, lack of access to certain funding subsidies, and inconsistent approaches to manage these challenges by regulatory and funding bodies.

The South Australian Cross Border Commissioner's role is to advocate; case manage and support these communities. This role is vital not only for the communities represented, but to ensure our regions are productive, economically stable, and to stress test the implications of systems between jurisdictions. Cross border skills friction isn't a niche issue; it's a systems test. Lack of effort to address the challenges would be a missed opportunity for workforce productivity.

Getting labour mobility settings right will ensure we can maximise the productivity of our skilled workforce nationally to deliver on the pressing challenges facing the country – housing and infrastructure delivery, defence projects and achieving net zero by 2050. The Productivity Commissioner cites Deutscher's (2019) reference to labour mobility as:

"the ability of workers to move between different employers, occupations and geographical regions. A flexible workforce means that the labour market is more competitive, leading to better employment conditions and higher real wages for workers (Deutscher 2019)".¹

In addition to attracting the right workers to the right places at the right times, nationally, labour mobility is also economically positive for the nation. The Productivity Commission's modelling² highlights that labour mobility reforms could deliver a \$10.33 (0.4%) billion boost to GDP.

The AMR scheme set to lay the foundations for this mobility. Treasury estimates that the AMR scheme will add over \$2.4 billion to the Australian economy over the next ten years and benefit more than 168,000 people each year³. Improving interstate labour mobility was – and remains – the key goal of achieving AMR⁴.

This report presents the findings of a rapid review of skills and labour mobility across South Australia's border communities, with a focus on MR and AMR legislation, training recognition systems, licensing frameworks, and subsidy accessibility. It combines detailed legislative analysis, workforce demand data, and stakeholder interviews to provide practical, real-world insights into

¹ [Job-to-job transitions and the wages of Australian Workers, Treasury Working Paper No. 2019-07](#)

² [Productivity Commission 2024 Competition Review](#)

³ [Australian Government, Deregulation Taskforce \(PM&C\)](#)

⁴ [Productivity Commission 2014 Geographic Labour Mobility – Research Report](#)



systemic barriers and reform opportunities. This foundational piece of work acknowledges further work and ongoing stakeholder engagement is required beyond the tight scope of this rapid review.

This report shares five significant insights drawn from a national scan and supported by stakeholder engagement. These include the barriers borders present for skills and labour mobility, the fragmented implementation of the mutual recognition of licensing across jurisdictions, the state-based systems approach implications on labour mobility, how South Australia must position our state to be a net receiver of skilled labour through lower friction, and how these challenges have a more pointed impact on disadvantaged jobseekers and young people. These are outlined in more detail below.

Insight One: You can cross the street, but not the system.

Australia's licensing systems are better at managing borders than crossing them. We're locking out skilled workers by postcode, not qualification. Addressing the licensing barriers between jurisdictions, which is deeply felt by border communities, will enable workforce access and growth.

Insight Two: Recognition on paper is not recognition in practice.

We've built a national MR system – without building national confidence in it. Despite AMR being legislated, the implementation is riddled with manual processes, patchy systems, and inconsistent compliance across jurisdictions. Additionally, individuals are approaching the fragmented system through seeking the path of least resistance through informal workarounds – the cheapest, quickest or easiest licensing or training pathway. Addressing the fragmentation supports a national uplift, rather than a race to the bottom.

Insight Three: System design still assumes people stay put.

The system is built for postcode stability, but the economy needs postcode fluidity. Training, funding and service design all assume people access systems within a single state – even in regions where people live, work and train across borders. Joint planning pilots or workforce data-sharing between states can start to bridge these system silos.

Insight Four: Making it easier to come to South Australia and work.

Lower friction, not lower standards, is how South Australia can lead as a destination state for skills and labour. With lower population, South Australia must be a net receiver of talent. But high costs, confusing licensing pathways and limited visibility are barriers to entry. South Australia should be the best place to arrive, qualify and work – because we've made it easier to enter, not harder to navigate.

Insight Five: Vulnerability multiplies across the border.

When licensing, training and service rules double up, our most vulnerable people drop out. People not in education, employment and training (NEET), jobseekers and early-career workers are disproportionately affected by fragmented systems and duplicated checks, for example duplicate Working with Children Checks (WWCC) across borders, and lack of recognition for South Australia's Responsible Service of Alcohol certificates. Governments should prioritise reciprocal recognition for low-risk occupational checks across jurisdictions, especially for early-career jobs.

The report identifies immediate opportunities to improve access, streamline licensing, and support workforce mobility in border regions. By addressing quick wins and aligning longer-term reforms, jurisdictions can begin to unlock economic participation and meet regional workforce needs.



RESEARCH METHODOLOGY AND CONSULTATION LIST

The Office of the Cross Border Commissioner engaged Skills Frontier as the research and policy partner to undertake a rigorous, time-bound review, integrating national system analysis with regional lived experience.

The project combined a national desktop scan, a jurisdictional comparison of training and licensing systems, and in-depth stakeholder consultations. This mixed-methods approach ensured both breadth and depth, positioning the Commissioner with an evidence-informed platform for advocacy and reform.

RESEARCH METHODS

Data sources informing this report included:

- **Legislation and Policy Documents:** A comparative review of MR and AMR legislation across all Australian jurisdictions, including licensing exclusions, implementation nuances, and compliance arrangements.
- **State and Territory Government Sources:** Policy materials, licensing guidance, and training subsidy eligibility criteria drawn from official government websites and publicly available resources.
- **Data and Reports from Jobs and Skills Australia**, including:
 - *Occupation Mobility: Unpacking Workers Movements*
 - *Jobs and Skills Atlas*
 - *Regional, Rural and Remote Workforce Roadmap*
- **Reports and publications from the Productivity Commission**, including:
 - *2024 Competition Review*
 - *2014 Geographic Labour Mobility Research Report*
 - *Productivity Commission Policy Analysis 2025 – Call for Submissions*
- **Legislative scan of MR and AMR frameworks:** This review mapped out jurisdictional differences and aligned them against South Australia's current systems, using South Australia as the baseline.
- **Australian Government Publications:**
 - *Federal Budget 2025–26*
 - *Intergovernmental Agreement on National Competition Policy*
 - *Skills and Workforce Ministerial Council Communique (June 2025)*
 - *Senate Inquiry into Red Tape and Occupational Licensing (2018)*
 - *Building Confidence: Building Ministers' Forum expert assessment (Shergold Weir 2018)*
- **Media and Industry Commentary:**
 - Press releases and advocacy from peak bodies such as CEDA and Ai Group, which highlighted business perspectives on labour mobility and licensing reform.



Stakeholder Consultations

A core feature of the project was direct engagement with stakeholders across industry, training, regulation and regional development, capturing real-world perspectives on system friction and mobility barriers. The project team conducted structured one-hour consultations with 15 organisations, selected for their expertise, influence, and operational experience across cross border contexts.

Stakeholders consulted included:

- **Training Providers and Governance Bodies**
 - TAFE SA (Executive and Mt Gambier Campus)
 - Office of TAFE Coordination and Delivery (VIC Government)
 - Apprenticeships Victoria
- **Regulators and Government Agencies**
 - Consumer and Business Services (SA)
 - SafeWork SA
 - Office of the Skills Commissioner (SA)
 - Department of State Development (SA) – Industry Workforce and Capability
- **Industry and Peak Bodies**
 - Master Plumbers SA
 - National Electrical and Communications Association SA/NT
 - Construction Industry Training Board (CITB)
- **Group Training Organisations and Employment Services**
 - Group Training Employment
 - Sureway Employment and Training
- **Local Economic Development**
 - Regional Development Australia Limestone Coast
- **Independent and Regional Leaders**
 - Strickland Solutions – TAFE SA Board Member

Participants contributed case studies, challenges, and opportunities related to training access, licensing mismatches, cross border employment practices, and the systemic impact of duplicated checks or inconsistent funding rules. The research team synthesised their feedback with the national policy and system scan to inform the report's recommendations and insights.

Due to the time-limited nature of this review, stakeholder interviews were prioritised by the Office of the Commission. Additional stakeholders were identified for further consultation in ongoing activity, including (but not limited to) the Office of the Technical Regulator, economic and construction industry associations, and trade unions.



STRATEGIC ACTION FRAMEWORK

Skills Frontier developed the Strategic Action Framework to support the South Australian Cross Border Commissioner to take action to address the findings of this report.

PURPOSE

This framework supports the South Australian Cross Border Commissioner to advocate effectively and drive reform for skills and labour mobility. It integrates stakeholder insights and lived experience, system design challenges, qualitative evidence and national reform priorities, including Jobs and Skills Australia (JSA) and the Productivity Commission. The framework helps the Commissioner continue to visibly support border communities through strategic, high-impact reforms.

The approach recognises that cross border friction is not a fringe issue - it is a test of how well national and state systems serve regional Australians. The aim is not just to smooth process, but to unlock participation, productivity and policy coherence at the nation's jurisdictional edges.

This evidence base also provides a point-in-time evidence base of current legislation and funding agreements to inform future case management systems – particularly where communication gaps persist and outdated assumptions continue.

STRATEGIC INSIGHTS

1. You can cross the street, but not the system

System friction, not geography, is the key barrier. Licensing, funding and training rules often conflict across jurisdictions, limiting worker and student movement.

2. Recognition on paper is not recognition in practice

AMR and MR systems still involve manual processes, limited transparency, and inconsistent uptake by employers and regulators.

3. System design still assumes people stay put

Training and workforce systems are designed for intra-state, stable populations, not mobile, regional, cross border mobility.

4. Make it easy to come to South Australia and work

To grow its workforce, South Australia must become a net receiver of skilled workers. That means reducing friction, not standards.

5. Vulnerability multiplies across the border

NEETs and marginalised groups in border communities face compounded disadvantage due to duplicated systems, distance, and limited public transport.



TIERED ACTION PLAN

We propose a three-tiered action framework: quick wins, structural levers, and systemic shifts. It outlines what can be advocated for now, building the case for more complex reforms, and acknowledging that deeper culture/system changes will take time – but still need to start.

Quick Wins (0–12 months)

These initiatives can be implemented immediately and do not require structural reform or intergovernmental negotiation.

- 1.1 Develop, publish and promote a plain English "Cross Border Eligibility Guide" for existing eligibility and subsidies available for CITB, Skills SA, and Commonwealth programs.
- 1.2 Advocate for the extension of Skills SA, TAFE SA, CITB and Commonwealth programs to cross border communities.
- 1.3 Support SafeWork SA and Consumer and Business Services to build a business case for AMR automation (revocation alerts, streamlined checks).
- 1.4 Establish escalation protocol for case-by-case border exemptions (e.g. travel, training subsidies).
- 1.5 Propose a licensing fee parity review for high-cost occupations (e.g. explosives) to ensure South Australian fees are competitive with other jurisdictions and not presenting a barrier to entry.
- 1.6 Back TAFE SA to pilot a national mobility safety and regulation program, potentially a set of national cross border microskills, through the National TAFE Network and in partner with industry. This should include upskilling (or gap training) to meet jurisdictional industry and technical standards for licensing and ongoing industry standards for licensing.
- 1.7 Advocate for Jobs and Skills Australia to include Cross border Communities as a cohort in their 'Regional, Rural and Remote Roadmap'.
- 1.8 South Australia should proactively engage with national licensing projects and explore pilot projects that align, such as harmonised electrical licensing, activity by the Productivity Commissioner and projects with Powering Skills Organisation.
- 1.9 Advocate for cross border community pilots and programs to address regional challenges to be funded under the *National Productivity Fund - Principle 5: Governments should promote a single national market*.
- 1.10 Coordinate with Cross Border Commissioners across Australia to bring together TAFEs serving cross border communities, with an agenda to unlocking barriers to access and participation for border residents.

Structural Levers (12–24 months)

These recommendations require policy coordination or legislative change across jurisdictions, and can be achieved within two years.

- 2.1 Collect and publish AMR/MR application metrics reasons (e.g. short-term, permanent, project-based) by trade, including separating out reporting on the PGE trades to plumbing, gas and electrical individually.
- 2.2 Formalise ANZSCO-aligned licensing occupation mapping across SA and neighbouring states.
- 2.3 Standardise a Cross Border Community Definition Framework, in partnership with the cross border community.
- 2.4 Advocate to the Productivity Commission to position cross border friction as a hidden productivity drag.

Systemic Shifts (24+ months)

- 3.1 Advocate to JSA for Cross Border Communities to be recognised as a distinct planning cohort.



- 3.2 Pursue a National Cross Border Skills Accord with shared licensing and subsidy agreements between jurisdictions.
- 3.3 Develop a "Cost of Inaction" model with the Productivity Commission to quantify friction losses.

POSITIONING LANGUAGE FOR ADVOCACY

- "Geography says yes. The system says no."
- "We've streamlined policy, but not trust."
- "We designed the system for management, not movement."
- "When systems double up, people drop out."
- "Fixing mobility in border communities unlocks national productivity."
- "Harmonisation shouldn't mean higher hurdles. Consistency can't come at the cost of accessibility."



ALIGNMENT WITH NATIONAL REFORM LEVERS

- **Jobs and Skills Australia:** Align actions with JSA's RRR Roadmap and workforce forecasting reform.
- **National Skills Agreement:** Leverage funding for cross-jurisdictional training pilots.
- **Productivity Commission:** Engage around jurisdictional friction as an economic performance and productivity issue.
- **National Cabinet:** Build joint advocacy agenda with other Cross Border Commissioners.
- **National Productivity Fund⁵:** Explore the funding for *Principle 5: Governments should promote a single national market⁶* to cross border skills and labour mobility projects.

STRATEGIC ALIGNMENT WITH OTHER NATIONAL PROJECTS

Several projects currently underway across Jobs and Skills Councils and industry stewardship bodies intersect with cross border labour mobility. The Commissioner should remain engaged with, and where appropriate directly contribute to, the following:

- **Powering Skills Organisation – Mapping State and Territory Licensing and Regulations to Training Products⁷.** Opportunity to influence national-level licensing alignment for occupations affected by cross border variation.
- **BuildSkills – Property services industry stewardship (including real estate agents).** Potential to align real estate licensing with cross border residential and economic mobility in regional areas.
- **ForestWorks – Mobility research for forestry and emergency services workers.** Strong overlap with regional, seasonal, and border-based mobility needs.
- **Federal Budget project on national licensing for the electrical industry**
- **Review of the AMR scheme is due in 2025,** in line with the terms of the Intergovernmental Agreement signed in 2020.

FUTURE CONSIDERATIONS

1. **Union engagement will be important** when considering changes any changes to MR and AMR processes. Future stages of this project should consider the best process for this to occur.
2. **AiGroup⁸ and CEDA⁹ have publicly stated support for labour and skills mobility** through licensing reform, identified during this project. Future stages should consider engaging these organisations to expand momentum and support.
3. The **Office of the Technical Regulator (OTR)** in South Australia should be engaged in further stages of the project, bringing deep experience in the previous endeavour for the National Occupational Licensing Scheme (NOLS). The OTR has a role in exploring any further compliance and business licensing changes in South Australia.

⁵ [Intergovernmental Agreement on National Competition Policy](#)

⁶ Principle 5 Action – Parties will not create or entrench barriers to buying and selling goods and services, operating businesses, and working across state and territory and international borders, where appropriate.

⁷ Powering Skills Organisation's project - [Mapping State and Territory Licensing and Regulations to Training Products](#)

⁸ [AiGroup Media Release 'National Occupational License Moves Welcome But More Work Is Required'](#)

⁹ [CEDA Media Release March 2025 'National electrician licensing a welcome productivity-boosting move'](#)



FACTS TO NOTE WHEN REVIEWING THIS REPORT

Victoria and Western Australia have locally regulated training systems

Western Australia and Victoria's training systems are regulated at a state level; the rest of the nation are regulated through ASQA at a national level. This can lead to locally accredited and recognised training programs in WA and VIC that are not available elsewhere in the country, including South Australia.

Victoria's Free TAFE focus

Victoria's Free TAFE program has a prioritisation on training delivered through TAFEs rather than private providers. This has implications for regional, remote and border individuals, where the nearest training provider is a non-TAFE provider, but the cost of accessing the course is significantly higher than if undertaken through a TAFE, even if the distance to TAFE is significantly longer. This has compounded implications in regional areas due to minimal public transport access and higher age limits for access to drivers licensing.

AMR Exclusions

Queensland has deferred its participation in the AMR process until 2027, 3 years later than other jurisdictions. This report explores the impacts of these differences.

WA has excluded certain high-risk occupations from AMR, such as electrical, gas fitting, and security roles.



BACKGROUND INFORMATION AND NOTES

HISTORY OF LICENSING REFORMS

History of the MR scheme

Australia's approach to cross border occupational licensing is governed by two key frameworks: MR and AMR.

The *Mutual Recognition Act 1992 (Cth)* provides the legal foundation for MR, allowing workers registered or licensed in one state or territory to apply for recognition in another without duplicating qualifications or experience assessments.

History of the AMR scheme

AMR, introduced in 2021 via amendment to the Act, aims to streamline this process by allowing registered workers to operate in participating jurisdictions without applying for a new licence, provided they notify the local regulator and meet any public protection requirements. AMR applies in all jurisdictions except QLD, though each state and territory can exempt high risk occupations.

The policy intent is national workforce mobility, but implementation nuances result in varying user experiences and obligations across jurisdictions.

National Cabinet signed the Intergovernmental Agreement in 2020 to enable licensed workers to operate more seamlessly across states. In line with the terms of the agreement, Governments are scheduled to evaluate the AMR scheme in 2025. Within this review, it is likely to consider recommendations from the Productivity Commission's reports, including the recommendation (L2):

Occupational Licencing – Identify areas where licensing requirements can be removed or streamlined. Review progress in implementing Automatic Mutual Recognition. Identify occupations where conflicts of interests are affecting licensing decision.

National precepts for harmonisation already exist

High Risk Work and Temporary Traffic Management licences are nationally consistent schemes¹⁰ that enable workers to operate across jurisdictions without additional licensing barriers. While these licences are not currently a source of cross-border friction, they demonstrate what effective national harmonisation can look like. Their success provides a benchmark for other licensing systems that remain fragmented, particularly in construction, care and real estate. Just as safety and productivity imperatives drove harmonisation in these areas, similar consistency should be prioritised in occupations where mobility barriers continue to hold back workforce access and regional development.

¹⁰ [Recognition of high risk work licenses in other jurisdictions](#)



Table 1: AMR Framework Comparison

The **AMR Framework Comparison Table** below compares the AMR framework by jurisdiction, exploring who it applies to, how easy the process (compared to South Australia) and any observations.

*Ease of Process Key: **Worse** / **Equal** / **Better***

JURISDICTION	APPLICABILITY	KEY OBSERVATIONS
SA	Available for many occupations; excludes QLD applicants and specific high risk roles.	Ease of process: Baseline SA offers a functional AMR process (online). Some improvement opportunities in real-time tracking, digital forms and greater clarity on exclusions would lift performance further.
VIC	Available for declared occupations for non-residents of VIC.	Ease of process: Equal VIC supports AMR well; the notification system is streamlined. Similar regulatory effort as SA.
NSW	For work by interstate licensees in declared occupations.	Ease of process: Equal Clear process with online notification; exclusions are well documented; comparable to SA.
QLD	Not applicable - QLD has opted out of AMR entirely.	Ease of process: Worse Not applicable - QLD has opted out entirely, placing full licensing burden on interstate workers via MR.
WA	Restricted use - many exclusions (e.g., electrical, security) due to significant risk to health and safety of workers.	Ease of process: Worse Complex - WA excludes many professions, requiring MR instead. Adds administrative burden to otherwise eligible workers.
TAS	Broad application with listed exclusions	Ease of process: Equal Like SA. Exclusions clearly communicated. Need to notify the relevant local registration authority of intent to work.
NT	Available for most occupations; notification required.	Ease of process: Equal NT aligns with SA on AMR logic (online form). The process is less digitised but functionally aligned and well accepted across high-demand occupations.
ACT	Available with some exclusions (e.g., construction-related).	Ease of process: Equal ACT's AMR process mirrors SA's (online form). Slightly easier due to centralised licensing authority and clearer occupational boundaries.



FRAMEWORK COMPARISON

The **Framework Comparison Table** below provides a comparison of the MR application across each Australian jurisdiction, using SA as the baseline. It highlights key differences in occupational scope and system accessibility, with a focus on how easily workers in licensed trades and professions can operate across borders

Table 2: MR Framework Comparison

Ease of Process Key: **Low** / **Medium** / **High**

JURISDICTION	OCCUPATIONS RECOGNISED - KEY DIFFERENCES VS SA	KEY INSIGHT
SA	Baseline for comparison Covers a wide range of construction, real estate, security, and technical trades.	• Ease of process – medium • Comprehensive MR/AMR system. • Strong compliance regime. • Manual checkpoints still present for approvals.
VIC	Similar coverage as SA; slightly more streamlined access to building surveyors and conveyancers.	• Ease of process – high • Centralised under Victoria Building Authority (VBA) and Consumer Affairs Victoria (CAV). • Digital access efficient. • Slightly fewer conditions applied to security licensing.
NSW	Broader range than SA in some personal service sectors; fewer real estate restrictions.	• Ease of process – high • Fair Trading provides accessible MR processing. • Some confusion due to split with Security Licensing and Enforcement Directorate (SLED) for security occupations.
QLD	Similar scope to SA but excludes AMR completely. MR is the only pathway regardless of occupation.	• Ease of process – medium • Strong regulatory focus via QLD Building and Construction Commission (QBCC). • The licensing process is more onerous, especially for trades.
WA	Matches SA in scope but access is more cumbersome due to manual application steps and fragmented system.	• Ease of process – low • Manual-heavy processes via Department of Energy, Mines, Industry Regulation and Safety (DMIRS). • Applicants report longer turnaround times and more friction in approvals.



TAS	Comparable coverage to SA with smoother access to niche building/design occupations (e.g., building designers).	• Ease of process – high • Centralised Consumer, Building and Occupational Services (CBOS) access makes the system user-friendly. • Efficient handling of trade and property applications.
NT	Fewer occupations fully mapped to MR than SA, particularly in security and property sectors.	• Ease of process – low • Manual documentation dominates. • Stronger fit for construction-related migration.
ACT	Slightly narrower list than SA (fewer high-risk or technical occupations), but faster digital access.	• Ease of process – high • Streamlined digital system via Access Canberra. • Ideal for smaller, less-regulated occupations.

The **MR Application by Jurisdiction Table** outlines when each jurisdiction would require an applicant to use a MR process for license recognition instead of AMR.

Table 3: MR Application by Jurisdiction

*Ease of Process Key: **Worse (More burdensome/restrictive)** / **Moderate (Comparable)** / **Better***

JURISDICTION	WHEN MR APPLIES	KEY OBSERVATIONS
SA	• Permanent relocation; or • Excluded occupations from AMR (e.g. QLD trades); or • When a full licence is preferred.	Ease of process: Moderate SA is moderate in complexity. The MR process is balanced and integrated with Consumer and Business Services (CBS). Strengths include responsiveness and internal systems; improvements could include digitalisation.
VIC	• Permanent move; or • Excluded AMR occupations; or • Where QLD applicants are involved.	Ease of process: Comparable Clear application process. VIC coordinates well across agencies (e.g. for plumbing, electrical). Good digital systems support transparency.
NSW	• Permanent move • Excluded AMR occupations • If a full NSW licence is required • Where QLD applicants are involved.	Ease of process: Comparable AMR exclusions handled clearly. MR is well integrated with licence categories. NSW offers good online guidance and application tracking.



QLD	• Always applies (QLD does not participate in AMR)	Ease of process: More burdensome QLD relies solely on MR. Applicants face more documentation requirements and longer turnaround times due to full licensing.
WA	• Permanent move; or • For occupations excluded from AMR (e.g. electricians, security personnel). • Where QLD applicants are involved.	Ease of process: More restrictive WA excludes many high risk roles from AMR. The MR process is available but complex, with more manual verification.
TAS	• Permanent move; or • For occupations excluded from AMR (e.g. teachers, builders). • Where QLD applicants are involved.	Ease of process: Comparable Exclusions are clearly listed. MR is available and accessible.
NT	• Permanent relocation; or • For AMR-excluded occupations. • Where QLD applicants are involved.	Ease of process: Comparable NT's MR pathway is straightforward. Processing is less digitised but efficient. Fewer delays and good clarity around excluded occupations.
ACT	• Permanent move; or • For excluded occupations, including some construction professionals. • Where QLD applicants are involved	Ease of process: Comparable ACT has a centralised licensing model that simplifies MR navigation. Processes are efficient and transparent.

National Occupational Licensing Scheme (NOLS)

The Council of Australian Governments (COAG) initiated a National Occupational Licensing Scheme (NOLS) in 2008 as part of an agreement to improve national consistency in licensing for selected occupations, including electricians, plumbers, builders and real estate agents¹¹. The national licensing scheme aimed to go further than MR by creating nationally consistent standards and a single license that is recognised in all jurisdictions. Governments disbanded this project in December 2013 after failing to agree on uniform licensing requirements¹². In 2021, governments introduced the AMR process as an alternative.

¹¹ [Intergovernmental Agreement for a National Licensing System for Specified Occupations \(Apr 2009\)](#)

¹² [Senate Committee - Effect of red tape on occupational licensing: Interim report \(Aug 2018\)](#)



Senate Committee on Red Tape 2018

In 2018, the Senate Select Committee on Red Tape found that there is excessive duplication and inconsistency between states and territories. Prior to this inquiry, there had been a previous effort to establish a national licensing system, but the Senate Committee participants contended that it had been abandoned due to lack of agreement. The inquiry recommended a renewed approach, and this reform effort should expand AMR of occupational licenses between state and territories (Senate Red Tape Committee 2018, p.18)¹³.

Skills Passport Activity – Victoria and National Projects

The Australian Government, in response to the 2023 Employment White Paper, committed to developing a National Skills Passport¹⁴. A business case and consultation process was undertaken, aiming to create a trusted digital repository for qualifications, micro-credentials, workplace experience and broader capabilities spanning VET and higher education sectors.

Prior to this, within the Victoria's Local Skills Partnerships Program, Wodonga TAFE was funded to pilot a Seasonal Skills Passport for seasonal workers in the Ovens-Murray and Goulburn regions¹⁵, enabling them to build a verifiable portfolio of industry-aligned skills and competencies while in employment.

Regional Labour Mobility Continues to be a Focus

Related initiatives such as *Victorian Skills Navigator Project*,¹⁶ funded by the Victorian Government, show how regionally tailored, industry-led approaches are being used to map future skills needs and build pathways into priority sectors - reinforcing the relevance of coordinated workforce planning for cross-border communities, including housing solutions to support mobile workers.

¹³ [Senate Committee - Effect of red tape on occupational licensing: Interim report \(Aug 2018\)](#)

¹⁴ [Australian Government National Skills Passport Consultation](#)

¹⁵ [Victorian seasonal skills passport](#)

¹⁶ [Victorian Mining Skills Navigator Project](#)



INSIGHT ONE: YOU CAN CROSS THE STREET, BUT NOT THE SYSTEM

Addressing licensing and training barriers benefits border communities

Licensing and training systems are fragmented across state lines, often penalising workers in cross border communities. Australia's licensing systems are better at managing borders than crossing them. We're locking out skilled workers by postcode, not qualification. Addressing the licensing barriers between jurisdictions, which is deeply felt by border communities, will enable workforce access and growth.

The evidence and impetus for licensing reform continues to build

The Australian Government in their 2025-26 Federal Budget announced a program to reform occupational licensing, working with states, territories, unions and employers on a national occupational licence for electrical trades¹⁷. It is consistently recognised that *"Labour mobility improves productivity and supports economic dynamism"*¹⁸. However, our systems are not designed for labour mobility, with jurisdictional control over training systems, subsidies and licensing oversight.

Industry consistently advocates for harmonised licensing. Despite the disbandment of the attempts for a National Occupational Licensing Scheme (NOLS) in 2013, public commentary continues to reflect recognition that efforts to update licensing mobility are wanted. In 2025 CEDA stated *"Governments should update and harmonise relevant occupational licenses to reduce barriers to worker mobility"*¹⁹, while the Productivity Commissioner's Competition Review in 2024 reflected *Occupational licensing acts as a barrier to entry and an ongoing operating cost... it can reduce the relocation of labour toward highly productive firms*²⁰.

Mixed jurisdictional policies, approaches and subsidies should be approached as a productivity challenge and invested in to test larger reforms

The Australian Government has announced the National Productivity Fund, which includes recommendations to promote a single national market. *"The (National Productivity) Fund is an important mechanism to address differing fiscal costs and benefits that accrue across jurisdictions and reduce barriers to timely reform action."* CEDA²¹. As part of this, the government has outlined the following policy intent²²:

"Unnecessary regulatory barriers to the movement of goods, services and workers across Australia restrict competition. This raises costs, reduces choice and constrains labour mobility.

A single national market will improve the flow of goods, services and workers across state and territory borders, improving outcomes for Australians and helping Australia to compete internationally. Removing barriers to interstate trade in:

- goods, such as those arising through differing regulatory standards, will support a greater variety of products and lower prices; and

¹⁷ Federal Budget 2025-26

¹⁸ [Productivity Commission 2024 Competition Review](#)

¹⁹ [CEDA Press Release 3 March 2025 'National electrician licensing a welcome productivity-boosting move'](#)

²⁰ [Productivity Commission 2024 Competition Review](#)

²¹ [CEDA Press Release 13 November 2024 The Federal Government is Right to Open its Wallet to the States'](#)

²² [Intergovernmental Agreement on National Competition Policy \(Schedule 5 – p27\)](#)



- services, such as those arising through differing recognition of professional licences and registrations for workers, will improve labour mobility, prevent costly duplication and help to address skills shortages.”

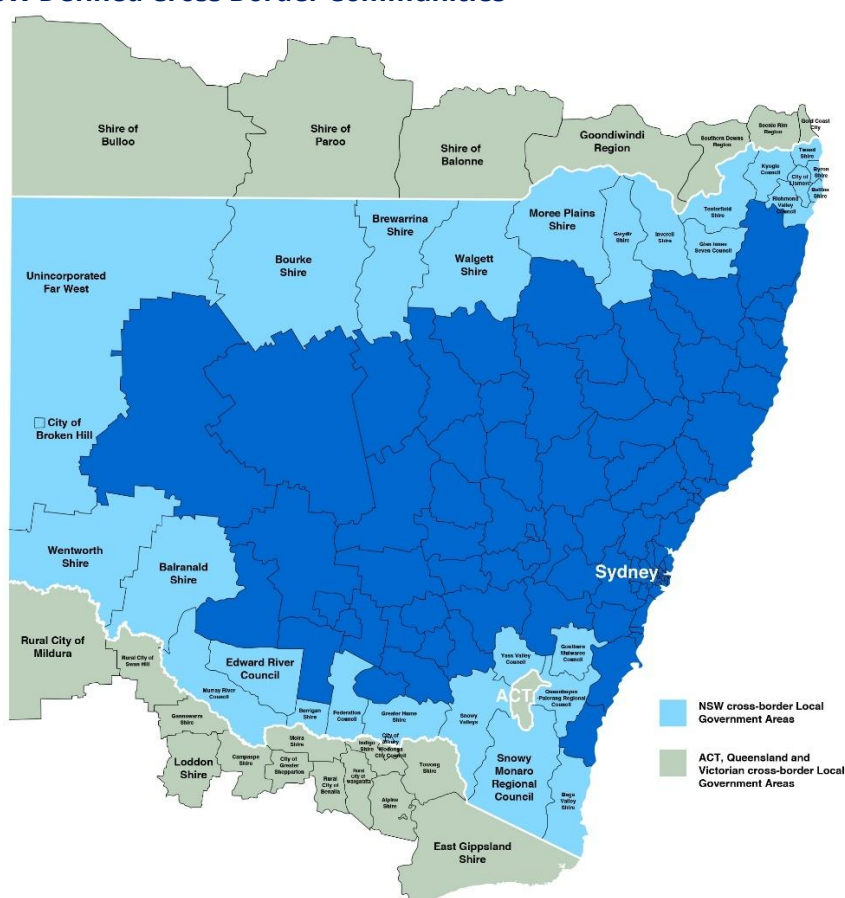
In addition to positioning cross border communities for access to this fund, the Cross Border Commissioner may wish to explore working with the Productivity Commissioner to develop a model around the “Cost of inaction” for cross border skills and labour mobility. This will further support the messaging around border communities as national productivity regional test zones, and also as a hidden productivity drag.

Cross border communities aren’t clearly defined

To support this, a clear definition of what is a cross border community would assist policy makers to quantify the impact, implications and cost of reform. RDA Limestone Coast were clear that definitions are complex, and require community and industry input. What might be considered excessive distance to travel to access work or services in a metropolitan region may be considered “normal” in cross border communities. Stakeholders cited different definitions for recognising cross border communities, including distance in kilometres from the border, local government areas, and specific postcodes. A consistent approach in defining and enacting policy and funding for cross border communities would give confidence to policy makers and funding bodies, and clarity to communities on processes and eligibility.

The NSW Government has a clear outline of cross border communities, listed by local government area²³.

Diagram 1: NSW Defined Cross Border Communities



²³ [NSW recognised cross border communities](#)



Furthermore, Jobs and Skills Australia's recent work on the *Regional, Rural and Remote Roadmap* could provide opportunity for a closer focus on jobs and skills in cross border communities. Specific clarity on cross border communities in this work has the potential to set a precedent for future research on these communities, presenting a basis for policy making and funding decisions.

Case study: Albury-Wodonga Cross Border TAFE Collaboration (NSW-VIC)

This case study demonstrates how joint funding agreements and training recognition can support seamless education delivery in cross border cities.

Problem: Albury–Wodonga is a shared economic region divided by the NSW–Victoria border. Traditionally, state-based funding restrictions prevented residents from accessing subsidised training across jurisdictions, limiting options for students and apprentices.

Action: Wodonga TAFE was approved to deliver NSW's Smart and Skilled programs in the Riverina region²⁴, while TAFE NSW's Albury campus coordinates with Wodonga TAFE to address local skills gaps²⁵. Both providers avoid duplication and use exemptions to enable access to funding across borders.

Impact: This arrangement improves access to local training, supports apprenticeships, and meets regional industry needs. It shows that flexible, cooperative funding models can enable training to follow community needs, not jurisdictional lines.

Access to information on rules and eligibility is disjointed and unclear

During consultation stakeholders expressed a lack of clarity and consistency in the eligibility of funding for training and employment programs for border residents in jurisdictions outside of South Australia. An apprentice, residing in a border community (such as regional Victoria), who predominantly works and studies in South Australia may be eligible for funding under some statewide programs and not others.

Confused stakeholders are potentially inhibiting employment opportunities for skilled workers. Clear guidance on subsidy eligibility would support employers and workers to understand the application of rules and provide guidelines for cross border regions.

²⁴ [Wodonga TAFE's delivery of Smart and Skilled \(subsidised training by the NSW Government\)](#)

²⁵ [NSW Government cross border achievements – including licensing and access to education and training](#)



Case Study: National Refrigerant Licensing – A Precedent for Coordinated Action²⁶²⁷²⁸²⁹³⁰³¹

This case study illustrates how a clear environmental objective led to effective national licensing coordination.

Problem: Australia needed to reduce emissions of ozone-depleting substances and synthetic greenhouse gases. However, inconsistent licensing across states threatened compliance and hindered national regulation.

Action: In 2005, the federal government introduced a national licensing scheme under the Ozone Protection and Synthetic Greenhouse Gas Management Act. The Australian Refrigeration Council (ARC) administers licences for individuals and businesses handling refrigerants nationwide.

Impact: With over 130,000 licences issued, the scheme demonstrates the success of unified national regulation when driven by shared environmental and public interest goals. It provides a strong model for addressing cross border skills recognition in other sectors.

Recommendations to address insight one:

Quick Wins (0-12 months)

- 1.1 Develop, publish and promote a plain English "Cross Border Eligibility Guide" for existing eligibility and subsidies available for CITB, Skills SA, and Commonwealth programs.
- 1.2 Advocate for the extension of Skills SA, TAFE SA, CITB and Commonwealth programs to cross border communities.
- 1.7 Advocate for Jobs and Skills Australia to include Cross Border Communities as a cohort in their 'Regional, Rural and Remote Roadmap'.
- 1.9 Advocate for cross border community pilots and programs to address regional challenges to be funded under the *National Productivity Fund - Principle 5: Governments should promote a single national market*.
- 1.10 Coordinate with Cross Border Commissioners across Australia to bring together TAFEs serving cross border communities, with an agenda to unlocking barriers to access and participation for border residents.

Structural Levers (12-24 months)

- 2.3 Standardise a Cross Border Community Definition Framework, in partnership with the cross border community.
- 2.4 Advocate to the Productivity Commission to position cross border friction as a hidden productivity drag.

Systemic Shifts (24+ months)

- 3.1 Advocate to JSA for Cross border Communities to be recognised as a distinct planning cohort.
- 3.3 Develop a "Cost of Inaction" model with the Productivity Commission to quantify friction losses.

²⁶ [Australian Refrigeration Council. About ARC.](#)

²⁷ [Australian Government Department of Climate Change, Energy, the Environment and Water. Ozone Protection and Synthetic Greenhouse Gas Management Act 1989](#)

²⁸ [Australian Refrigeration Council. Licensing Overview.](#)

²⁹ [Climate Control News. Licensing submissions reveal an industry divided.](#)

³⁰ [AIRAH. Licensing in Australia: Where are we now? \(Webinar summary\).](#)

³¹ [HVAC&R News. National occupation licensing back on the table.](#)



INSIGHT TWO: RECOGNITION ON PAPER IS NOT RECOGNITION IN PRACTICE

Australia's AMR system is disjointed

We've built a national AMR system – without building national confidence in it. Despite AMR being legislated, the implementation is riddled with manual processes, patchy systems, and inconsistent compliance across jurisdictions. Additionally, individuals are approaching the fragmented system through seeking the path of least resistance through informal workarounds – the cheapest, quickest or easiest licensing or training pathway. Addressing the fragmentation supports a national uplift, rather than a race to the bottom.

Nationally recognised licensing is not that same in each jurisdiction

When seeking AMR, workers (participants) must notify the local authority before commencing work in a new jurisdiction, with failure to do so potentially resulting in penalties. While the Act ensures recognition of occupational licenses, it does not directly address the recognition of educational qualifications. It operates on the premise that if a person is licensed in one jurisdiction, their qualifications are sufficient for practice elsewhere. This indirect approach can lead to inconsistencies, especially in professions where qualification requirements vary between states and territories.

The High Court confirmed this mutual recognition when it ruled “a state authority cannot refuse to register a building practitioner registered in another state on the basis of additional local requirements, such as a “good character” assessment”. The VBA expressed concern that this could allow practitioners who may not meet stricter local standards to operate, potentially compromising consumer protection³². South Australia is also reviewing the building and construction industry, and considering whether the Government can give CBS discretion to reject qualifications gained through RPL³³.

Stakeholders acknowledge that “A licence issued in some states and territories may not be recognised in others. This can reduce labour mobility and productivity³⁴”. The following list includes examples of variations in both training pathways and licensing:

- In Victoria, plumbing is undertaken through a Certificate III apprenticeship pathway, which reflects the process in other jurisdictions. Uniquely in Victoria, a mechanical stream of plumbing exists, which is not available in South Australia. Additionally, Victoria has a separate assessment process for the plumbing qualification and licensing pathway, in addition to the requirements of the vocational training provider, undertaken by industry.
- Queensland has deferred participation in the national scheme for AMR, forcing interstate workers coming in to or leaving Queensland to undergo a full MR process, which can be more time consuming and complex.
- Jurisdictions can exempt occupations from AMR, generally applied to high risk occupations, which results in inconsistent processes between jurisdictions and may lead to confusion for workers and employers. For example, the ACT has excluded certain high risk occupations from AMR, such as teaching (until 1 July 2027), firearms dealers (until 1 July

³² [Victorian Building Authority vs. Andriotis \[2019\] HCA 22.](#)

³³ [Overview of the Building and Construction Industry Review \(SA\)](#)

³⁴ [Productivity Commission Policy analysis 2025 – Call for submissions](#)



2027), conveyancers (until 1 July 2027), labour hire (until 1 July 2025), dangerous substances (until 1 July 2025) and construction occupations (until 1 July 2025).

The Productivity Commission recognises the impacts of this fragmentation of the system, stating in their 5-Year Productivity Inquiry: Advancing Prosperity (2023) *“Prioritising reform of occupational licensing had the potential to substantially improve productivity in services, but a concrete plan with clearer responsibilities between Australian, state and territory governments was required”*³⁵.

This reflects that agreements exist, but the operationalisation is fragmented, with unclear roles, limited enforcement, and inconsistent data-sharing or integration at the jurisdictional level. Stakeholders involved in this project supported this finding. During consultation NECA SA/NT stated “there’s no reason why the electrical license for workers could not just be like the drivers license model... where if you have a license in South Australia, you should be able to just walk over the border and work there as well.”³⁶

South Australia’s AMR system is automatic for the customer but administratively burdensome and subject to errors and safety concerns within government

South Australia’s AMR system is automatic for the customer but administratively burdensome and subject to errors and safety concerns within government

The application for AMR is relatively straightforward; however, the system requires significant manual checking and back-end administration between both the host state and home state of the applicant. Governments continue to rely on interim internal systems, which also means relying on proactive communications between jurisdictions at both the time of application and if any activity occurs that restricts an individual from continuing to hold a licence.

While the AMR Act reflects updated responsibilities on individual jurisdictions to address information sharing responsibilities, including mandating local registration authorities to share information regarding disciplinary actions and registration status, in practice this remains a manual and inconsistent process. Stakeholders noted in consultation that regulators may overlook the need to notify another jurisdiction if a licensed individual has had their licence cancelled due to a breach or misconduct in a different jurisdiction.

This reflects broader challenges identified nationally. The *Shergold Weir Building Confidence report*³⁷ recommended that jurisdictions strengthen digital infrastructure to enable real-time information sharing between regulators, noting that a lack of systematised data sharing undermines effective enforcement and creates risks to safety and consumer protection. It called for improved systems for the proactive sharing of information about compliance and enforcement (Recommendation 20), particularly where practitioners operate across multiple jurisdictions. This reinforces stakeholder calls for a fit for purpose national digital solution, or for South Australia to develop a more streamlined AMR platform that reduces duplication and improves regulator confidence.

While South Australia’s system is relatively manual, Victoria and the Australian Capital Territory leverage a fully digitised, real-time tracking platform for AMR. Victoria’s system includes the

³⁵ [Productivity Commission Policy analysis 2025 – Call for submissions](#)

³⁶ Stakeholder engagement with NECA SA/NT

³⁷ [Shergold Weir Building Confidence Report \(Apr 2018\)](#)



applicant registering for an account with myCAV, which houses relevant AMR information³⁸. South Australia's ambition should match this, and leverage lessons learnt or existing models where possible. South Australia's AMR processes were quoted by CBS as being "pretty automatic from the customer perspective, but not for the regulator. There's still a lot of work."³⁹

Recommendations to address insight two:

Quick Wins (0-12 months)

- 1.3 Support SafeWork SA and Consumer and Business Services to build a business case for AMR automation (revocation alerts, streamlined checks).
- 1.8 South Australia should proactively engage with national licensing projects and explore pilot projects that align, such as harmonised electrical licensing, activity by the Productivity Commissioner and projects with Powering Skills Organisation.

³⁸ [Consumer Affairs Victoria AMR notification \(inc. myCAV information\)](#)

³⁹ Stakeholder engagement with Consumer and Business Services



INSIGHT THREE: SYSTEM DESIGN STILL ASSUMES PEOPLE STAY PUT

State-based training and licensing subsidies don't work for cross border communities.

The system is built for postcode stability, but the economy needs postcode fluidity. Training, funding and service design all assume people access systems within a single state – even in regions where people live, work and train across borders. Joint planning pilots or workforce data-sharing between states can start to bridge these system silos.

AMR data tells us that people are mobile, with approximately 240 people per year coming to South Australia for skilled, licensed work

South Australia has received 2,069 AMR notifications since implementation of the system in February 2022, with a consistent average of approximately 2.47 per day, and a stable volume of around 240 per year, except for 2024. Applicants may commence work immediately upon submission of a valid AMR notification, noting QLD applicants are not eligible for AMR. 2025 is tracking high relative to prior years, with 253 applicants to April (which may extrapolate to 750-1000 applications for 2025 if continuing at this rate).

South Australian skilled workers are seeking upskilling training to maintain licensing accreditations, but South Australia no longer offers much training of this style

Stakeholders frequently reported gap training and upskilling as common issues - with no single authority claiming responsibility for addressing this. During consultation Master Plumbers Association SA expressed frustration around lack of upskilling training and delays in accessing upskilling and reaccreditation training in South Australia, stating “So they’ve (plumbers) got no choice but to work without currency of licence... until they can get into a course in the state. And then who funds that? Good question.”

Mobile workers are facing varying codes of practice and regulations, with no specific source of information to know what is different across the border

Stakeholders have identified the need to invest in gap training (addressing variations in codes or qualifications) for interstate workers coming to SA. TAFE SA expressed strong interest in addressing this under the TAFE National Network stream of the National Skills Agreement, coordinating a national approach to micro-skilling and micro-credentialling for worker mobility. The National TAFE Network provides funding for national training projects, and Skills Ministers have prioritised activities under this stream for 2025 at the June Skills and Workforce Ministerial Council meeting. SafeWork SA were supportive of the notion but did not see it as their responsibility nor something they are resourced to undertake. Skills SA and Department of State Development noted the gap however referred to the need for a nationally coordinated approach and lack of available resources to prioritise this.

States have undertaken these types of activities in isolation, including NSW building a low-cost online bridging course for applicants from Victoria wanting to use their Responsible Service of Alcohol certificate in NSW⁴⁰.

⁴⁰ [NSW Government Cross-border agreements and issues - Recognising skills across borders](#)



This opportunity aligns with Recommendation 6 of the *Building Confidence*⁴¹ report, which calls for nationally consistent requirements for practitioner registration, including minimum competency and continuing professional development standards. The report notes that inconsistent CPD obligations and training recognition across jurisdictions undermine practitioner mobility, public confidence and regulatory fairness. A consistent national baseline for CPD and assessment, complemented by regionally responsive microskills, would support both safety outcomes and skills mobility in border regions. Initiatives such as the proposed micro-skills framework for tunnelling, wastewater or local codes led by TAFE SA and the National TAFE Network offer a practical way to bridge jurisdictional gaps without undermining state-level standards. Embedding cross border microskills into the VET ecosystem could respond to Building Confidence's call for nationally consistent and quality-assured practitioner capability development.

To enable this opportunity, South Australia may need to consider the *South Australian Skills Act* (Section 45A)⁴² which prohibits training delivery for declared trades outside of a training contract. This may be restrictive for gap training or single units for trades such as plumbing or electrical, which are currently required to be delivered through an apprenticeship pathway.

This project should also include upskilling (or gap training) to meet jurisdictional industry and technical standards for licensing and ongoing industry standards for licensing.

Case Study: The Brown Card Program – A Model for Industry-Government Collaboration in Safety and CPD⁴³⁴⁴⁴⁵

This example highlights how industry-government partnerships can deliver jurisdiction-specific training that supports national consistency.

Problem: Workers handling sewerage and recycled water assets face serious safety and health risks. Historically, safety training varied by state, creating inconsistent standards and compliance challenges.

Action: Originally developed in Queensland, the Brown Card training was adapted by South Australia's Office of the Technical Regulator to include local compliance rules. The South Australian Government funds access for relevant workers and contractors, with the program delivered online for flexible access.

Impact: The program ensures a common safety standard across the industry while allowing for local variations. It reflects how targeted CPD initiatives can promote safety, regulatory compliance, and workforce mobility across jurisdictions.

⁴¹ [Shergold Weir Building Confidence Report \(Apr 2018\)](#)

⁴² [South Australian Skills Act 2008](#)

⁴³ [Australian Water Association – Brown Card adopted in South Australia](#)

⁴⁴ [Water Training Portal \(hosted by qldwater\) – Brown Card SA Training](#)

⁴⁵ [Queensland Water Directorate \(qldwater\) – Water Skills Partnership](#)



Case Study: Occupational Recognition Service (ORS Pilot) ⁴⁶ via the South Australian Training and Skills Commission – Validating skills without formal qualifications

This case study demonstrates how industry-led assessment can improve licensing pathways and mobility for experienced workers without formal credentials.

Problem: Many skilled workers, especially in construction and landscaping, face licensing barriers despite years of practical experience. Without formal qualifications, they are often excluded from regulated occupations or forced to retrain entirely. This is a particular issue across borders, where confidence in the origin of a licence or training can vary between jurisdictions.

Action: The South Australian Office of the Skills Commissioner developed the Occupational Recognition Service (ORS), a pilot program that uses structured, competency-based assessments to validate real-world skills. Participants receive an Occupational Recognition Certificate, which can support licensing, employment, or targeted upskilling. The service is industry-endorsed and tailored to align with state-based licensing requirements.

Impact: ORS offers a scalable way to assess and validate informal learning and experience, increasing access to employment and licensing - especially for mobile workers. It also builds trust between licensing bodies across jurisdictions, providing a model that could complement MR frameworks.

Greater clarity and consistency are needed in the application of subsidy eligibility between programs and institutions

Fee Free TAFE is a national initiative, however eligibility criteria for Fee-Free TAFE varies significantly across states and territories, particularly around the requirement to live, work or study in a jurisdiction. While some states (e.g. Victoria) allow physical presence in border regions during training, others require residency. This misalignment results in unequal access for cross border students, especially in regional areas.

It is important to note that while Victoria's overarching Fee-Free TAFE policy promotes accessibility for all Australian citizens, permanent residents, and New Zealand citizens residing in Victoria, implementation varies between individual TAFE institutes. Some providers, such as Swinburne and South West TAFE, require students to be physically present in Victoria during their studies. Others, including Bendigo TAFE and Gippsland TAFE, apply broader eligibility criteria, allowing enrolment from cross border or interstate residents without requiring physical presence. This inconsistency creates confusion for mobile workers and training coordinators, who may receive conflicting advice depending on the provider contacted. While government-level guidance appears consistent, institute-level interpretation introduces practical limitations for cross border training access. These nuances underscore the need for a clear, centralised source of eligibility information and reinforce the value of developing a Cross Border Eligibility Guide, as recommended in this report.

⁴⁶ [Occupational Recognition Service Pilot Launched](#)



Recommendations to address insight three:

Quick Wins (0-12 months)

- 1.8 Back TAFE SA to pilot a national mobility safety and regulation program, potentially a set of national cross border micro skills, through the National TAFE Network and in partner with industry. This should include upskilling (or gap training) to meet jurisdictional industry and technical standards for licensing and ongoing industry standards for licensing.
- 1.9 South Australia should proactively engage with national licensing projects and explore pilot projects that align, such as harmonised electrical licensing, activity by the Productivity Commissioner and projects with Powering Skills Organisation.

Structural Levers (12-24 months)

- 2.3 Standardise a cross border community definition framework, in partnership with the cross border community.

Systemic Shifts (24+ months)

- 3.2 Pursue a National Cross Border Skills Accord with shared licensing and subsidy agreements between jurisdictions.



INSIGHT FOUR: MAKING IT EASIER TO COME TO SOUTH AUSTRALIA

South Australia must reduce friction to encourage net inbound migration

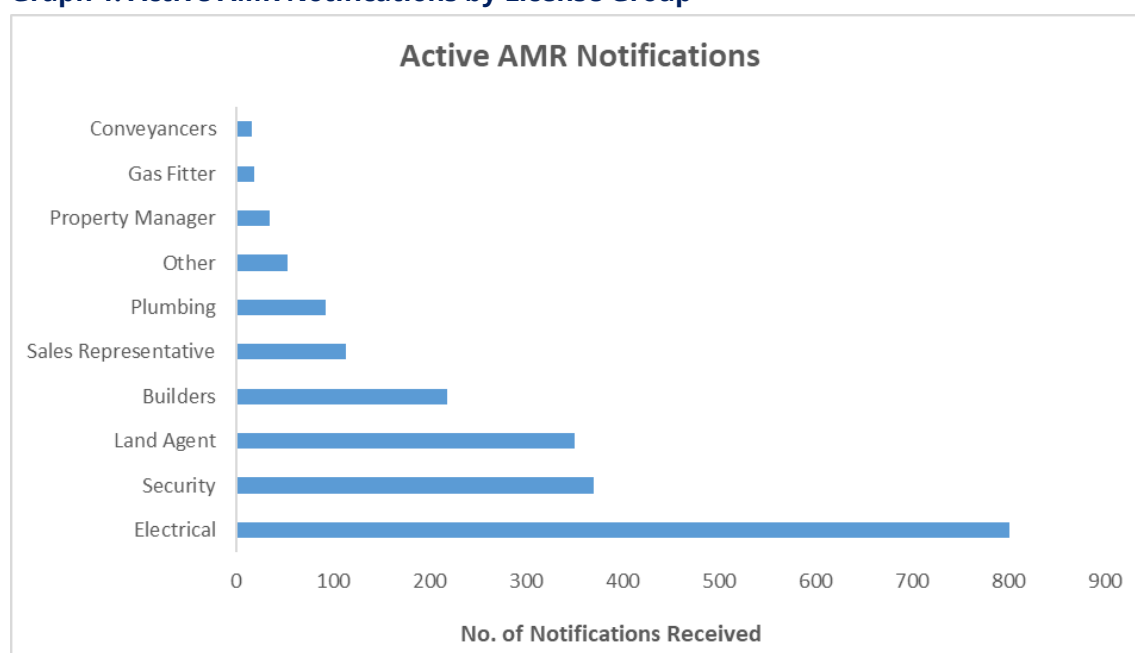
Lower friction, not lower standards, is how South Australia can lead as a destination state for skills and labour. With lower population, South Australia must be a net receiver of talent. But high costs, confusing licensing pathways and limited visibility are barriers to entry. South Australia should be the best place to arrive, qualify and work – because we've made it easier to enter, not harder to navigate.

Addressing frictions in national licensing is in South Australia's best interests, and South Australia should proactively and loudly support projects and policies aligned to this

The Productivity Commission notes that "removing licensing barriers will likely increase competition and productivity... enabling workers to move where they are needed"⁴⁷.

The Australian Government has committed in their 2025-26 Budget to progress national licensing for the electrical industry, allowing electricians to move where they are needed most⁴⁸. This reflects the data shown in Graph 1, with electricians recording the highest number of active AMR notifications, more than twice as many as the next highest occupation (Security). This proposal is also broadly supported by business and economic groups, with CEDA expressing support for this announcement *"Starting with electrical trades is prudent, noting the importance of this occupation for building homes and energy transition"*⁴⁹.

Graph 1: Active AMR Notifications by License Group



Active AMR notifications Received by Occupation since Feb 2022 (at 15 April 2025)

⁴⁷ [Productivity Commission 2024 Competition Review](#)

⁴⁸ [2025-26 Federal Budget Statement](#)

⁴⁹ [CEDA Media Release March 2025 'National electrician licensing a welcome productivity-boosting move'](#)



South Australia needs to prioritise workforce mobility to deliver on our priority projects including housing, defence, infrastructure and renewables

South Australia's workforce profile shows demand for the electrical industry across a range of priority sectors, including infrastructure and housing construction, defence and renewables. Increasing the mobility of electricians into South Australia is an important inflow channel to ensure a skilled workforce.

South Australia is competing for the same mobile workforce on a national scale

Western Australia offers a *Construction Visa Subsidy Program (CVSP)*, which seeks to entice interstate workers in the construction industry. It is explicit to the construction industry, with up to \$10,000 available to support migration-related costs.⁵⁰ In 2023 Jobs and Skills Australia stated Australia will need 32,000 more electricians in the next seven years, and close to two million workers in building and engineering trades by 2050.⁵¹ South Australia is competing with shortfalls in all major trades across the nation, demanding we seriously consider the policy, regulatory and funding settings that influence the decision-making of the mobile workforce.

Case Study: Imperative for Cross Border skills mobility is more important than ever

This case highlights the urgent need for cross border skills mobility to deliver South Australia's largest infrastructure project.

Problem: The T2D tunnelling project requires a workforce with specialist tunnelling, TBM, and safety skills. T2D demands specialised tunnelling skills not currently available through accredited training in South Australia. In contrast, Victoria has invested in the Victorian Tunnelling Centre at Holmesglen Institute, offering training and facilities such as *HSSTLI0006 Operate a Bridge and Gantry Crane Licence* that South Australians cannot currently access locally.

Action: South Australia is looking to Victoria's Victorian Tunnelling Centre (VTC), which offers nationally recognised training not available through TAFE SA. This creates a need to recognise interstate skills and support mobile workers to access project work legally and efficiently.

Impact: T2D demonstrates how rigid cross-jurisdictional systems can slow down priority projects. It also presents a clear case for creating shared training access and licensing pathways in high-demand sectors, especially where state training infrastructure is uneven.

Recommendations to address insight four:

Quick Wins (0-12 months)

- 1.5 Propose a licensing fee parity review for high-cost occupations (e.g. explosives) to ensure South Australian fees are competitive with other jurisdictions and not presenting a barrier to entry.

Structural Levers (12-24 months)

- 2.1 Collect and publish AMR/MR application metrics reasons (e.g. short-term, permanent, project-based) by trade, including separating out reporting on the PGE trades to plumbing, gas and electrical individually.
- 2.2 Formalise ANZSCO-aligned licensing occupation mapping across SA and neighbouring states.

⁵⁰ <https://migration.wa.gov.au/our-services-support/construction-visa-subsidy-program>

⁵¹ [Jobs and Skills Australia The Clean Energy Generation. Workforce needs for a net zero economy. 2023](#)



INSIGHT FIVE: VULNERABILITY MULTIPLIES ACROSS THE BORDER

People from disadvantaged backgrounds need flexibility in funding models and support.

When licensing, training and service rules double up, our most vulnerable people drop out. People not in education, employment and training (NEET), jobseekers and early-career workers are disproportionately affected by fragmented systems and duplicated checks, for example duplicate Working with Children Checks (WWCC) across borders, and lack of recognition for South Australia's Responsible Service of Alcohol certificates.

Policy makers should prioritise reciprocal recognition for low-risk occupational checks across jurisdictions, especially for early-career and entry-level jobs.

Unnecessary licensing and inter-jurisdictional barriers are hurting people and productivity

For many stakeholders, concern around safety underpins the justification of onerous licensing. Extrapolating this across entry level licensing, such as responsible service of alcohol or traffic management, it is unclear that the risk of recognising interstate licenses is justified by the administrative barriers imposed on entry level workers. The Productivity Commission told the Senate Red Tape Committee in 2018 *"Unnecessary licensing requirements impose costs on workers... impeding labour mobility without a justifiable improvement in safety"*^{52,53}. Mark Fullford, Workforce Australia State Manager – SA/VIC for Sureway expressed that "We have to pay for two working with children checks and two police checks... It's the same national police check but both states charge separately."⁵⁴

Vulnerable people, and cross border communities more broadly, need extra support, clear escalation protocols, and specific consideration in policy making

Cross border communities are often resigned to accepting the situations and frictions they are faced with. Further commentary from Mark Fullford captures this "They can work up to the border... but then you have to find someone with a VIC licence... It just seems kind of ludicrous, I guess. But we just lay down and take it because it's been there forever." Young people and vulnerable workers should not suffer as a result of systems that have been regulated for management, not for people.

Interstate students are accessing South Australian TAFE in a predominantly face-to-face capacity

Those from interstate who enrol with TAFE SA do so in a predominantly face to face manner. In Mount Gambier, of 656 of the total students registered with interstate addresses, 592 (90%) of students attend face to face⁵⁵. This reflects the genuine need for cross border considerations – these people are not shopping around for free TAFE, they're living and studying in their local communities, even if it's just over the border.

⁵² [Productivity Commission 2023 National Competition Policy Submission \(L2.1 Reform\)](#)

⁵³ [Senate Select Committee on Red Tape 2018 – Occupational Licensing Inquiry](#)

⁵⁴ Stakeholder engagement with Sureway

⁵⁵ Data supplied by TAFE SA (2025)



The South Australia and Northern Territory border communities include the APY Lands, whose people are a priority to support in Closing the Gap

In South Australia's far north, the APY Lands illustrate how vulnerability multiplies when remoteness intersects with jurisdictional fragmentation. Communities living in this region regularly cross into the Northern Territory for work, education or essential services, yet training subsidy and licensing systems do not move with them.

While the NT's VET system provides strong support for First Nations learners and remote apprenticeships, access is generally restricted to NT residents. Likewise, South Australian programs are not portable across the border, even where training might be more practically delivered in the NT.

This creates barriers for school leavers, jobseekers, and workers in a region where geography and culture naturally transcend borders. Despite their eligibility on equity grounds, Aboriginal learners in the APY Lands are often excluded from VET programs simply because the support system ends at the jurisdictional line. Without targeted reform, these communities are left navigating a policy environment that neither recognises their mobility nor their structural disadvantage.

Case Study: Victoria's designated cross border training regions – Proactive exemptions for border residents are possible

This case shows how policy design can improve training access by including neighbouring postcodes in subsidy eligibility.

Problem: Residents of towns on the NSW or SA side of the border often find that the nearest TAFE campus is located in Victoria. Under normal rules, they may be ineligible for Victorian subsidies - even if the Victorian provider is closest and most appropriate.

Action: Victoria's Skills First funding framework includes designated cross border regions. Eligible students living in specific postcodes (e.g. 2640–2648) can access subsidies if training is delivered in Victoria or within the defined border zone⁵⁶⁵⁷.

Impact: By formally recognising cross border catchments, Victoria has reduced access barriers and created greater equity for regional learners. This shows that proactive exemption policies can be both targeted and administratively manageable.

⁵⁶ [Student eligibility for Skills First \(Vic, Feb 2025\)](#)

⁵⁷ [Approved Border Region Postcodes for Victorian Government-Subsidised Training \(2024\)](#)



Case Study: Leadership Eligibility in Cross Border Communities – A Missed Alignment

This case reveals how different funding rules within a single organisation, determined by program funding sources, can create inconsistencies in who gets access to development opportunities.

Problem: RDA Limestone Coast runs two leadership programs with different eligibility rules. One allows participation based on contribution to South Australia (e.g. work, volunteering), while the other requires SA residency. As a result, a worker who commutes daily into SA may be eligible for one program but not the other.

Action: The Emerging Leaders Program allows participation for anyone contributing to SA communities, regardless of residence. In contrast, the Small Business Fundamentals Program is contractually restricted to SA residents only due to funding terms.

Impact: This contrast shows how flexible, contribution-based eligibility supports inclusion and reflects real community dynamics, while rigid residency rules can exclude willing participants. It underscores the importance of designing policy to reflect lived experience in border communities.

Table 4: Comparison of Cross Border Eligibility in RDA Limestone Coast Programs⁵⁸⁵⁹

Feature	Small Business Fundamentals	Emerging Leaders Program
Funding Source	SA Government contract	Not explicitly stated, likely program or grant funded
Accreditation	Non-AQF	Non-AQF
Eligibility Criteria	SA residential address only	Open to those who reside, work, volunteer or service SA
Cross Border Participation	Not permitted, even if working for SA businesses	Permitted, if actively contributing to SA communities
Program Intent	Build foundational business skills	Build community leadership capability
Policy Flexibility	Rigid, contractually defined	Adaptive, values-based eligibility design

Recommendations to address insight five:

Quick Wins (0-12 months)

- 1.4 Establish escalation protocol for case-by-case border exemptions (e.g. travel, training subsidies).

⁵⁸ [RDA Limestone Coast – Leadership Program Overview](#). Includes information on the *Emerging Leaders Program* and broader leadership development opportunities.

⁵⁹ [RDA Limestone Coast – Emerging Leaders Program Booklet \(2024–25\)](#). Details program structure, eligibility, cost, and intended outcomes.



TIERED ACTION PLAN

QUICK WINS (0–12 MONTHS)

These initiatives can be implemented immediately and do not require structural reform or intergovernmental negotiation.

Table 5: Quick Wins (0-12 months)

Action	Descriptor	Key Stakeholders
1.1 Develop, publish and promote a plain English "Cross Border Eligibility Guide" for existing eligibility and subsidies available for CITB, Skills SA, and Commonwealth programs. <i>This will ensure access to current information and address outdated knowledge in communities on lack of eligibility.</i>	Ratify and publish in plain English eligibility guides for access to training and skills subsidies for those in cross border communities – particularly those that live, work and/or study across jurisdictional border.	Cross Border Commissioner Skills SA TAFE SA CITB DEWR (<i>Inc. Commonwealth Employment Facilitators</i>) Other State Skills Funding Bodies: Victorian Skills Authority Department of Education NSW
1.2 Advocate for the extension of Skills SA, TAFE SA, CITB and Commonwealth programs to cross border communities. <i>Regular engagement and clear case for exemptions/investment will ensure this issue is considered in future policy decision.</i>	Maintain regular engagement activities with the Executive Director of Skills SA, CEO and/or Director of Skills and Training and CITB, and CEO and ED of Regions, Industry and Community of TAFE SA to advocate for exemption pathways and consideration of Cross Border communities in policy settings.	CE Department of State Development ED Skills SA Director of Strategy and Policy, Skills SA CEO CITB Director of Skills and Training CITB CEO and ED Regions Industry and Community at TAFE SA
1.3 Support SafeWork SA and Consumer and Business Services to build a business case for AMR automation (revocation alerts, streamlined checks). <i>In addition to reducing the administrative burden for CBS and SafeWork SA, this will help underpin the safety and</i>	Proactively suggest a business case for the investment of a more automated AMR digital solution, reflecting the VIC and ACT solutions, to increase safety and compliance in the AMR system, bolstering the confidence in this solution and demonstrating SA's intent to lead in this space.	CBS SafeWork SA Potential: Treasury



<i>compliance of inter-jurisdictional workers, building confidence in the program. It also demonstrates commitment and intent from Government to prioritise this policy agenda.</i>		
1.4 Establish escalation protocol for case-by-case border exemptions (e.g. travel, training subsidies). <i>Pre-engagement with relevant departments/organisations such as Skills SA, TAFE SA and CITB will ensure exemptions can be managed in a timely and streamlined manner.</i>	Document and agree an escalation protocol for the Commissioner to use in case management to progress exemption applications and considerations from funding bodies.	Skills SA TAFE SA CITB
1.5 Propose a licensing fee parity review for high-cost occupations (e.g. explosives) to ensure South Australian fees are competitive with other jurisdictions and not presenting a barrier to entry. <i>Reducing friction includes ensuring SA's policy settings are attractive to mobile workers.</i>	Undertake a licensing fee parity review across high-cost and priority occupations to ensure SA's settings are attractive to workers.	CBS SafeWork SA
1.6 Back TAFE SA to pilot a national mobility safety and regulation program, potentially a national set of cross border micro skills, through the National TAFE Network and in partner with industry. This should include upskilling (or gap training) to meet jurisdictional industry and technical standards for licensing and ongoing	June's Workforce and Skills Ministerial Council noted 5 jurisdictions have signed up to the National TAFE Network, funded under the National Skills Agreement. Funded projects are to be agreed under this network, with national implications for skills and training. With the Commonwealth's commitment demonstrated for labour mobility through their commitment to national	TAFE SA ED for Industry, Regions and Community – <i>Project Champion</i> DSD ED Skills SA – <i>Commencing 1 July, approval required</i> DSD Director Strategy and Policy Skills SA – <i>Lead engagement with DEWR on the National Skills Agreement, inc. the National TAFE Network and funded projects</i>



industry standards for licensing. <i>This will ensure compliance and safety underpin workforce mobility across borders, building confidence in the system and ensuring safety and compliance in community.</i>	electrical licensing, and the recurring commentary from the Productivity Commission on this matter, this activity is well aligned to national intent. TAFE SA ED for Industry, Regions and Community showed strong enthusiasm to progress this idea.	CBS and SafeWork SA – <i>Understanding variations in codes of practice and licensing</i> Industry bodies as aligned to licensed occupations
1.7 Advocate for Jobs and Skills Australia to include Cross Border Communities as a cohort in their 'Regional, Rural and Remote Roadmap'. <i>Providing cross border community insights will align to the national policy agenda (skills mobility and addressing skills shortages).</i>	This will build precedence for an evidence base for cross border communities will continue to test the nation's regional workforce in complex operating regions, aligns to unlocking productivity and economic prosperity in these regions, and tests national mobility settings.	All Cross Border Commissioners Other potential supporters: RDA Network leaders (noting they are federally funded) Local MPs in cross border communities DEWR Regional Employment Facilitators
1.8 South Australia should proactively engage with national licensing projects and explore pilot projects that align, such as harmonised electrical licensing, activity by the Productivity Commissioner and projects with Powering Skills Organisation. <i>South Australia tends to champion causes it cares about – this should be one of them.</i>	Gaining recognition nationally as a welcoming state, for electricians, will ensure mobile workers consider South Australia as a positive option for working and living.	Productivity Commission Powering Skills Organisation CBS SA Training and Skills Minister
1.9 Advocate for cross border community pilots and programs to address regional challenges to be funded under the National Productivity Fund - Principle 5: Governments should promote a single national market.	This fund could directly link cross border skills and labour mobility with regional productivity. Positioning cross border pilots as test cases to unlock larger mobility challenges nationally ensures border communities are	Productivity Commission Treasury (Cth) All Cross Border Commissioners



Addressing cross border issues as skills and labour mobility issue affecting regional productivity, this fund aligns with the objectives of the Cross Border Commissioner.	leading in policy making, not lagging.	
1.10 Coordinate with Cross Border Commissioners across Australia to bring together TAFEs serving cross border communities, with an agenda to unlocking barriers to access and participation for border residents. <i>Border issues are a two-way challenge, collective participation (in particular in relation to national programs such as Fee Free TAFE) is critical.</i>	Through input from TAFEs in border communities across Australia, greater consistency can be applied to cross border access.	All Cross Border Commissioners TAFEs service key cross border communities

STRUCTURAL LEVERS (12-24 MONTHS)

These recommendations require policy coordination or legislative change across jurisdictions, and can be achieved within two years.

Table 6: Structural Levers (12-24 months)

Action	Descriptor	Key Stakeholders
2.1 Collect and publish AMR/MR application metrics reasons (e.g. short-term, permanent, project-based) by trade, including separating out reporting on the PGE trades to plumbing, gas and electrical individually. <i>This may be considered as part of an update to the AMR system, as previously advocated, however should be implemented regardless of the success of a business case for digitization of the AMR process.</i>	Obtaining deeper insights in motivation for skills and labour mobility, particularly for inbound talent, can assist to adjust policy settings to attract workers and reduce any friction points.	CBS and SafeWork SA DSD ED Industry and Workforce Capability



2.2 Formalise ANZSCO-aligned licensing occupation mapping across SA and neighbouring states. <i>Cleaning and sorting the data gathered through the AMR and MR application processes, and sharing with the DSD workforce planning team, will enable SA to better plan for workforce mobility as part of the skills shortage solutions.</i>	Map the occupational licensing scheme to ANZSCO occupations and report on applications to DSD Industry and Workforce Capability team, advocating for skills and labour mobility to be prioritized as part of South Australia's workforce planning for future demand.	CBS SafeWork SA DSD ED Industry and Workforce Capability
2.3 Standardise a Cross Border Community Definition Framework, in partnership with the cross border community. <i>Having clarity on the size, location and number of individuals in cross border communities will assist with quantifying policy and advocacy activities, including cost implication, and assist with consistency in application.</i>	Different programs and governments, including DSD, Skills SA, Commonwealth Departments and even down to a program level have varying applications and definitions on exemptions for cross border communities. Community need to be involved in the process, to ensure the definitions accurately reflect the movements, work and lives of individuals. Documenting and consistently applying a methodology will build clarity in programs and provide evidence for advocacy on exemptions, and assist with costing and quantifying these asks.	Within Cross Border Communities: RDAs Local Councils Employment providers Schools and training providers Industry leaders
2.4 Advocate to the Productivity Commission to position cross border friction as a hidden productivity drag.	The more Cross Border Communities are reference and quantified in policy documents and valued for their insights into the success of national policy, the greater	Productivity Commission Cth Treasury Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts (Cth)



<i>The Productivity Commission takes its lead from the Commonwealth on priority projects. Advocacy to the Commonwealth, the PC and the framing of Cross Border issues as productivity opportunities, economic opportunities and national pilot test cases could assist with elevating this ask.</i>	the evidence base for future advocacy and investment.	DEWR (Cth)
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SYSTEMIC SHIFTS (24+ MONTHS)

Table 7: Systemic Shifts (24+ months)

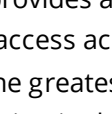
Action	Descriptor	Key Stakeholders
3.1 Advocate to JSA for Cross Border Communities to be recognised as a distinct planning cohort. <i>Building on the references in the RRR, embedding cross border community insights will align to the national policy agenda (skills mobility and addressing skills shortages).</i>	Building an evidence base for cross border communities will continue to test the nation's regional workforce in complex operating regions, aligns to unlocking productivity and economic prosperity in these regions, and tests national mobility settings.	Jobs and Skills Australia Cross Border Commissioners Consider relevant Jobs and Skills Councils to build key support – Skills Insight (agriculture), AUSMASA (transport), Powering Skills (Electrical), BuildSkills (Construction), SaCSA (hospitality), HumanAbility (care).
3.2 Pursue a National Cross Border Skills Accord with shared licensing and subsidy agreements between jurisdictions. <i>Harnessing the soft convening power of Cross Border Commissioners, broker a inter-jurisdictional conversation with skills funding and licensing bodies across state border to shape a cross border accord.</i>	This formal structure gives consistency and future consideration to cross border matters in future policy settings. With cross-departmental access, the Commissioners are well placed to maximise their convening power on important issues such as this.	Cross Border Commissioners Licensing bodies Skills funding bodies
3.3 Develop a "Cost of Inaction" model with the	Build a credible, evidence-led, quantifiable model that	Productivity Commission



Productivity Commission to quantify friction losses. <i>Building on the narrative of reducing friction, not safety, in a move to labour mobility, build a model that quantifies the friction in a cost term, supporting the productivity agenda of the current Commonwealth Government.</i>	demonstrates the cost of doing nothing. This can then be used to measure impacts of policy changes in cross border communities.	Consider also: CEDA, who have an expressed economic interest in skills and labour mobility
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NATIONAL SUMMARY: SKILLS AND LABOUR MOBILITY SCORECARD

Jurisdiction		AMR Status	Key Exclusions	System Maturity	Cross-Border Training Access
South Australia		✓ Adopted	QLD applicants, high-risk trades	Medium	Work-based eligibility accepted
Victoria		✓ Adopted	Teaching (temporary), mechanical plumbing	High	Flexible – varies by TAFE
New South Wales		✓ Adopted	Medical, builders	High	NSW contracts required
Queensland		✗ Deferred to 2027	All occupations	Low	Contract-based only
Western Australia		✓ Adopted	Electrical, security, gas	Low	WA resident or migrant support
Tasmania		✓ Adopted	Teachers, some real estate	Medium	Work-based access recognised
ACT		✓ Adopted	Construction, teaching (temp)	High	Live/work based eligibility
Northern Territory		✓ Adopted	Some high-risk roles	Medium	Work-based with travel subsidy

This scorecard provides a high-level snapshot of AMR implementation, system maturity, and cross border training access across Australian jurisdictions. It supports rapid understanding of which states present the greatest friction or flexibility for mobile workers and employers. Refer to each jurisdiction's section in the detailed report (addendum) for full detail.



ACRONYM LIST

AACA	Architects Accreditation Council of Australia
ADIA	Australian Drilling Industry Association
AMR	Automatic Mutual Recognition
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
AHPRA	Australian Health Practitioner Regulation Agency
ACAP	Apprentice Connect Australia Provider
ACT	Australian Capital Territory
ATTF	Apprentice and Trainee Training Fund
BLA	Business Licensing Authority
BPB	Building Practitioners Board
BLD	Building Work Contractor and Building Work Supervisor
BPEQ	Board of Professional Engineers of QLD
CBOS	Consumer, Building and Occupational Services
CBS	Consumer and Business Services
CAV	Consumer Affairs Victoria
CEDA	Committee for Economic Development of Australia
CITB	Construction Industry Training Board (South Australia)
CITF	Construction Industry Training Fund
COVID	Coronavirus Disease
CVSP	Construction Visa Subsidy Program
DEWR	Department of Employment and Workplace Relations
DIEWI	Defence Industry Existing Worker Incentive
DIT	Department for Infrastructure and Transport
DLGSC	Department of Local Government, Sport and Cultural Industries
DMIRS	Department of Mines, Industry Regulation and Safety
DPIRD	Department of Primary Industries and Regional Development
DTF	Department of Treasury and Finance
EPA	Environment Protection Authority
EPSDD	Environment, Planning and Sustainable Development Directorate
ESO	Electrical Safety Office
FIFO	Fly-In Fly-Out
GDP	Gross Domestic Product
GTO	Group Training Organisation
ISL	Security Agent, Security Industry Trainer, and Investigation Agent
JSA	Jobs and Skills Australia
JSC	Jobs and Skills Council
MR	Mutual Recognition
NCP	National Competition Policy
NECA	National Electrical Communications Association
NDIS	National Disability Insurance Scheme
NSA	National Skills Agreement
NSW	New South Wales
NT	Northern Territory
OFT	Office of Fair Trading
PGE	Plumbing, Gas Fitting and Electrical
PSO	Powering Skills Organisation



QBCC	Queensland Building and Construction Commission
QCT	Queensland College of Teachers
QLD	Queensland
REISA	Real Estate Institute of South Australia
RPL	Recognition of Prior Learning
RSHQ	Resources Safety and Health Queensland
RTO	Registered Training Organisation
SA	South Australia
SAPOL	South Australia Police
SLED	Security Licensing and Enforcement Directorate
SQW	Skilling Queenslanders for Work
STL	Subsidised Training List
TAS	Tasmania
TMR	Department of Transport and Main Roads
TRA	Trades Recognition Australia
TSAGT	Training and Skills Advisory Group Tasmania
VBA	Victorian Building Authority
VCGLR	Victorian Commission for Gambling and Liquor Regulation
VET	Vocational Education and Training
VIC	Victoria
VSF	Victoria's Skills First
WA	Western Australia
WTIF	Workforce Training Innovation Fund

LICENSE CODES

License code	Occupation(s)
BLD	Building Work Supervisors Building Work Contractors
RCO	Conveyancers
RLA	Land Agents
RSR	Sales Representatives
RPM	Property Managers Auctioneers
PGE	Plumbing, Gas Fitting & Electrical Workers Plumbing, Gas Fitting & Electrical Contractors
ISL	Security Agents Security Trainers Investigation Agents

