



CROSS-JURISDICTIONAL MUTUAL RECOGNITION AND SKILLS MOBILITY FRAMEWORK REVIEW

DETAILED FINDINGS

THIS REPORT IS SUPPLEMENTARY TO, AND IS INTENDED TO BE READ IN THE
CONTEXT OF, THE FOUNDATIONAL REPORT

FOR THE OFFICE OF THE SOUTH AUSTRALIAN CROSS
BORDER COMMISSIONER

SKILLS FRONTIER
AUGUST 2025

PURPOSE STATEMENT

This report provides the detailed legislative, regulatory and training system analysis, jurisdiction by jurisdiction, that underpins the findings and recommendations presented in the Cross Border Commissioner's main report.

It functions as a technical appendix, offering state-by-state comparisons, workforce profiles, and data summaries that informed the strategic insights and reform opportunities outlined in the lead report.

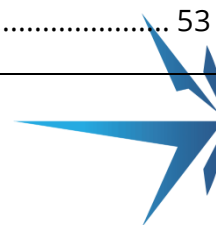
For strategic insights, case studies and reform recommendations, refer to the main report.

Note: *Data for this project was supplied by the South Australian Government Consumer and Business Affairs, which covers a sub-section of licensing, including mutual recognition and automatic mutual recognition. Additional data from SafeWork SA to broaden the analysis has been requested but was not available in time for this report and may be considered in further stages.*

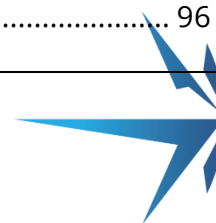


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ACRONYMS

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



APPENDIX A: NATIONAL OVERVIEW

NATIONAL SUMMARY: SKILLS AND LABOUR MOBILITY SCORECARD

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 for full detail.

Table A1: 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
Australian Capital Territory		✓ Adopted	Construction, teaching (temp)	High	Live/work based eligibility
Northern Territory		✓ Adopted	Some high risk roles	Medium	Work-based with travel subsidy



LEGISLATION

National Comparative Summary

The *Mutual Recognition Act 1992 (Cth)* establishes a national framework allowing individuals registered or licensed for an occupation in one Australian state or territory to carry out the same occupation in another, without the need for further assessment or requalification. This principle facilitates the free movement of skilled workers across jurisdictions.

The Act set the framework for a national approach to mutual recognition (MR). To support this, individual jurisdictions adopted this act and implemented jurisdictional legislation. Table A2 below outlines the dates this was adopted locally.

In 2021, the Act was amended to introduce the AMR scheme, enabling eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority. Even still, some jurisdictions have demonstrated a progressive rollout of AMR, including some starting with high risk occupations in December, and then lower risk occupations in future months.

Some jurisdictions still maintain exclusions for specific periods. For example, AMR for private security in Victoria (VIC), and for teachers and firearms dealers in the Australian Capital Territory (ACT), is excluded until 2027. While these decisions are generally linked to public safety or regulatory concerns, limited information is publicly available about the specific rationale. This may include whether the exclusions reflect an oversupply of local workers, regulatory complexity or a perceived level of risk. Queensland (QLD) has deferred participation in AMR, at least until 1 July 2027.

Table A2: National Comparative Summary of AMR and MR Legislation

Jurisdiction	MR	AMR
COMMONWEALTH	Mutual Recognition Act 1992 (Cth)	Same as MR Act. Establishes a scheme for MR of regulatory standards, including occupational licences, across Australia. Forms the national legal foundation for both MR and AMR systems.
SA	Mutual Recognition (South Australia) Act 1993	Commenced 1 July 2021. Implements the MR Act in South Australia (SA) and allows for AMR operation. Supports streamlined licensing across trades and professions under state oversight.
ACT	Mutual Recognition Act 1992 (Cth)	Commenced 1 July 2021. ACT implements the national MR and AMR framework through Commonwealth law. Local support focuses on guidance for businesses and regulators on implementation.
NSW	Mutual Recognition (New South Wales) Act 1992	Commenced 1 July 2021. Adopts the Commonwealth MR Act to operate in New South Wales (NSW). Also supports AMR of



		occupational registrations and provides implementation support to state regulators.
VIC	Mutual Recognition (Victoria) Act 1998	Commenced 1 July 2021. Adopts the Commonwealth MR Act. Also enables AMR, simplifying the registration process for workers relocating to or temporarily operating in VIC.
QLD	Mutual Recognition (Queensland) Act 1992	No AMR. Queensland (QLD) supports MR of interstate licences but has opted out of the AMR scheme until at least 2027, citing regulatory sovereignty concerns.
WA	Mutual Recognition (Western Australia) Act 2020	Commenced 1 July 2021. Western Australia's (WA) Act separately adopts the MR Act and specifically supports AMR via state legislation following national agreement. Ensures local regulatory integration.
TAS	Mutual Recognition (Tasmania) Act 1993	Commenced 1 July 2021. Tasmania (TAS) adopted the MR Act and has implemented AMR to facilitate workforce mobility across licensed occupations like building and electrical trades.
NT	Mutual Recognition (Northern Territory) Act 1992	Commenced 1 July 2021. Implements the MR Act and supports AMR. Aims to reduce red tape and support skilled workers moving to or temporarily working in Northern Territory (NT).



Commonwealth Profile

Overview of the Act

The *Mutual Recognition Act 1992 (Cth)* establishes a national framework allowing individuals registered or licensed for an occupation in one Australian state or territory to carry out the same occupation in another, without the need for further assessment or requalification. This principle facilitates the free movement of skilled workers across jurisdictions. In 2021, the Act was amended to introduce the AMR scheme, enabling eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.

Relevance to Cross Border Work

The Act enhances labour mobility by reducing administrative barriers for professionals moving between states and territories. This is particularly beneficial for sectors with high interstate activity, such as construction, healthcare, and real estate. However, the effectiveness of the Act depends on consistent implementation across jurisdictions.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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.

Limitations

- **Jurisdictional variations:** QLD has opted out of the AMR scheme at present, requiring interstate workers to undergo the full MR process, which can be more time-consuming and complex.
- **Occupational exclusions:** States and territories can exempt certain high risk occupations from AMR, leading to a patchwork of exclusions that can confuse workers and employers.
- **Notification requirements:** AMR participants must notify the local authority before commencing work in a new jurisdiction, and failure to do so can result in penalties.
- **Regulatory discrepancies:** Differences in regulatory standards and enforcement across jurisdictions can create challenges in ensuring consistent professional practice.

Supporting National Policies and Frameworks

- **Intergovernmental agreement on the AMR of Occupational Registration.** A formal commitment by all jurisdictions (except QLD) to implement AMR by mid-2021 to reduce duplication and support recovery from COVID-19 labour shortages.
- **Jobs and Skills Australia (JSA) Priority List:** Identifies nationally in-demand occupations that could benefit from improved cross border mobility under MR/AMR frameworks.
- **JSA:** Research and funding alignment to support mobility into occupations covered by MR/AMR, including publication of '*Data on Occupation Mobility: Unpacking Workers Movements*' published in January 2024¹.

¹ [Jobs and Skills Australia: Data on Occupation Mobility – Unpacking Workers Movements \(report, occupation stock flows, occupation flows\)](#)



- **Productivity Commission's National Competition Policy Analysis 2025:** the Productivity Commission has been asked to provide advice in the form of analysis and modelling, including for an occupational licensing scheme that provides for labour mobility nationally.
- **Federal Budget 2025-26 Commitment to national licensing for electricians:** Reforming occupational licensing. The Government will work with the states and territories, unions and employers, on a national occupational licence for electrical trades to allow electricians to move where they are needed most.

Legislative Review and Amendments

Mutual Recognition Amendment Act 2024²

The most recent legislative review of the *Mutual Recognition Act 1992 (Cth)* occurred in October 2024, culminating in Compilation No. 9, which incorporated amendments from the *Mutual Recognition Amendment Act 2024 (Act No. 39 of 2024)*. This compilation reflects the latest consolidated version of the Act as of 14 October 2024.

Key Amendments:

1. Enhancement of AMR framework:

- Refined provisions related to automatic deemed registration, including clarifications on notification requirements and conditions under which registration is deemed.
- Addressed issues related to the duration and cessation of automatic deemed registration.

2. Administrative and technical updates:

- Updated definitions and terminologies to align with current regulatory practices.
- Made technical corrections to improve the clarity and functionality of the Act.

Mutual Recognition Amendment Act 2021³

In July 2021, a significant amendment was made through the *Mutual Recognition Amendment Act 2021*, which introduced provisions for AMR. These amendments aimed to streamline the process for individuals registered in one jurisdiction to carry out equivalent work in another without the need for further assessment or requalification.

Key Amendments:

1. **Introduction of AMR:** Part 3A was inserted into the Act, establishing a framework that allows individuals registered for an occupation in their home state to carry out equivalent activities in another state without the need for further registration.
2. **Definitions and clarifications:**
 - Introduced terms such as "automatic deemed registration," "home State," and "second State occupation" to provide clarity within the AMR framework.
 - Defined "public protection requirement" to encompass conditions like insurance and fidelity funds designed to protect the public.
3. **Exemptions and conditions:**

² [Mutual Recognition Act 1992 - Compilation No. 9, incorporating amendments up to Act No. 39, 2024 - Federal Register of Legislation](#)

³ [Mutual Recognition Amendment Act 2021 - Federal Register of Legislation](#)



- Allowed state and territory ministers to exempt certain occupations from AMR due to significant risks to consumer protection, the environment, animal welfare, or health and safety.
- Outlined conditions under which automatic deemed registration could be refused or revoked.

4. Information sharing and responsibilities:

- Mandated local registration authorities to share information regarding disciplinary actions and registration statuses.
- Outlined responsibilities of local registration authorities in managing AMR processes.

Relevant Training Subsidies and Supports

While the Act itself does not offer training subsidies, national and interjurisdictional training initiatives support its intent by facilitating licence-readiness and mobility:

- **Fee-Free TAFE (National Partnership Agreement):** Joint Commonwealth-State program offering no-cost vocational education in key occupations. However, eligibility is state-based, which may hinder cross border training uptake.
- **Skills Assure (QLD), Smart and Skilled (NSW), Skills SA:** Jurisdiction-specific funding programs that subsidise nationally recognised training. Access is usually limited to residents, creating a barrier for mobile learners.
- **Trades Recognition Australia (TRA):** Offers skills assessments for tradespeople (primarily migrants) to support licensing where MR is not available.

These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no clear universal or portable funding for training across jurisdictional borders, which limits full alignment with the Act's intent.



MUTUAL RECOGNITION

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.

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.

TRAINING SUBSIDY

Cross border workers benefit most from Commonwealth-funded programs like VET Student Loans and Apprenticeship Incentives as these apply nationwide, independent of residency.

State co-funded programs (like Fee-Free TAFE or Flexible Funding under the National Skills Agreement (NSA)) require the individual to meet both federal and state-specific eligibility criteria (e.g., residency or employment in that jurisdiction).

The below **Training and Funding Availability Table** (Table A3) provides an overview of key training and funding frameworks available nationally that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of a single jurisdiction and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.

Table A3: National Training and Funding Availability

TRAINING / FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Vocational Education and Training (VET) Student Loans	Australian citizens, permanent humanitarian visa holders, or qualifying New Zealand citizens enrolled in approved diploma-level courses.	Department of Employment and Workplace Relations (DEWR)
Australian Apprenticeships Incentives Program	For apprentices and their employers across Australia. Incentives and wage subsidies vary based on industry, qualification level, and priority list.	DEWR / Apprentice Connect Australia Provider (ACAP)
Skills for Education and Employment Program	National program for job seekers to build language, literacy and numeracy skills before training or employment. Delivered in every state.	DEWR



NSA – from 2024	Five year skills funding agreement between Commonwealth and states to support nationally consistent training access and priority workforce development.	DEWR + State Governments
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National Comparative Training and Subsidy Access

The following **National Comparison of Training and Subsidy Access** (Table A4) below provides a comparison of training subsidy frameworks across jurisdictions, with SA used as the baseline. It assesses each jurisdiction's approach to cross border accessibility, subsidy scope, flexibility for learners, and overall system performance.

Table A4: National Comparison of Training and Subsidy Access

JURISDICTION	CROSS BORDER ACCESSIBILITY	SUBSIDY SCOPE	FLEXIBILITY & ACCESS	OVERALL ASSESSMENT
SA	Must live and/or work in SA	Broad list, including apprenticeships	Training contracts required for apprenticeship/trainee ship pathways; other limited subsidised training available for eligible workers without a contract	Baseline
NSW	Includes cross border	Extensive, includes fee-free TAFE, fee-free apprenticeships and traineeships	Flexible for learner types	Better 
VIC	Must reside in VIC, except for Fee Free TAFE	Broad, including comprehensive fee-free TAFE	Restrictions on prior study	Equal 
QLD	Must reside in QLD	Subsidies, fee-free for under 25s	Strong youth support	Better 
WA	Must reside in WA	Wide, including construction visa	More industry-specific	Equal 
TAS	Must reside in TAS	Fee-free options	Support for diverse learners	Equal 



NT	Must reside in NT	Broad including. travel support	Strong for remote learners	Better↑
ACT	Live and/or work in ACT	Extensive subsidies	High learner flexibility	Better↑

Note: Although Fee-Free TAFE eligibility in Victoria appears consistent at the state policy level, interpretation and implementation vary across training providers. Some require physical presence in Victoria; others accept cross-border or remote enrolments. This variation is not reflected in summary tables and should be verified directly with the provider.

Examples of nationally harmonised licensing

High Risk Work (HRW) and Temporary Traffic Management (TTM)⁴ licences represent exceptions to the broader pattern of fragmented licensing across Australia⁵. Both operate under nationally harmonised frameworks, with consistent eligibility and recognition across jurisdictions. Their operation shows that when regulators agree on safety standards and processes, full harmonisation is achievable. These schemes stand in contrast to trades such as plumbing and electrical, where variations in scope and licensing conditions persist, and demonstrate that national solutions are possible when alignment is prioritised.

⁴ [Austroads – Temporary Traffic Management National Training Framework](#)

⁵ [Commonwealth Consolidated Regulations – Recognition of high risk work licences in other jurisdictions](#)



APPENDIX B: SOUTH AUSTRALIA (SA)



SNAPSHOT OF SOUTH AUSTRALIA

Legislative & Licensing Summary

Policy Element	Details
MR Act	Mutual Recognition (South Australia) Act 1993
AMR Start Date	1 July 2021
Exclusions	QLD applicants, high risk trades
Application Type	Mix of digital and paper-based
System Maturity	Medium – functional but partly manual

Key Licensed Occupations and Pathways

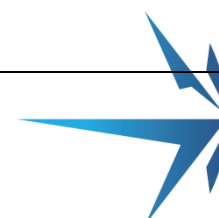
Occupation	Recognition Type	Process Summary
Electrician	AMR	Online notification; reviewed by OTR
Plumber	AMR/MR	CBS application + qualifications
Land Agent	MR	CBS + police check + character
Security Agent	MR	CBS + SAPOL + fingerprinting
Building Supervisor	AMR	Notify CBS; licence verified

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Skills SA	Live/work in SA only	Department of State Development
TAFE SA Subsidised Training	Work in SA with evidence	TAFE SA
VET Student Loans	Nationally portable	DEWR
CITF	Limited to SA residents or those relocating	CITB

Workforce Overview

Sector	Employment	Key Occupations
Construction	132,000	Carpenters, Electricians, Managers
Healthcare	170,300	Nurses, Carers, Support Workers
Retail	134,000	Sales Assistants, Managers
Manufacturing	91,400	Fitters, Machinists



LEGISLATION

Overview of the Act

The *Mutual Recognition (South Australia) Act 1993* adopts the Commonwealth's *Mutual Recognition Act 1992* into SA law, facilitating the recognition of regulatory standards for occupations across Australian jurisdictions. This adoption allows individuals registered or licensed in one state or territory to carry out equivalent work in SA without the need for further assessment or requalification.

The Act enhances labour mobility by reducing administrative barriers for professionals moving to SA. It is particularly beneficial for sectors with high interstate activity, such as construction, healthcare, and real estate.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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.

Supporting State Policies and Frameworks

- **CBS:** oversees the implementation of AMR for various occupations, including builders, electricians, and real estate professionals.
- **SafeWork SA:** Manages AMR for high risk work licences including Gas Fitter as per the *Dangerous Substances Act 1979* and Pyrotechnician as per the *Explosives Act 1936* and ensures compliance with SA safety standards.
- **Environment Protection Authority (EPA):** Handles MR for radiation-related occupations and site contamination auditors.

Relevant Training Subsidies and Supports

- SA supports licence-readiness and occupational mobility through a range of subsidised qualifications listed on the Subsidised Training List (STL). The STL outlines the state government-funded training available across industries, including construction, security, real estate, and aged care, which are key sectors relevant to MR and AMR. Access to these subsidies is governed by SA eligibility criteria, which generally require an individual to live or work in SA.
- The STL includes nationally recognised qualifications, applicable funding tiers such as concessional and regional loadings, approved registered training organisations, and nominal hours for delivery. However, access is not portable across jurisdictions. Individuals who do not live or work in SA are not eligible for subsidy, limiting access for cross border workers who are not yet employed locally. While the STL supports licence-readiness, it does not automatically align with MR or AMR processes and does not remove the need for jurisdiction-specific eligibility or application requirements.

These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.



Recent Developments

- **AMR implementation:** SA's AMR scheme commenced on 20 December 2021, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.
- **Expansion to building professionals:** From 1 July 2022, building industry workers accredited in another state or territory can work in SA under the AMR scheme.

MUTUAL RECOGNITION - SA

In SA, MR applies when a person relocates permanently, when an occupation is excluded from AMR, or when a full local licence is preferred (such as for QLD applicants). SA represents the average/baseline for MR complexity - neither the most burdensome like QLD or WA nor the simplest like VIC and the ACT. Processes are integrated via CBS and SafeWork SA, with generally responsive service and coherent internal systems. While SA offers a reliable MR pathway, there is scope to improve digitalisation and streamline application tracking.

For the purposes of this research, we have used SA as the benchmark for comparison across jurisdictions. This works well with the findings, as SA has a medium to high level of ease in processing licensing applications. SA recognises a broad range of occupations through both MR and AMR, particularly in construction, real estate, security and technical trades. Regulation is relatively tight, with a strong compliance focus, especially in high risk sectors. Manual checkpoints still apply to security and technical trade approvals. While the system is comprehensive and reliable, opportunities remain to improve efficiency through greater digital integration.

Performance

High Performance Areas

- **Security and Real Estate licensing rigour** - SA maintains a more robust and structured approach to regulating security agents, land agents, and property managers than most other jurisdictions. Central oversight by CBS ensures consistent standards.
- **Implementation of MR** - SA has implemented MR effectively. Its legislative framework aligns with the *Mutual Recognition Act 1992 (Cth)* and the *Mutual Recognition Act 1993 (SA)*. These mechanisms allow qualified professionals greater flexibility to work across borders with reduced administrative burden.
- **Clear licensing responsibilities** - Licensing functions are clearly divided between CBS and the Office of the Technical Regulator (OTR) (governs technical safety and regulatory compliance for energy related roles), depending on the occupation. This clarity reduces confusion compared to jurisdictions like NSW, where responsibilities are split between Fair Trading and SLED, particularly for high risk sectors.

Areas of Parity with Other Jurisdictions

- **Occupational coverage** - SA recognises a similar scope of occupations under MR as other major states including VIC, NSW and WA. Key trades such as building, plumbing, electrical and gas fitting are consistently covered, contributing to cross border consistency.
- **Application processing and digital systems** - While some application steps remain manual, SA'S mix of digital and paper-based processes is typical of mid-performing jurisdictions. It does not yet offer the fully digitised, real-time tracking platforms seen in the ACT or VIC, but regulatory responsiveness remains strong.



Observations

- While licence recognition is supported through MR, training recognition and subsidy eligibility are not automatically transferable between states. This can limit access to subsidised upskilling for workers relocating or temporarily working in SA under MR, unless they meet SA's separate eligibility criteria based on residency or employment location.

The **MR Occupations Table** (Table B1) below provides a general overview of how MR applies in SA. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table B1: MR Occupations in SA

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builders, Building Work Contractors, Building Supervisors, Electricians, Plumbers, Gas Fitters	Apply via CBS with MR application form	Valid interstate licence, proof of identity, qualifications, insurance, MR statutory declaration	CBS (& OTR for post-assessment regulatory and compliance for electrical & gas)
Land Agents, Sales Representatives, Property Managers	Apply online or via CBS Property Licensing	Valid interstate licence, police check, ID, good character declaration	CBS
Security Agents, Crowd Controllers, Investigators	Apply via CBS Security Industry Regulation	Police check, fingerprinting, training qualifications, interstate licence copy	CBS, SA Police (SAPOL)
Driving Instructors, Vehicle Examiners	Apply via Department for Infrastructure and Transport (DIT)	Current interstate accreditation, driving history, knowledge of SA laws	DIT, Service SA
Bookmakers, Gaming Machine Technicians	Apply via CBS - Gambling & Racing	Probity checks, police check, interstate registration	CBS
Radiographers, Radiation Therapists, Radiologists	Apply via EPA Radiation Licensing Unit	Australian Health Practitioner Regulation Agency (AHPRA) registration, ID, radiation safety training	EPA Radiation Council, AHPRA
Pest Control Operators	Submit MR form via CBS	Chemical handling training, safety documentation, insurance, current licence copy	CBS, Department for Environment and Water



Dog Trainers, Animal Control Officers	Apply via CBS Animal Regulation	Evidence of relevant experience, training, police check	CBS Animal Licensing Team
Land Surveyors, Architects, Engineers	Apply through CBS or profession-specific board	Engineers: Engineers Australia approval; Architects: AACA recognition; Surveyors: Surveyors Board	Engineers Australia, Architects Accreditation Council of Australia (AACA), Surveyors Board SA
Motor Vehicle Dealers, Repairers, Second-hand Dealers, Pawnbrokers	Apply via CBS Traders Licensing	Licence copy, business address, character references, police check	CBS Business & Trader Licensing Unit
Bus Operators, Controlled Sports Officials, Water Drillers, Alcohol Interlock Installers	Submit MR application to CBS with proof of licence	Interstate licence, safety documents, police check	CBS, SA Health (for alcohol program oversight)

AUTOMATIC MUTUAL RECOGNITION - SA

SA applies AMR to a wide range of occupations, with exclusions for specific high risk roles and all QLD licence holders, given QLD's non-participation. The legislative basis is the *Mutual Recognition (South Australia) Act 1993*, as amended to implement the *Mutual Recognition Amendment Act 2021 (Cth)*. SA's AMR system is broadly functional and well-integrated. However, improvements are needed in real-time application tracking, digital form usability and clarity around exclusions to better support mobility across state lines.

Performance

High Performance Areas

- AMR notification systems are comparable with NSW, VIC, TAS, NT, and ACT, which all follow similar structures and require basic notification before commencing work.
- The MR application process is clear and consistent, aligning with jurisdictions like VIC, TAS, ACT, and NT.
- Exclusions under AMR are transparently listed, as with TAS and WA.

Low Performance Areas

- ACT, which benefits from a single centralised licensing body and streamlined guidance for AMR and MR applicants.
- VIC, in terms of digital usability and integration. VIC has more integrated AMR notification systems and clearer mapping of regulator responsibilities.



- NSW, where real-time support and feedback loops (e.g. digital tracking, hotline support) are better established.

Observation

- AMR exclusions in SA are largely documented and publicly available, helping applicants understand eligibility from the outset.
- While licence recognition is supported through AMR, training recognition and subsidy eligibility are not automatically transferable between states. This can limit access to subsidised upskilling for workers relocating or temporarily working in SA under AMR, unless they meet SA's separate eligibility criteria based on residency or employment location.
- Legislative participation in the AMR framework places SA ahead of QLD and WA in terms of cross border readiness, though national harmonisation remains a work in progress.

The **AMR Occupations Table** (Table B2) below provides a general overview of how AMR applies in SA. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of AMR obligations but does not capture all possible requirements or exceptions.

Table B2: AMR Occupations in SA

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Building Work Contractors, Building Work Supervisors	Notify CBS via online AMR notification form. No application needed unless seeking full SA licence.	Valid interstate licence, ID, declaration of compliance with SA requirements.	CBS, OTR (post-licence regulatory and compliance)
Plumbers, Gas Fitters	Submit AMR notification to CBS; provide interstate licence details.	Equivalent interstate licence, ID, declaration.	CBS, OTR (post-licence regulatory and compliance)
Electricians (Workers and Contractors)	Notify CBS via online AMR form; may be reviewed by OTR for licence alignment.	Must hold equivalent current licence; may require follow-up from OTR.	CBS, OTR (post-licence regulatory and compliance)
Managers, Sales Representatives, Land Agents, Property	Submit AMR form via CBS portal; some roles may trigger additional verification.	Equivalent licence, identity check, character verification.	CBS
Security Agents, Security Industry	AMR notification to CBS; national criminal history check mandatory.	Interstate licence, ID, character check.	CBS, SA Police



Trainers, Investigation Agents			
Motor Vehicle Dealers, Yard Managers	Notify CBS; contractors and businesses handled under distinct forms.	Equivalent licence, business detail check if applicable.	CBS
Conveyancers	Simple online AMR notification; supporting licence details must be current.	Must prove current, equivalent interstate licence.	CBS
Hairdressers, Tattooists, Land Valuers	Notify CBS online; scope assessed on case-by-case basis.	Licence equivalency validated against SA scope.	CBS

TRAINING SUBSIDY - SA

Cross Border Eligibility: SA performs worse than ACT and NSW, which explicitly support workers who live outside but work inside the state. Other jurisdictions largely restrict eligibility to residents, matching SA's current approach.

Subsidy Scope: All jurisdictions, including SA, have a wide course offering with strong emphasis on apprenticeships and priority industries. QLD and NSW stand out with additional fee-free initiatives and youth-specific incentives.

Flexibility & Access: SA's requirement for training contracts creates barriers for individual learners not linked to employer agreements. ACT, NT, and QLD demonstrate greater flexibility, with added support for remote and disadvantaged learners.

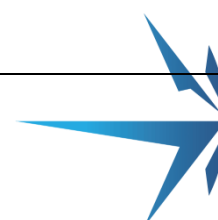
Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Work-Based Eligibility for Apprenticeships:** Cross border apprentices and trainees may be eligible for subsidised training if employed by a SA-based employer and have a registered Training Contract with a SA Registered Training Organisation (RTO), as recognised by the SA Skills Commission.
- **TAFE SA Flexibility for Workers:** TAFE SA subsidised training is available to individuals who can provide evidence of employment in SA, even if they do not reside in the state-supporting border community access where employment ties exist.
- **VET Student Loans Accessibility:** A Commonwealth initiative and can be accessed by eligible learners regardless of their state of residence, enabling cross border workers to access diploma-level courses offered by SA providers.
- **Industry-Specific Support:** The Construction Industry Training Board (CITB) provides subsidised training support for workers on SA-based construction projects. Eligibility requires individuals to be SA residents or interstate workers taking up permanent residence in SA, with evidence of their construction employment history.

Limitations:

- **Residency or SA-Based Employment Required:** Core subsidies under Skills SA and TAFE SA generally require learners to reside in SA or be employed by an SA employer, excluding workers solely based in other states.



- **No Access to Interjurisdictional Funding Programs:** Programs such as Victoria's Skills First (VSF), Fee Free TAFE, and NSW's Smart and Skilled are not recognised in SA and offer no support to cross border workers training within SA.
- **Limited Portability Across States:** SA subsidies cannot be transferred if a worker relocates or trains outside SA, reducing flexibility for mobile workers and multi-jurisdiction employers.
- **Strict Contractual Requirements for Apprenticeships:** Access to subsidised apprenticeship and traineeship training in SA requires a registered Training Contract with a South Australian-based employer and an RTO approved to deliver the qualification in SA. This excludes individuals working under interstate contracts, even if employed near the border.
- **No Dedicated Cross Border Flexibility Policies:** SA does not currently offer specific exemptions or tailored access pathways for workers living in nearby jurisdictions (e.g. western VIC or Broken Hill NSW) without SA employment ties.

The below **Training and Funding Availability in SA Table** (Table B3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of SA and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.



Table B3: Training and Funding Availability in SA

TRAINING / FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Skills SA	Subsidised Training List (STL) - generally, only available to SA residents or those employed by SA-based employers. Not available to workers based solely in other states.	Department of State Development
TAFE SA Subsidised Training	Must be an SA resident or have evidence of employment in SA. The subsidised training is included on the STL and proof of residency or job offer is often required.	TAFE SA
VET Student Loan	Available to Australian citizens and permanent residents regardless of state. Not subject to SA residency but limited to eligible courses.	DEWR
Apprenticeships/Traineeships	Cross border apprentices and trainees may be eligible if employed by an SA-based employer and the training contract is registered with an SA training provider, even if their place of residence is in a neighbouring jurisdiction.	SA Skills Commission /Department of State Development/Skills SA
Skills First (VIC)	Only available to VIC residents or those with ongoing employment in VIC. Not accessible for use in SA.	Department of Jobs, Skills, Industry and Regions (DJSIR) VIC
Smart and Skilled (NSW)	Only available to NSW residents or those employed in NSW. Not valid in SA for cross border workers.	Training Services NSW / NSW Department of Education
Free TAFE (VIC)	Free TAFE applies only to VIC residents or workers with established presence in VIC. Not recognised in SA.	TAFE VIC (via DJSIR)
CITF	Training fund supported by a levy on construction projects in SA to provide training subsidies and support workforce development in the building and construction industry in SA. Upskilling funding is not available to residents outside of SA, even if employment is undertaken in SA.	CITB



WORKFORCE PROFILE - SA

SA's workforce landscape in 2024–2025 is characterised by strong demand in healthcare, construction, retail, education, and manufacturing sectors. Emerging industries such as defence, and renewable energy are also creating new employment opportunities. Regional areas are experiencing growth, particularly in agriculture and manufacturing, contributing to the state's overall economic resilience. The **Top Employing Industry Sectors in SA Table** (Table B4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in South Australia.

Key Statistics⁶

- **Total Employment:** Approximately 945,800 people employed across SA.
- **Unemployment Rate:** Around 3.7%, indicating a tight labour market.
- **Youth Unemployment Rate:** Approximately 9.3%, suggesting challenges for younger job seekers.
- **Participation Rate:** About 64.3%, reflecting the proportion of the working-age population engaged in the labour force.

⁶ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)



Table B4: Top Employing Industry Sectors in SA⁷

Industry Sector	Insights
Construction	• Employment: Approximately 132,000 workers, making up 9.2% of total employment. • Key Occupations: Carpenters, Electricians, Plumbers, Construction Managers. • Growth Drivers: Infrastructure projects and housing developments.
Health Care and Social Assistance	• Employment: Approximately 170,300 workers, representing 17.9% of SA's total employment. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Welfare Support Workers. • Growth Drivers: An aging population and expanded National Disability Insurance Scheme (NDIS) services.
Retail Trade	• Employment: Around 134,000 workers, accounting for 9.4% of total employment. • Key Occupations: Sales Assistants, Retail Managers, Checkout Operators. • Growth Drivers: Population growth and consumer demand.
Education and Training	• Employment: Around 122,700 workers, representing 8.6% of total employment. • Key Occupations: Primary and Secondary School Teachers, Education Aides. • Growth Drivers: Population growth and educational reforms.
Manufacturing	• Employment: Approximately 91,400 workers, accounting for 6.4% of total employment. • Key Occupations: Metal Fitters, Machinists, Production Managers. • Growth Drivers: Advanced manufacturing and defence contracts.

South Australia has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in SA by Industry Sector Table** (Table B5) below. For each of these industries the top occupations and key growth factors are listed.

⁷ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Table B5: High-Demand Occupations in SA by Industry Sector⁸

Industry Sector	Insights
Health and Social Assistance	- Registered Nurses - Aged and Disabled Carers - Welfare Support Workers Growth Factors: Aging population, NDIS expansion.
Construction	- Carpenters and Joiners - Electricians - Plumbers - Construction Managers Growth Factors: Infrastructure projects, housing demand.
Retail Trade	- Sales Assistants (General) - Retail Managers Growth Factors: Consumer spending, retail expansion.
Education and Training	- Primary School Teachers - Secondary School Teachers - Education Aides Growth Factors: Population growth, educational initiatives
Manufacturing	- Metal Fitters and Machinists - Welders - Production Managers Growth Factors: Defence contracts, advanced manufacturing.
Emerging and Growth Sectors	- Defence and Shipbuilding Opportunities: Naval shipbuilding projects at Osborne Naval Shipyard. Key Skills: Engineering, metal fabrication, project management.
Information Technology	Opportunities: Growth in cybersecurity, software development, and data analytics. Key Skills: Programming, systems analysis, IT support.
Renewable Energy	Opportunities: Projects in solar and wind energy sectors. Key Skills: Electrical engineering, environmental science, project management.

⁸ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Variations in industry demand occur at a regional level across jurisdictions. Table B6 below outlines the **SA Regional Highlights** for the key regions of Adelaide North and Murray and South-East.

Table B6: SA Regional Highlights⁹

Regional	Insights
Adelaide North	Key Industries: Healthcare, construction, manufacturing, defence.
Murray and South-East	Key Industries: Agriculture, forestry, fishing, and healthcare. Employment Growth: Agriculture employment rose by 6% to 17.9%.

⁹ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



APPENDIX C: VICTORIA (VIC)

SNAPSHOT OF VICTORIA



Legislative & Licensing Summary

Policy Element	Details
MR Act	Mutual Recognition (Victoria) Act 1998
AMR Start Date	1 July 2021
Exclusions	Teaching, plumbing (mechanical), sex work
Application Type	Highly digitised (myCAV, ESVConnect)
System Maturity	High – real-time tracking available

Key Licensed Occupations and Pathways

Occupation	Recognition Type	Process Summary
Electrician	AMR	Notify via ESVConnect
Plumber (Mechanical)	MR	VBA assessment + dual verification
Estate Agent	AMR/MR	Notify BLA via myCAV
Conveyancer	AMR/MR	Notify BLA via myCAV
Security Guard	MR	VIC Police + fingerprinting

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Skills First	Yes – must be physically present in VIC; if an apprentice/trainee must be employed in and have a training contract registered in VIC	DJSIR
TAFE Free Courses	Yes (varies by provider)	TAFE VIC
Apprenticeships	If VIC training contract	ACAP
VET Student Loans	Nationally portable	DEWR

Workforce Overview

Sector	Employment	Key Occupations
Healthcare	590,500	Nurses, Carers, Support Workers
Construction	359,600	Managers, Electricians, Plumbers
Retail	291,000	Sales Assistants, Managers
Professional Services	361,500	Software Developers, Analysts



LEGISLATION

Overview of the Act

The *Mutual Recognition (Victoria) Act 1998* adopts the Commonwealth's *Mutual Recognition Act 1992* into VIC law, facilitating the recognition of regulatory standards for goods and occupations across Australian jurisdictions. This adoption allows individuals registered or licensed in one state or territory to carry out equivalent work in VIC without the need for further assessment or requalification. The Act was amended in 2021 to incorporate the AMR scheme, streamlining the process for interstate workers to operate in VIC.

The Act enhances labour mobility by reducing administrative barriers for professionals moving to VIC. It is particularly beneficial for sectors with high interstate activity, such as construction, healthcare, and real estate.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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 jurisdictions.

Limitations

- **Occupational exclusions:** VIC delayed certain high risk occupations from AMR, such as teaching, building surveyors, plumbing work, labour hire, firearms, private security, and sex work.

Supporting State Policies and Frameworks

- **Consumer Affairs Victoria (CAV):** Oversees the implementation of AMR for various occupations, including conveyancers, estate agents, and motor car traders.
- **Victorian Building Authority (VBA):** Manages AMR for building and plumbing practitioners and ensures compliance with VIC safety standards.
- **Department of Treasury and Finance (DTF):** Provides information on AMR and its benefits for economic recovery and productivity.

Relevant Training Subsidies and Supports

VIC provides various training initiatives that support the intent of the Act by facilitating licence-readiness and mobility:

- **Skills First Program:** Offers government-subsidised training for eligible individuals, helping them gain the necessary qualifications for occupational licensing.
- **TAFE VIC:** Provides VET courses aligned with industry needs, supporting skill development in various sectors.
- **Construction Supplier Register:** Administers the Non-residential Building National Pre-qualification System, streamlining prequalification processes and providing for MR of contractor pre-qualification across borders.



These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.

Recent Developments

- **AMR Implementation:** VIC's AMR scheme commenced on 1 July 2021, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.

MUTUAL RECOGNITION - VIC

VIC applies MR under similar conditions to SA - when a permanent move occurs, an occupation is exempt from AMR, or where QLD applicants are involved. VIC's approach is on par with SA in terms of ease and process clarity. The state demonstrates effective cross-agency coordination, particularly for trades like plumbing and electrical, where licensing is technically complex. Strong digital infrastructure supports application transparency and user experience, positioning VIC as one of the more accessible jurisdictions for cross border workers.

VIC offers a high level of occupational accessibility, with coverage similar to SA but with more streamlined access for building surveyors and conveyancers. Licensing is centrally managed through the VBA and CAV, both of which provide effective digital access. The security sector experiences fewer licensing conditions than in SA, which improves accessibility. VIC's centralised and digital approach reduces administrative burden for applicants.

The **MR Occupations Table** (Table C1) below provides a general overview of how MR applies in VIC. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table C1: MR Occupations in VIC

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builders, Building Surveyors, Building Inspectors, Plumbers	Submit MR application via the VBA	Valid interstate licence, proof of identity, qualifications, insurance, MR statutory declaration	VBA
Estate Agents, Agents' Representatives, Conveyancers	Apply online via CAV	Valid interstate licence, police check, ID, good character declaration	Business Licensing Authority (BLA)
Private Security Guards, Crowd Controllers, Investigators	Apply via VIC Police Licensing & Regulation Division	Police check, fingerprinting, training qualifications, interstate licence copy	VIC Police Licensing & Regulation Division



Driving Instructors, Commercial Passenger Vehicle Drivers	Apply via Safe Transport VIC	Current interstate accreditation, driving history, knowledge of Victorian laws	Safe Transport VIC
Bookmakers, Gaming Machine Technicians	Apply via VIC Commission for Gambling and Liquor Regulation (VCGLR)	Probity checks, police check, interstate registration	VCGLR
Radiographers, Radiation Therapists, Radiologists	Apply via Department of Health Radiation Licensing Unit	AHPRA registration, ID, radiation safety training	Department of Health Radiation Licensing Unit
Pest Control Operators	Submit MR form via Department of Health	Chemical handling training, safety documentation, insurance, current licence copy	Department of Health
Animal Control Officers	Apply via Department of Jobs, Precincts and Regions	Evidence of relevant experience, training, police check	Department of Jobs, Precincts and Regions
Land Surveyors, Architects, Engineers	Apply through respective professional boards	Engineers: Engineers Australia approval; Architects: Architects Accreditation Council of Australia (AACA) recognition; Surveyors: Surveyors Board	Engineers Australia, AACA, Surveyors Registration Board of VIC
Motor Vehicle Dealers, Repairers, Second-hand Dealers, Pawnbrokers	Apply via CAV	Licence copy, business address, character references, police check	BLA
Bus Operators, Controlled Sports Officials, Water Drillers, Alcohol Interlock Installers	Submit MR application to relevant authority with proof of licence	Interstate licence, safety documents, police check	Relevant VIC regulatory bodies

AUTOMATIC MUTUAL RECOGNITION - VIC

In VIC, AMR is available for declared occupations provided the individual is not a VIC resident. The state implements AMR under the *Mutual Recognition (Victoria) Act 1998*, in conjunction with the Commonwealth *Mutual Recognition Amendment Act 2021*. The process is equal in accessibility to SA



and is supported by a robust online notification system. Regulatory obligations are clearly outlined, and the digital infrastructure provides a streamlined experience for workers and regulators alike.

The **AMR Occupations Table** (Table C2) below provides a general overview of how AMR applies in VIC. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of AMR obligations but does not capture all possible requirements or exceptions.

Table C2: AMR Occupations in VIC

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Estate Agents, Owners Corporation Managers, Rooming House Operators	Notify the BLA via myCAV before commencing work.	Valid interstate licence, compliance with VIC laws and regulations.	BLA
Conveyancers	Notify the BLA via myCAV before commencing work.	Valid interstate licence, compliance with VIC laws and regulations.	BLA
Professional Engineers	Notify the BLA via myCAV before commencing work.	Valid interstate registration, compliance with VIC laws and regulations.	BLA
Motor Car Traders	Notify the BLA via myCAV before commencing work.	Valid interstate licence, compliance with VIC laws and regulations.	BLA
Second-Hand Dealers, Pawnbrokers	Notify the BLA via myCAV before commencing work.	Valid interstate licence, compliance with VIC laws and regulations.	BLA
Building Practitioners (excluding Surveyors and Inspectors)	Notify the VBA via the online AMR notification form before commencing work.	Valid interstate registration, compliance with VIC laws and regulations.	VBA
Registered Plumbers (excluding certain classes)	Notify the VBA via the online AMR notification form before commencing work.	Valid interstate registration, compliance with VIC laws and regulations.	VBA
Electricians (Restricted Electrical Workers, Lineworkers, Registered Electrical Contractors - Sole Traders)	Notify Energy Safe VIC (ESV) via ESVConnect before commencing work.	Valid interstate licence, compliance with VIC laws and regulations.	ESV
Aerial Spraying Pilots (including Remotely Piloted Aircraft)	Notify Agriculture VIC before commencing work.	Valid interstate licence, compliance with VIC laws and regulations.	Agriculture VIC



TRAINING SUBSIDY - VIC

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Eligibility Based on Work Location:**¹⁰ Most VIC training subsidies (e.g., Skills First, Free TAFE, Apprenticeship and Traineeship funding) are accessible to individuals who are physically present in VIC or designated border regions during their training and assessment, regardless of their state of residence. This creates strong opportunities for employers located near the border to upskill interstate workers.
- **Support Recognition of Prior Learning (RPL):** Subsidised RPL is available under Skills First and Free TAFE for workers employed in VIC, which can fast-track formal qualifications for experienced workers without full retraining.
- **Innovation Partnerships:** The Workforce Training Innovation Fund (WTIF) offers scope for employers or RTOs to develop tailored cross border or industry-specific training models via co-designed programs.

Limitations:

- **Residency Ties Required for Some Programs:** ReConnect (not in education, employment or training)¹¹ and Head Start (School Based Apprenticeships)¹² are limited to individuals living in VIC or enrolled in VIC schools, which may exclude some young or disadvantaged cross border learners.
- **Administrative Complexity:** Cross border workers may face extra administrative steps to confirm eligibility, particularly around proof of work location or VIC business employment contracts.
- **No Universal Portability:** Training subsidies do not carry across state lines without conditions, training commenced in VIC generally cannot be funded if the worker relocates or works predominantly interstate, limiting flexibility for mobile or multi-site businesses.

The below **Training and Funding Availability Table** (Table C3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of VIC and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.

¹⁰ [Victorian Department of Jobs, Skills, Industry and Regions. \(2025\). Skills First: 2025 Guidelines about eligibility](#)

¹¹ [Victorian Government. \(2024\). Reconnect program](#)

¹² [Victorian Government. \(2024\). Head Start apprenticeships and traineeships](#)



Table C3: Training and Funding Availability in VIC

TRAINING/ FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Skills First (Subsidised Training)	Eligible if you work in VIC or live in a border area. Covers accredited training for priority skills. Subsidised RPL also available.	DJSIR
Apprenticeship & Traineeship (A&T)	Available to individuals employed under a VIC training contract, including cross border workers.	ACAP
Head Start (School- Based Apprenticeships)	Some cross border students may access if enrolled in a VIC school or employed by a VIC business.	Department of Education- VIC
ReConnect Program	Supports disadvantaged learners not in education/training. Focus on residents of VIC, but cross border residents may be eligible via local partnerships.	Local TAFEs and Community Providers
TAFE Free Courses	Priority courses offered free to eligible individuals who live in VIC. RPL may apply and reduce course load.	DJSIR
Skills First – RPL Funding	RPL assessments subsidised if you living work in VIC and meet Skills First criteria. Often used for workers with unrecognised experience.	DJSIR
TRA – Skills Assessment	Supports interstate or overseas tradespeople needing recognition to obtain a licence in VIC. Not free, but formal RPL/skills assessment pathway.	DEWR (Cth)
WTIF	Supports innovative training models for VIC industries. Can include RPL, new qualifications, or recognition support through training provider partnerships.	DJSIR



WORKFORCE PROFILE - VIC

VIC's workforce in 2024–2025 is undergoing a dual transformation:

- Core Sectors such as health, education, and construction are scaling due to demographic and economic growth.
- Emerging Industries like clean energy, defence manufacturing, and digital tech are creating new skills requiring agile policy responses.

Through coordinated investment in training, regional partnerships, and skills forecasting, the state is seeking to proactively address workforce shortages and build a resilient economy.

Key Statistics¹³

- **Total Employment:** Approximately 3.7 million people employed across VIC.
- **Projected New Workers (2024–2027):** Around 392,000 new workers are expected to enter the VIC economy between 2024 and 2027, including 168,000 in new jobs and 224,000 to replace retiring workers.
- **Unemployment Rate:** Approximately 3.9%, indicating a tight labour market.
- **Youth Unemployment Rate:** Approximately 9.4%, suggesting challenges for younger job seekers.
- **Participation Rate:** About 67.2%, reflecting the proportion of the working-age population engaged in the labour force.

The **Top Employing Industry Sectors in VIC Table** (Table C4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in Victoria.

Table C4: Top Employing Industry Sectors in VIC¹⁴

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 590,500 workers, representing 15.8% of VIC's total employment. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Welfare Support Workers. • Growth Drivers: An aging population and expanded NDIS services.
Professional, Scientific and Technical Services	• Employment: Approximately 361,500 workers. • Key Occupations: Software and Applications Programmers, Solicitors, Management and Organisation Analysts. • Growth Drivers: Digital transformation and increased demand for professional services.
Construction	• Employment: Approximately 359,600 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.

¹³ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)

¹⁴ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Education and Training	• Employment: Approximately 291,000 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Retail Trade	• Employment: Approximately 291,000 workers. • Key Occupations: Sales Assistants, Retail Managers. • Growth Drivers: Consumer demand and population growth.

Victoria has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in VIC by Industry Sector Table** (Table C5) below. For each of these industries the top occupations and key growth factors and training pathways are listed.

Table C5: High-Demand Occupations in VIC by Industry Sector¹⁵

Industry Sector	Insights
Health Care and Social Assistance	• Aged and Disabled Carers • Registered Nurses • Welfare Support Workers • Childcare Workers • Psychologists Key growth factors: Ageing population, NDIS expansion, mental health funding Training pathways: Certificate III Individual Support, Diploma of Nursing, Bachelor of Social Work
Construction and Infrastructure	• Construction Managers • Electricians • Plumbers • Carpenters and Joiners • Civil Engineering Professionals Key growth factors: Government infrastructure pipeline, residential housing growth Training pathways: Certificate III in Plumbing, Diploma of Building & Construction
Education and Training	• Primary School Teachers • Secondary School Teachers • Education Aides • University Lecturers and Tutors Key growth factors: Population growth, expanded early childhood programs, teacher attrition Training pathways: Bachelor of Education, Certificate III in Education Support

¹⁵ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Professional, Scientific, and Technical Services	• Software and Applications Programmers • Solicitors • Management and Organisation Analysts • Accountants Key growth factors: Professionalisation, business transformation, digital shift Training pathways: Bachelor of IT, Law, Commerce; Certificate IV in Cybersecurity
Transport, Postal and Warehousing	• Truck Drivers • Store persons and Packers • Delivery Drivers Key growth factors: E-commerce boom, freight and logistics expansion Training pathways: Heavy vehicle licensing, Certificate III in Logistics
Manufacturing	• Metal Fitters and Machinists • Welders and Fabricators • Production Managers Key growth factors: Defence contracts, advanced manufacturing hubs (e.g. Geelong) Training pathways: Certificate III Engineering - Fabrication, Diploma of Manufacturing
Emerging - Clean Economy and Digital	• Data Analysts • Cybersecurity Analysts • Renewable Energy Engineers Key growth factors: Net zero commitments, digital infrastructure growth Training pathways: Advanced Diploma of IT, Bachelor of Data Science, Clean Energy micro-credentials



Variations in industry demand occur at a regional level across jurisdictions. Table C6 below outlines the **VIC Regional Highlights** for the key regions of Barwon Region (inc. Geelong), Gippsland, Goulburn, Great South Coast, and Ovens Murray.

Table C6: VIC Regional Highlights¹⁶

Region	Insights
Barwon Region (including Geelong)	Workforce Growth: Leading regional VIC in workforce growth over 2024–2027. Key Industries: Health care, social assistance, construction, education. Drivers: Population growth, infrastructure projects, and a growing arts and hospitality scene.
Gippsland	Key Industries: Agriculture, forestry, fishing, health care. Drivers: Transition to renewable energy, demand for aged care services
Goulburn	Key Industries: Agriculture, health care, education. Drivers: Agricultural innovation, regional development initiatives.
Great South Coast	Key Industries: Agriculture, manufacturing, health care. Drivers: Food production, export growth, aging population
Ovens Murray	Key Industries: Agriculture, tourism, health care. Drivers: Tourism development, health services expansion

¹⁶ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



APPENDIX D: WESTERN AUSTRALIA (WA)

SNAPSHOT OF WESTERN AUSTRALIA



Legislative & Licensing Summary

Policy Element	Details
MR Act	Mutual Recognition (Western Australia) Act 2020
AMR Start Date	1 July 2022
Exclusions	Electrical, plumbing, security
Application Type	Manual-heavy processes
System Maturity	Low – complex and delayed

Key Licensed Occupations and Pathways

Occupation	Recognition Type	Process Summary
Electrician	MR	Apply via DMIRS
Builder	MR	Apply via DMIRS
Real Estate Agent	AMR	Notify DMIRS
Security Guard	MR	Apply via WA Police
Engineer	MR	Apply via EA or relevant board

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Jobs & Skills WA	WA residents only	DTWD
CVSP (Construction)	Yes – for interstate migrants	Migration WA
CITF	If working on WA projects	CITF

Workforce Overview

Sector	Employment	Key Occupations
Healthcare	244,400	Nurses, Carers
Construction	149,400	Managers, Electricians
Mining	148,600	Operators, Engineers
Retail	135,000	Sales Assistants



LEGISLATION

Overview of the Act

The *Mutual Recognition (Western Australia) Act 2020* adopts the Commonwealth's *Mutual Recognition Act 1992* into WA law, facilitating the recognition of regulatory standards for goods and occupations across Australian jurisdictions. This adoption allows individuals registered or licensed in one state or territory to carry out equivalent work in WA without the need for further assessment or requalification. The Act was amended in 2022 to incorporate the AMR scheme, streamlining the process for interstate workers to operate in WA.

The Act enhances labour mobility by reducing administrative barriers for professionals moving to WA. It is particularly beneficial for sectors with high interstate activity, such as construction, healthcare, and real estate.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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 jurisdictions.

Limitations

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

Supporting State Policies and Frameworks

- **Department of the Premier and Cabinet:** Oversees the implementation of AMR in WA, providing guidance and resources for interstate workers.
- **DMIRS:** Manages AMR for various occupations, ensuring compliance with WA safety standards.
- **Radiological Council:** Handles MR for radiation-related occupations, providing information on eligibility and notification requirements.

Relevant Training Subsidies and Supports

While the Act itself does not offer training subsidies, WA provides various training initiatives that support its intent by facilitating licence-readiness and mobility:

- **Jobs and Skills WA:** Offers government-subsidised training for eligible individuals, helping them gain the necessary qualifications for occupational licensing.
- **TAFE WA:** Provides VET courses aligned with industry needs, supporting skill development in various sectors.

These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.

Recent Developments

- **AMR Implementation:** WA's AMR scheme commenced on 1 July 2022, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.



- **Expansion to Building Professionals:** From 1 July 2022, building industry workers accredited in another state or territory can work in WA under the AMR scheme.

MUTUAL RECOGNITION - WA

In WA, MR applies for permanent moves or where occupations are excluded from AMR - most notably electricians. WA's system is generally more restrictive than SA's, with a greater number of high risk occupations exempted from AMR. WA's MR process involves more manual verification steps. The complexity of navigating licensing rules in WA can present barriers for interstate workers, particularly in construction and technical trades.

WA has a lower to moderate level of accessibility compared to SA, despite recognising a similar range of occupations. Manual application processes and a fragmented licensing system reduce ease of use. Regulatory requirements are high. DMIRS oversees much of the licensing but has limited integration across trades. Reports of slower turnaround times and greater complexity when navigating approvals, especially in construction and security sectors (approximately six week turn around).

The **MR Occupations Table** (Table D1) below provides a general overview of how MR applies in WA. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table D1: MR Occupations in WA

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builders, Building Surveyors, Plumbers, Electricians	Submit MR application via the DMIRS	Valid interstate licence, proof of identity, qualifications, insurance, MR statutory declaration.	DMIRS
Real Estate Agents, Business Agents, Auctioneers	Apply online via DMIRS Licensing Services	Valid interstate licence, police check, ID, good character declaration	DMIRS
Security Officers, Crowd Controllers, Investigators	Apply via WA Police Licensing Services	Police check, fingerprinting, training qualifications, interstate licence copy.	WA Police Licensing Services
Driving Instructors, Vehicle Examiners	Apply via Department of Transport WA	Current interstate accreditation, driving history, knowledge of WA laws	Department of Transport WA



Bookmakers, Gaming Machine Technicians	Apply via Department of Local Government, Sport and Cultural Industries (DLGSC)	Probity checks, police check, interstate registration	DLGSC
Radiographers, Radiation Therapists, Radiologists	Apply via Radiological Council of WA	AHPRA registration, ID, radiation safety training	Radiological Council of WA, AHPRA
Pest Control Operators	Submit MR form via Department of Health WA	Chemical handling training, safety documentation, insurance, current licence copy	Department of Health WA
Animal Control Officers	Apply via Department of Primary Industries and Regional Development (DPIRD)	Evidence of relevant experience, training, police check	DPIRD
Land Surveyors, Architects, Engineers	Apply through respective professional boards	Engineers: Engineers Australia (EA) approval; (AACA); Surveyors: Land Surveyors Licensing Board WA	EA, AACA, Land Surveyors Licensing Board WA
Motor Vehicle Dealers, Repairers, Second-hand Dealers, Pawnbrokers	Apply via DMIRS Consumer Protection	Licence copy, business address, character references, police check	DMIRS Consumer Protection
Bus Operators, Controlled Sports Officials, Water Drillers, Alcohol Interlock Installers	Submit MR application to relevant authority with proof of licence	Interstate licence, safety documents, police check	Relevant WA regulatory bodies



AUTOMATIC MUTUAL RECOGNITION - WA

WA has partially implemented AMR through the *Mutual Recognition (WA) Act 2010*, amended to give effect to the Commonwealth AMR reforms. However, the application of AMR is restricted, with many professions excluded such as electrical, plumbing and security. The process is more complex than SA, requiring most workers in excluded occupations to follow the MR route. The administrative burden, combined with more fragmented systems, reduces accessibility for interstate professionals.

The **AMR Occupations Table** (Table D2) below provides a general overview of how AMR applies in WA. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of AMR obligations but does not capture all possible requirements or exceptions.

Table D2: AMR Occupations in WA

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Builders, Building Surveyors, Painters, Plumbers, Gas Fitters	Notify DMIRS via the AMR notification form before commencing work.	Valid interstate licence, compliance with WA laws and regulations.	DMIRS
Real Estate Agents, Settlement Agents, Land Valuers, Employment Agents	Notify DMIRS via the AMR notification form before commencing work.	Valid interstate licence, compliance with WA laws and regulations.	DMIRS
Motor Vehicle Dealers, Repairers, Salespersons	Notify DMIRS via the AMR notification form before commencing work.	Valid interstate licence, compliance with WA laws and regulations.	DMIRS
Casino Employees, Casino Key Employees, Bookmakers, Bookmakers' Managers and Employees, Gaming Suppliers (Category D)	Notify DLGSC via the AMR notification form before commencing work.	Valid interstate licence, compliance with WA laws and regulations.	DLGSC
Water Well Drillers (Class 1 wells only)	Notify the Australian Drilling Industry Association (ADIA) before commencing work.	Valid interstate licence, compliance with WA laws and regulations.	ADIA



TRAINING SUBSIDY - WA

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Construction Visa Subsidy Program (CVSP):** Interstate workers in the construction industry are explicitly eligible, with up to \$10,000 available to support migration-related costs.
- **Employer-Based Incentives:** WA and Commonwealth Government employer incentives may apply if the employee is working in WA, creating potential access for cross border hires employed by WA-based businesses.
- **Defence Industry Existing Worker Incentive (DIEWI):** Supports upskilling of existing workers in WA's defence sector, potentially benefiting relocated or interstate recruits once employed.
- **Migration-Focused Support:** Programs such as the Skilled Migrant Job Connect Subsidy support recent arrivals to WA, including those who may have previously worked in other states.
- **Group Training Organisation (GTO) Wage Subsidies:** Cross border workers hosted by a WA-registered GTO may benefit indirectly from wage subsidies for apprentices and trainees.

Limitations:

- **Residency Requirement:** Core programs like Jobs and Skills WA, apprenticeships, and fee-free training require participants to reside in WA, excluding cross border commuters.
- **WA-Based Training Contracts Required:** Subsidised apprenticeships and traineeships must be tied to WA-registered contracts, restricting access for workers engaged by non-WA employers.
- **No Subsidy Portability:** Training subsidies cannot be transferred across borders; training started in WA is not subsidised if a worker relocates or works primarily in another state.
- **Limited Access for fly-in-fly-out (FIFO) and Mobile Workers:** Workers who fly in or work temporarily in WA are generally ineligible unless they relocate and meet residency rules.
- **Sector-Limited Programs:** Many flexible programs (e.g. CVSP) are limited to specific industries like construction, offering few cross border pathways in other high-demand sectors.

The below **Training and Funding Availability Table** (Table D3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of WA and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.



Table D3: Training and Funding Availability in WA

TRAINING / FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Jobs and Skills WA Subsidised Training	Must have left school and reside in WA; eligible if an Australian citizen, permanent visa holder, or holder of specific visa subclasses.	Department of Training and Workforce Development (DTWD)
Fee Free and Low Fee Training	Same as above; applies to select high-priority courses with reduced fees.	DTWD
Construction Industry Training Fund (CITF)	Supports subsidised training for eligible construction workers and apprentices employed on WA-based projects. Cross border workers may be eligible if working on WA construction sites through eligible employers or subcontractors.	CITF
Skilled Migrant Job Connect Subsidy Program	Skilled migrants who arrived in WA within the last 10 years must be unemployed, underemployed, or require licensing/registration to gain employment.	Migration WA
CVSP	Interstate and overseas skilled workers in the construction industry; provides up to \$10,000 to offset migration-related costs.	Migration WA
Apprenticeships and Traineeships	Available to individuals of working age residing in WA; must have a training contract registered with the DTWD.	DTWD
GTO Wage Subsidy	Employers in the building and construction sector hosting apprentices/trainees through a GTO; must be registered in WA.	DTWD
DIEWI	WA defence industry employers upskilling existing workers through traineeships; provides financial assistance up to \$6,375.	DTWD
Employer Incentives	Financial incentives are provided by the WA and the Commonwealth Government to help businesses with the cost of taking on a new employee, apprentice or trainee. Multiple incentives can apply.	



WORKFORCE PROFILE - WA

WA's workforce landscape in 2024–2025 is characterised by strong demand in healthcare, construction, mining, education, and retail sectors. Emerging industries such as renewable energy, digital technologies, and agribusiness are also creating new employment opportunities. Both metropolitan and regional areas are experiencing growth, contributing to the state's overall economic resilience.

Key Statistics¹⁷

- **Total Employment:** Approximately 1,629,100 people employed across WA.
- **Unemployment Rate:** Around 3.6%, indicating a tight labour market.
- **Participation Rate:** About 69.3%, reflecting a highly engaged workforce.
- **Youth Unemployment Rate:** Approximately 9%, suggesting challenges for younger job seekers.

The **Top Employing Industry Sectors in WA Table** (Table D4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in Western Australia.

Table D4: Top Employing Industry Sectors in WA¹⁸

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 244,400 workers. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Welfare Support Workers. • Growth Drivers: Aging population and expanded NDIS services.
Construction	• Employment: Approximately 149,400 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.
Mining	• Employment: Approximately 148,600 workers. • Key Occupations: Mining Engineers, Geologists, Heavy Machinery Operators. • Growth Drivers: Resource development and export demand.

¹⁷ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)

¹⁸ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Education and Training	• Employment: Approximately 120,000 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Retail	• Employment: Approximately 135,000 workers. • Key Occupations: Sales Assistants, Retail Managers. • Growth Drivers: Consumer demand and population growth.

Western Australia has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in WA by Industry Sector Table** (Table D5) below. For each of these industries the top occupations and key growth factors are listed.

Table D5: High-Demand Occupations in WA by Industry Sector¹⁹

Industry Sector	Insights
Health Care and Social Assistance	• Registered Nurses • Aged and Disabled Carers • Welfare Support Workers • Key Growth Factors: Aging population, NDIS expansion.
Construction	• Construction Managers • Electricians • Plumbers • Carpenters and Joiners • Key Growth Factors: Infrastructure projects, housing demand.
Mining	• Mining Engineers • Geologists • Heavy Machinery Operators • Key Growth Factors: Resource development, export demand.
Education and Training	• Primary School Teachers • Secondary School Teachers • Early Childhood Educators • Key Growth Factors: Population growth, educational initiatives.
Retail Trade	• Sales Assistants (General) • Retail Managers • Key Growth Factors: Consumer spending, retail expansion.

Variations in industry demand occur at a regional level across jurisdictions. Table D6 below outlines the **WA Regional Highlights** for the key regions of Perth Metro, Pilbara Region, and the South-West Region.

¹⁹ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Table D6: WA Regional Highlights²⁰

Region	Insights
Perth Metro	Key Industries: Healthcare, education, construction, retail. Employment Growth: Driven by urban development and service sector expansion.
Pilbara Region	Key Industries: Mining, construction. Employment Growth: Supported by resource development and infrastructure projects.
South-West Region	Key Industries: Agriculture, tourism, manufacturing. Employment Growth: Boosted by agribusiness expansion and tourism initiatives.

²⁰ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)



APPENDIX E: NEW SOUTH WALES (NSW)

SNAPSHOT OF NEW SOUTH WALES



Legislative & Licensing Summary

Policy Element	Details
MR Act	Mutual Recognition (New South Wales) Act 1992
AMR Start Date	1 July 2021
Exclusions	Medical, builders, some security roles
Application Type	Digital (Service NSW portal)
System Maturity	High – strong user guidance

Key Licensed Occupations and Pathways

Occupation	Recognition Type	Process Summary
Electrician	AMR	Notify via online form, must meet NSW standards
Builder	MR	Apply via Fair Trading
Real Estate Agent	AMR/MR	Notify or apply depending on license class
Security Officer	MR	Apply via SLED with checks
Plumber	AMR	Notify NSW Fair Trading

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Smart and Skilled	If live/work in NSW	NSW Dept of Education
Fee-Free Apprenticeships	NSW contracts only	NSW Dept of Education
VET Student Loans	Nationally portable	DEWR

Workforce Overview

Sector	Employment	Key Occupations
Healthcare	677,300	Nurses, Carers, Support Workers
Construction	406,900	Managers, Electricians, Plumbers
Retail	415,200	Sales Assistants, Managers
Professional Services	466,400	Programmers, Analysts



LEGISLATION

Overview of the Act

The *Mutual Recognition (New South Wales) Act 1992* adopts the Commonwealth's *Mutual Recognition Act 1992* into NSW law, facilitating the recognition of regulatory standards for goods and occupations across Australian jurisdictions. This adoption allows individuals registered or licensed in one state or territory to carry out equivalent work in NSW without the need for further assessment or requalification. The Act was amended in 2021 to incorporate the AMR scheme, streamlining the process for interstate workers to operate in NSW.

The Act enhances labour mobility by reducing administrative barriers for professionals moving to NSW. It is particularly beneficial for sectors with high interstate activity, such as construction, healthcare, and real estate. However, the effectiveness of the Act depends on consistent implementation across jurisdictions.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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.

Limitations

- **Occupational Exclusions:** NSW has excluded certain high risk occupations from AMR, such as medical practitioners, builders, and some security roles.

Supporting State Policies and Frameworks

- **NSW Fair Trading:** Oversees the implementation of AMR for various occupations, including builders, electricians, and real estate professionals.
- **Service NSW:** Provides a platform for interstate workers to notify their intention to work in NSW under the AMR scheme.
- **Environmental Protection Agency:** Handles MR for radiation-related occupations and site contamination auditors.

Relevant Training Subsidies and Supports

While the Act itself does not offer training subsidies, NSW provides various training initiatives that support its intent by facilitating licence-readiness and mobility:

- **Smart and Skilled Program:** Offers government-subsidised training for eligible individuals, helping them gain the necessary qualifications for occupational licensing.
- **TAFE NSW:** Provides VET courses aligned with industry needs, supporting skill development in various sectors. Includes fee for service, subsidised and Fee-Free TAFE programs.
- **Fee Free Apprenticeships and Traineeships:** NSW offers fee-free apprenticeships and traineeships, provider agnostic.

These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.



Recent Developments

- **AMR Implementation:** NSW's AMR scheme commenced on 1 July 2021, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.
- **NSW Expansion of AMR:** NSW has expanded its AMR scheme to include additional occupations such as conveyancers, automotive industry workers and real estate agents, effective from 1 July 2025. This move aims to reduce red tape and support workforce mobility.

MUTUAL RECOGNITION - NSW

In NSW, MR is used for permanent relocations, occupations excluded from AMR, or where a full NSW licence is required. The process is comparable to SA, with well-integrated licensing structures and detailed online guidance. These strengths make NSW a relatively easy jurisdiction to navigate for MR purposes, especially for those transitioning from or to high-volume industries such as real estate, building, and security.

NSW also has a high ease of process and recognises a broader range of occupations than SA in some personal service sectors. It places fewer restrictions on real estate licensing. The Department of Fair Trading provides accessible MR processing with well-structured online guidance. However, licensing for security occupations is managed separately by the SLED, which can cause some confusion. Despite this, NSW remains a user-friendly jurisdiction for MR applicants.

The **MR Occupations Table** (Table E1) below provides a general overview of how MR applies in NSW. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table E1: MR Occupations in NSW

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builders, Building Supervisors, Electricians, Plumbers, Gas Fitters	Apply via NSW Fair Trading with MR application form	Valid interstate licence, proof of identity, qualifications, insurance, MR statutory declaration	NSW Fair Trading, SafeWork NSW (for high risk work)
Real Estate Agents, Business Agents, Stock and Station Agents, Auctioneers	Apply online or via NSW Fair Trading Property Licensing	Valid interstate licence, police check, ID, good character declaration	NSW Fair Trading Licensing Team
Security Officers, Crowd Controllers, Investigators	Apply via NSW SLED	Police check, fingerprinting, training qualifications, interstate licence copy	NSW Police SLED



Driving Instructors, Vehicle Examiners	Apply via Transport for NSW	Current interstate accreditation, driving history, knowledge of NSW laws	Transport for NSW
Bookmakers, Gaming Machine Technicians	Apply via Liquor & Gaming NSW	Probity checks, police check, interstate registration	Liquor & Gaming NSW
Radiographers, Radiation Therapists, Radiologists	Apply via NSW EPA Radiation Licensing Unit	AHPRA registration, ID, radiation safety training	NSW EPA Radiation Licensing Unit, AHPRA
Pest Control Operators	Submit MR form via NSW EPA	Chemical handling training, safety documentation, insurance, current licence copy.	NSW EPA
Animal Control Officers	Apply via Department of Primary Industries	Evidence of relevant experience, training, police check.	Department of Primary Industries
Land Surveyors, Architects, Engineers	Apply through respective professional boards	Engineers: Engineers Australia approval; Architects: AACA recognition; Surveyors: BOSSI	Engineers Australia, AACA, Board of Surveying and Spatial Information
Motor Vehicle Dealers, Repairers, Second-hand Dealers, Pawnbrokers	Apply via NSW Fair Trading Traders Licensing	Licence copy, business address, character references, police check	NSW Fair Trading Business & Trader Licensing Unit
Bus Operators, Controlled Sports Officials, Water Drillers, Alcohol Interlock Installers	Submit MR application to relevant authority with proof of licence	Interstate licence, safety documents, police check	Relevant NSW regulatory bodies



AUTOMATIC MUTUAL RECOGNITION - NSW

NSW supports AMR for temporary interstate work in declared occupations, using the *Mutual Recognition (New South Wales) Act 1992* as its legislative framework. The AMR scheme is accessible and well-documented, with clear guidance through Service NSW and online platforms. NSW manages exclusions efficiently and maintains transparency in eligibility. The process is considered equivalent to SA's and supports strong cross border workforce mobility.

The **AMR Occupations Table** (Table E2) below provides a general overview of how AMR applies in NSW. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of AMR obligations but does not capture all possible requirements or exceptions.

Table E2: AMR Occupations in NSW

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Bricklayers, Carpenters, Painters, Plasterers, Tilers, Waterproofers, etc.	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading
Electricians, Electrical Engineers	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading
Plumbers, Drainers, Gasfitters	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading
Real Estate Agents, Property Managers, Stock and Station Agents	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading
Conveyancers	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading
Motor Dealers, Repairers, Vehicle Inspectors	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading



Security Guards, Private Investigators	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	NSW Fair Trading
Bus Drivers, Driving Instructors	Notify Transport for NSW via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	Transport for NSW
Professional Engineers	Notify NSW Fair Trading via online AMR notification form before commencing work.	Valid interstate registration, compliance with NSW laws and regulations.	NSW Fair Trading
Architects, Surveyors, Radiation Practitioners, Pesticide Users, etc.	Notify respective NSW regulator via online AMR notification form before commencing work.	Valid interstate licence, compliance with NSW laws and regulations.	Relevant NSW Regulatory Bodies

TRAINING SUBSIDY - NSW

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Work Location-Based Eligibility:** Smart and Skilled funding is available to individuals living or working in NSW, allowing cross border workers to access subsidies if employed in NSW, regardless of where they reside.
- **Border Area Flexibility for Indigenous Australians:** Aboriginal and Torres Strait Islander people living in designated interstate border regions may be eligible under Smart and Skilled, enhancing access for disadvantaged learners.
- **Fee-Free Apprenticeships and Traineeships:** NSW-based apprentices and eligible trainees, including school-based participants, benefit from full course fee subsidies, supporting cross border youth working in NSW.
- **VET Student Loans Accessibility:** Federally administered VET Student Loans can be accessed regardless of state borders, providing financial support for diploma-level training to eligible learners working or studying in NSW.
- **Comprehensive Coverage via NSW Skills List:** A wide range of qualifications are subsidised, allowing flexible upskilling across industries for interstate residents working in NSW.

Limitations:

- **Residency or Work in NSW Required:** All core programs require the student to either reside or work in NSW-excluding individuals who live and work outside the state but seek to study in NSW.
- **Limited Clarity for Mobile Workforces:** Workers with multi-state employment or mobile contracts may face ambiguity in proving eligibility under the “working in NSW” criteria.



- **Exclusions for Non-NSW Apprenticeships:** Apprenticeships or traineeships not registered in NSW are generally ineligible, limiting support for cross border workers tied to interstate employers.
- **No Automatic Portability Across States:** Training subsidies do not follow workers between states, meaning Smart and Skilled support cannot continue if a learner moves out of NSW.
- **Aboriginal Access Exceptions Are Narrow:** Border access flexibility for Aboriginal learners is restricted to specific communities, excluding others who may be nearby but outside defined zones.

The below **Training and Funding Availability Table** (Table E3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of NSW and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.

Table E3: Training and Funding Availability in NSW

TRAINING / FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Smart and Skilled	Must be an Australian citizen, permanent resident, humanitarian visa holder, or New Zealand citizen; aged 15 years or older; living or working in NSW; and no longer at school. Some exceptions apply, including Aboriginal and Torres Strait Islander people living in specific defined interstate border areas with NSW may also be eligible.	NSW Department of Education
Fee-Free Apprenticeships and Traineeships	NSW apprentices and some new-entrant trainees may be eligible for a government subsidy for the training that supports their apprenticeship or traineeship including school-based apprentices.	NSW Department of Education
VET Student Loans	Available to Australian citizens, permanent humanitarian visa holders, and qualifying New Zealand citizens enrolled in approved diploma-level courses.	DEWR
NSW Skills List	Qualifications on the NSW Skills List are eligible for government subsidy under NSW Smart and Skilled.	NSW Government

WORKFORCE PROFILE - NSW

The workforce landscape in 2024–2025 shows a strong demand in healthcare, construction, education, professional services, and retail sectors. Emerging industries such as advanced manufacturing, digital technologies, and the clean economy are also creating new employment opportunities. Both metropolitan and regional areas are experiencing growth, contributing to the state's overall economic resilience.



Key Statistics²¹

- **Total Employment:** Approximately 4.48 million people employed across NSW.
- **Unemployment Rate:** Around 3.5%, indicating a tight labour market.
- **Youth Unemployment Rate:** Approximately 9.3%, suggesting challenges for younger job seekers.
- **Participation Rate:** About 65.9%, reflecting the proportion of the working-age population engaged in the labour force.
- **Projected Employment Growth (2024–2034):** An increase of 523,300 jobs, representing an 11.7% growth.

The **Top Employing Industry Sectors in NSW Table** (Table E4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in South Australia.

Table E4: Top Employing Industry Sectors in NSW²²

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 677,300 workers, representing 15.1% of NSW's total employment. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Welfare Support Workers. • Growth Drivers: An aging population and expanded NDIS services.
Construction and Infrastructure	• Employment: Approximately 406,900 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.
Education and Training	• Employment: Approximately 291,000 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Professional, Scientific, and Technical Services	• Employment: Approximately 466,400 workers. • Key Occupations: Software and Applications Programmers, Solicitors, Management and Organisation Analysts. • Growth Drivers: Digital transformation and increased demand for professional services.
Retail Trade	• Employment: Approximately 415,200 workers. • Key Occupations: Sales Assistants, Retail Managers. • Growth Drivers: Consumer demand and population growth.

New South Wales has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in NSW by Industry Sector Table** (Table E5) below. For each of these industries the top occupations and key growth factors are listed.

²¹ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)

²² [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Table E5: High-Demand Occupations in NSW by Industry Sector²³

Industry Sector	Insights
Health Care and Social Assistance	- Registered Nurses - Aged and Disabled Carers - Welfare Support Workers Key Growth Factors: Aging population, NDIS expansion.
Construction	- Construction Managers - Electricians - Plumbers - Carpenters and Joiners Key Growth Factors: Infrastructure projects, housing demand.
Education and Training	- Primary School Teachers - Secondary School Teachers - Education Aides - University Lecturers and Tutors Key Growth Factors: Population growth, educational initiatives.
Professional, Scientific, and Technical Services	- Software and Applications Programmers - Solicitors - Management and Organisation Analysts - Accountants Key Growth Factors: Digital transformation, increased demand for professional services.
Retail Trade	- Sales Assistants (General) - Retail Managers Key Growth Factors: Consumer spending, retail expansion.

Variations in industry demand occur at a regional level across jurisdictions. Table E6 below outlines the **NSW Regional Highlights** for the key regions of Greater Sydney and Regional NSW.

Table E6: NSW Regional Highlights²⁴

Region	Insights
Greater Sydney	Key Industries: Healthcare, construction, education, professional services. Employment Growth: Significant growth due to infrastructure projects and population increase.
Regional NSW	Key Industries: Healthcare, agriculture, education. Employment Growth: Steady growth with opportunities in renewable energy projects and regional development initiatives

²³ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)

²⁴ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)



APPENDIX F: AUSTRALIAN CAPITAL TERRITORY (ACT)



SNAPSHOT OF AUSTRALIAN CAPITAL TERRITORY

Legislative & Licensing Summary

Policy Element	Details
MR Act	Mutual Recognition (ACT) Act 1992
AMR Start Date	1 July 2021
Exclusions	Construction, teaching (until 2025/27)
Application Type	Centralised (Access Canberra)
System Maturity	High – streamlined digital access

Key Licensed Occupations and Pathways

Occupation	Recognition Type	Process Summary
Real Estate Agent	AMR	Notify Access Canberra
Security Officer	AMR	Notify Access Canberra
Builder	MR	Apply via Access Canberra
Engineer	MR/AMR	Professional board submission
Taxi Driver	AMR	Notify Access Canberra

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Skilled Capital	Live/work in ACT	Skills Canberra
User Choice (Apprentices)	ACT-based employer required	Skills Canberra
VET Student Loans	Nationally portable	DEWR

Workforce Overview

Sector	Employment	Key Occupations
Public Admin	88,000	Analysts, Policy Officers
Healthcare	35,000	Nurses, Health Professionals
Education	30,000	Teachers, Educators
Construction	15,000	Managers, Electricians



LEGISLATION

Overview of the Act

The *Mutual Recognition (Australian Capital Territory) Act 1992* adopts the *Mutual Recognition Act 1992 (Cth)* into ACT law, enabling the recognition of regulatory standards for goods and occupations across Australian jurisdictions. This adoption allows individuals registered or licensed in another state or territory to carry out equivalent work in the ACT without the need for additional assessment or requalification.

In addition, the ACT is a participating jurisdiction under the *Mutual Recognition (Commonwealth Powers) Act 2021 (ACT)*, which supports the national implementation of the AMR scheme. Under AMR, eligible workers holding an occupational licence in another state or territory can work in the ACT without applying for a new local licence, provided they meet the relevant notification and compliance requirements.

This combined framework enhances labour mobility by reducing administrative barriers for professionals moving to or working in the ACT. It is particularly beneficial for industries with high levels of cross border activity, such as construction, health, and real estate. The effectiveness of MR and AMR depends on consistent implementation, transparent regulatory guidance, and coordination between jurisdictions.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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.

Limitations

- **Occupational Exclusions:** The ACT has excluded certain high risk occupations from AMR, such as teaching (until 1 July 2027), firearms dealers (until 1 July 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).

Supporting Territory Policies and Frameworks

- **Access Canberra:** Oversees the implementation of AMR for various occupations, including builders, electricians, and real estate professionals.
- **Environment, Planning and Sustainable Development Directorate (EPSDD):** Manages AMR for professional engineers and ensures compliance with ACT safety standards.
- **WorkSafe ACT:** Provides information on AMR and its benefits for economic recovery and productivity.

Relevant Training Subsidies and Supports

The ACT provides various training initiatives that support the intent of the Act by facilitating licence-readiness and mobility including Skilled Capital. Skilled Capital provides government-subsidised training for eligible individuals, helping them gain the necessary qualifications for occupational licensing.



This subsidy complements the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.

Recent Developments

- **AMR Implementation:** The ACT's AMR scheme commenced on 1 July 2021, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.

MUTUAL RECOGNITION - ACT

In the ACT, MR applies under standard conditions such as permanent relocation or for excluded occupations, including some construction roles. The ACT's centralised licensing model simplifies navigation and makes the MR process as efficient as SA. With clear pathways and transparency, the ACT performs well relative to other jurisdictions, particularly for workers in regulatory or professional occupations.

The ACT offers high ease of access, although it recognises a slightly narrower range of occupations than SA, particularly in high risk or technical fields. Access Canberra provides a streamlined, centralised digital platform for licence applications, enabling quick processing for lower-risk occupations. The ACT is well suited for administrative and professional roles that benefit from simplified and efficient licence recognition.

The **MR Occupations Table** (Table F1) below provides a general overview of how MR applies in the ACT. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table F1: MR Occupations in the ACT

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builders, Building Assessors, Surveyors, Drainers, Plumbers, Electricians, Gasfitters, Plan Certifiers	Submit MR form via Access Canberra Construction Occupations Registrar	Licence copy, ID, qualifications, insurance, MR statutory declaration	ACT Construction Occupations Registrar, OTR (for electrical & gas), potentially Engineers Australia for certain certifiers
Real Estate Agents, Business Agents, Stock and Station Agents, Auctioneers	Apply online or via Access Canberra Property Licensing	Licence copy, police check, ID, good character declaration	Access Canberra Licensing Team



Security Officers, Consultants, Trainers, Crowd Controllers, Installers	Apply via Access Canberra Security Industry Regulation	Police check, fingerprinting, training qualifications	ACT Policing, Access Canberra Security Licensing Unit
Driving Instructors, Vehicle Examiners, Taxi/Rideshare Operators	Apply online via Access Canberra Transport Licensing	Current licence, driving history, knowledge of ACT laws	Access Canberra, ACT Road Transport Authority
Gaming Technicians, Bookmakers, Casino Employees	Apply via Access Canberra - Gambling & Racing	Probity checks, police check, interstate registration	ACT Gambling and Racing Commission
Radiographers, Radiation Therapists, Radiologists	Apply via Radiation Licensing Unit	AHPRA registration, ID, radiation safety training	ACT Radiation Council, AHPRA
Pest & Weed Control Operators	Submit MR form via Access Canberra	Safety and chemical handling training, insurance	EPA
Assistance Animal Trainers and Assessors	Apply via Access Canberra Animal Regulation	Proof of experience, training, police clearance	Access Canberra Animal Licensing Team
Land Surveyors, Architects, Engineers	Submit MR application with credentials	Engineers: Engineers Australia approval; Architects: AACA recognition; Surveyors: Surveyors Board	Engineers Australia, AACA, ACT Surveyors Board



Motor Dealers, Repairers, Wholesalers, Pawnbrokers	Apply via Access Canberra Traders Licensing	Licence copy, business address, character references, police check	Access Canberra Business & Trader Licensing Unit
Bus Operators, Controlled Sports Officials, Water Drillers, Alcohol Interlock Installers	Submit MR to Access Canberra with proof of licence	Interstate licence, safety documents, police check	ACT Controlled Sports Registrar, Access Canberra, ACT Health (alcohol program oversight)

AUTOMATIC MUTUAL RECOGNITION - ACT

The ACT applies AMR under the *Mutual Recognition (ACT) Act 1992*, incorporating updates to support the AMR framework introduced nationally. The ACT's centralised licensing system makes it slightly easier to navigate than SA, with well-defined exclusions and efficient processing through Access Canberra. AMR is available for most occupations, and the system is particularly suited to lower-risk or administrative roles that benefit from clear occupational boundaries and streamlined digital access.

The **AMR Occupations Table** (Table F2) below provides a general overview of how AMR applies in the ACT. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of AMR obligations but does not capture all possible requirements or exceptions.



Table F2: AMR Occupations in the ACT

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Builders, Building Assessors, Building Surveyors, Drainers, Electricians, Gasfitters, Gas Appliance Workers, Plumbers, Plumbing Plan Certifiers, Works Assessors	Currently excluded from AMR until 1 July 2025 due to significant risk exemption. Must apply through the MR process.	N/A	Access Canberra
Real Estate Agents, Business Agents, Stock and Station Agents, Land Auctioneers	Notify Access Canberra via online AMR notification form.	Valid interstate licence, ID, compliance with ACT laws and regulations.	Access Canberra
Security Industry Professionals	Notify Access Canberra via online AMR notification form.	Valid interstate licence, ID, compliance with ACT laws and regulations.	Access Canberra
Driving Instructors, Taxi Service Operators, Hire Car Service Providers, Rideshare Driver Accreditors, Heavy Vehicle Driver Assessors, Transport Booking Service Providers	Notify Access Canberra via online AMR notification form.	Valid interstate licence, ID, compliance with ACT laws and regulations.	Access Canberra
Architects, Land Surveyors, Pest and Weed Control Operators, Gaming Technicians, Assistance Animal Trainers and Assessors, Controlled (Combat) Sports Officials and Contestants, Race Bookmakers/Agents, Sports Bookmaker Agents, Second-hand Dealers and Pawnbrokers, Water Drillers	Notify Access Canberra via online AMR notification form.	Valid interstate licence, ID, compliance with ACT laws and regulations.	Access Canberra



TRAINING SUBSIDY - ACT

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Eligibility Based on Work Location:** Programs like Skilled Capital and ACT Australian Apprenticeships (User Choice) allow access for individuals working in the ACT, regardless of whether they live in NSW-enabling support for cross border commuters.
- **Employer-Tied Access for Apprentices:** Australian Apprenticeships (User Choice) funding in the ACT supports eligible apprentices and trainees who have a training contract with an ACT-based employer and whose workplace is located within the ACT. While individuals may reside outside the ACT, their employment must be tied to an ACT workplace to be eligible.
- **Sector-Specific Training Support:** The ACT Building and Construction Industry Training Fund (CITF) benefits workers and employers operating in the ACT, including eligible interstate residents employed on ACT projects.
- **Federal Loan Access:** Learners studying in the ACT may still access VET Student Loans for diploma-level training, providing portable financial support that complements local subsidies.
- **Small Jurisdiction = Greater Flexibility:** Given ACT's unique geography and close integration with NSW, many programs consider workplace location over residency, creating more practical access for cross border workers. ACT deliberately structures its policies to treat NSW workers as part of the ACT labour market, especially in training access. It embraces cross border commuting as normal.

Limitations:

- **Residency Requirement for Targeted Support:** Programs like the Adult Community Education Grants Program and the One-off Payment for Apprentices and Trainees are strictly limited to ACT residents, excluding NSW-based workers.
- **No Portability of Subsidies Beyond ACT Borders:** Training subsidies do not extend to workers training outside the ACT, even if they are employed by an ACT business-limiting flexibility for remote delivery or relocation.
- **Limited School-Based Access:** The program is available only to school students enrolled in ACT schools, excluding students from NSW who may work in ACT businesses.
- **Industry Funded Program Bound to Territory:** The Building and Construction Training Fund applies only to projects physically located in the ACT, making workers on cross border construction projects ineligible.
- **Inconsistent Recognition of Interstate Experience:** Some programs rely on ACT-specific training contracts or employer registrations, which may disadvantage interstate workers employed by national companies without an ACT-specific setup.

The below **Training and Funding Availability Table** (Table F3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of the ACT and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.



Table F3: Training and Funding Availability in the ACT

TRAINING OR FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Skilled Capital	Open to Australian citizens, permanent residents, and eligible visa holders residing or working in the ACT. Offers subsidies for qualifications and skill sets in areas of skills need.	Skills Canberra
User Choice (Australian Apprenticeships)	Available to individuals employed under a training contract with an ACT-based employer, where the workplace is located in the ACT. The apprentice or trainee must be an Australian citizen, permanent resident, or eligible visa holder.	Skills Canberra
ACT Adult Community Education Grants Program	Targets Canberrans experiencing barriers to learning, training, and work. Provides funding to support the development of foundation skills.	Skills Canberra
ACT Building and Construction Industry Training Fund	Applies to employers and workers in the ACT's building and construction industry. Funded through a levy on construction work to support training initiatives.	Training Fund Authority
One-off Payment for Apprentices and Trainees	ACT residents employed under an apprenticeship or traineeship as of 1 July 2024. Provides a \$250 payment to assist with the cost of living.	ACT Government
Starting an Apprenticeship at School	For school students in the ACT combining part-time work with structured training while completing their education.	Skills Canberra

WORKFORCE PROFILE - ACT

The ACT's workforce landscape in 2024–2025 shows strong demand in public administration, professional services, healthcare, education, and construction sectors. Emerging industries such as renewable energy, cybersecurity, and advanced manufacturing are also creating new employment opportunities. ACT's highly educated workforce and strategic location continue to attract investment and drive economic growth.



Key Statistics²⁵

- **Total Employment:** Approximately 293,200 people employed across the ACT.
- **Unemployment Rate:** Around 3.4%, indicating a tight labour market.
- **Participation Rate:** About 70.2%, reflecting a highly engaged workforce.
- **Projected Employment Growth (2024–2029):** An increase of 24,700 jobs, representing an 8.4% growth.

The **Top Employing Industry Sectors in the ACT Table** (Table F4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in the ACT.

Table F4: Top Employing Industry Sectors in the ACT²⁶

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 35,000 workers. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Allied Health Professionals. • Growth Drivers: Aging population and expanded health services.
Construction	• Employment: Approximately 15,000 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.
Education and Training	• Employment: Approximately 30,000 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Public Administration and Safety	• Employment: Approximately 88,000 workers. • Key Occupations: Policy and Planning Managers, Intelligence and Policy Analysts, Administrative Officers. • Growth Drivers: Federal government presence and associated services.
Professional, Scientific and Technical Services	• Employment: Approximately 40,000 workers. • Key Occupations: Software and Applications Programmers, ICT Business Analysts, Management Consultants. • Growth Drivers: Digital transformation and consultancy services.

The Australian Capital Territory has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in ACT by Industry Sector Table** (Table F5) below. For each of these industries the top occupations and key growth factors are listed.

²⁵ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)

²⁶ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Table F5: High-Demand Occupations in the ACT by Industry Sector²⁷

Industry Sector	Insights
Health Care and Social Assistance	- Registered Nurses - Aged and Disabled Carers - Allied Health Professionals Key Growth Factors: Aging population, NDIS expansion.
Construction	- Construction Managers - Electricians - Plumbers - Carpenters and Joiners Key Growth Factors: Infrastructure projects, housing demand.
Information and Communication Technology	- Software and Applications Programmers - ICT Business Analysts - Cybersecurity Specialists Key Growth Factors: Digital transformation, increased demand for IT services.
Education and Training	- Primary School Teachers - Secondary School Teachers - Early Childhood Educators Key Growth Factors: Population growth, educational initiatives.
Public Administration	- Policy and Planning Managers - Intelligence and Policy Analysts - Administrative Officers Key Growth Factors: Federal government operations and associated services.

Table F6 below outlines the **ACT Regional Highlights** for the central Canberra region of the ACT.

Table F6: ACT Regional Highlights²⁸

Region	Insights
Canberra	Key Industries: Public administration, education, healthcare, ICT. Employment Growth: Driven by federal government presence and associated services.

²⁷ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)

²⁸ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



APPENDIX G: NORTHERN TERRITORY (NT)

SNAPSHOT OF NORTHERN TERRITORY



Legislative & Licensing Summary

Policy Element	Details
MR Act	<i>Mutual Recognition (NT) Act 1992</i>
AMR Start Date	1 July 2021
Exclusions	Some high risk and teacher roles
Application Type	Less digitised, manual processes
System Maturity	Low-medium – efficient but limited scope

Key Licensed Occupations and Pathways

Occupation	Recognition Type	Process Summary
Builder	MR	Apply via BPB
Electrician	MR	Apply via NT WorkSafe
Security Officer	MR/AMR	Notify Occupational Licensing
Plumber	AMR	Notify NT Licensing
Real Estate Agent	AMR	Notify NT Licensing

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
User Choice	Yes – if working in NT	Dept of Education NT
Fee-Free TAFE	NT residents only	Dept of Education NT
Apprentice Travel Subsidy	Yes – distance based	Dept of Education NT

Workforce Overview

Sector	Employment	Key Occupations
Healthcare	26,000	Nurses, Carers
Construction	7,800	Managers, Electricians
Education	14,200	Teachers, Educators
Public Admin	21,500	Policy, Admin Staff



LEGISLATION

Overview of the Act

The *Mutual Recognition (Northern Territory) Act 1992* adopts the Commonwealth's *Mutual Recognition Act 1992*, allowing for the recognition of regulatory standards for goods and occupations across Australian jurisdictions. This legislation enables individuals who are registered or licensed in another state or territory to undertake equivalent work in the NT without the need for additional assessment or requalification. The Act was passed on 18 December 1992 and commenced on 1 March 1993.

In line with national reforms, the NT implemented the AMR scheme from 1 July 2021. AMR allows eligible licence holders from other Australian jurisdictions to commence work in the NT without applying for a separate local licence, provided they notify the relevant NT regulator before commencing work. This approach supports improved labour mobility and reduces administrative burden for workers moving across borders.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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 jurisdictions.

Limitations

- **Occupational Exclusions:** The NT has excluded certain high risk occupations from AMR, such as high risk work licence assessors.

Supporting Territory Policies and Frameworks

- **Licensing NT:** Oversees the implementation of AMR for various occupations, including architects, building practitioners, and property agents.
- **NT WorkSafe:** Manages AMR for high risk occupations, ensuring compliance with NT safety standards.
- **Surveyors Board of the NT:** Handles MR for surveyors, providing information on eligibility and notification requirements.

Relevant Training Subsidies and Supports

The NT provides various training initiatives that support the intent of the Act by facilitating licence-readiness and mobility:

- **Department of Industry, Tourism and Trade:** Offers VET courses aligned with industry needs, supporting skill development in various sectors.
- **Charles Darwin University (TAFE):** Provides government-subsidised training for eligible individuals, helping them gain the necessary qualifications for occupational licensing.

These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.



Recent Developments

- **AMR Implementation:** The NT's AMR scheme commenced on 1 July 2021, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.
- **Expansion to Additional Occupations:** From July 2022, interstate workers can use their current gasfitter or shotfirer licence in the NT without needing to apply or pay a fee for a second licence.

MUTUAL RECOGNITION – NT

The NT applies MR for permanent moves and where occupations fall outside AMR coverage. Its approach is comparable to SA, offering a straightforward MR process despite a less digitised system. The NT is efficient in processing, with minimal delays and well-communicated guidelines on excluded occupations. The lower level of system sophistication is offset by the territory's administrative clarity and responsiveness.

The NT has a lower level of process ease compared to SA. It recognises fewer occupations under MR, particularly in the security and property sectors. Manual documentation is still the dominant process, and digital systems are limited. Although the NT supports construction sector mobility, it is less suited to broader occupational movement due to limited coverage and higher costs.

The **MR Occupations Table** (Table G1) below provides a general overview of how MR applies in the NT. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table G1: MR Occupations in the NT

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Building Contractors (Residential/Commercial), Building Certifiers, Certifying Engineers (Structural, Mechanical, Hydraulic), Certifying Plumbers and Drainers	Submit MR application via the Building Practitioners Board (BPB)	Valid interstate licence, proof of identity, qualifications, insurance, MR statutory declaration	BPB
Advanced Tradesman Plumbers, Journeyman Plumbers	Submit MR application via the Plumbers and Drainers Licensing Board	Valid interstate licence, proof of identity, qualifications, MR statutory declaration	Plumbers and Drainers Licensing Board



Electrical Workers	Submit MR application via NT WorkSafe	Valid interstate licence, proof of identity, qualifications, MR statutory declaration	NT WorkSafe
Security Officers, Crowd Controllers	Submit MR application via Licensing NT	Valid interstate licence, police check, fingerprinting, training qualifications, MR statutory declaration	Licensing NT
Real Estate Agents, Business Agents, Stock and Station Agents, Auctioneers	Submit MR application via Licensing NT	Valid interstate licence, police check, ID, good character declaration, MR statutory declaration	Licensing NT
Land Surveyors, Architects, Engineers	Submit MR application via respective professional boards	Engineers: Engineers Australia approval; Architects: AACA recognition; Surveyors: Surveyors Board	Engineers Australia, AACA, Surveyors Board NT
Legal Practitioners	Submit MR application via the Legal Practitioners Admission Board	Valid interstate admission, proof of identity, qualifications, MR statutory declaration	Legal Practitioners Admission Board
Commercial and Private Agents, Process Servers	Submit MR application via Licensing NT	Valid interstate licence, proof of identity, qualifications, MR statutory declaration.	Licensing NT



AUTOMATIC MUTUAL RECOGNITION – NT

The NT has implemented AMR through the *Mutual Recognition (NT) Act 1992*, amended to include provisions from the federal AMR legislation. The scheme applies to most occupations, with a notification requirement in place. While the system is less digitised than in other jurisdictions, it is functionally aligned with SA's and accommodates high-demand roles well, particularly in construction and technical fields.

The scope of AMR in the NT was expanded from 1 July 2022 to include certain high risk occupations regulated by NT WorkSafe, such as electrical workers, gasfitters, and shot-firers. Some occupations remain excluded from AMR on a time-limited basis. For example, teachers are currently exempt and are not eligible to operate under AMR in the NT until 30 June 2027.

The introduction of AMR has enhanced workforce flexibility in sectors such as construction, healthcare, and real estate. However, its effectiveness continues to rely on clear notification processes, interjurisdictional cooperation, and consistent implementation across states and territories.

The **AMR Occupations Table** (Table G2) below provides a general overview of how AMR applies in the NT. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table G2: AMR Occupations in the NT

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Building Practitioners, Surveyors, Architects	Notify Occupational Licensing via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	Occupational Licensing
Security Officers, Crowd Controllers, Commercial and Private Agents	Notify Occupational Licensing via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	Occupational Licensing
Gaming Machine Repairers, Gaming Machine Managers, Casino Operatives, Bookmaker Key Employees	Notify Licensing NT via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	Licensing NT
Plumbers (including Advanced Tradesman, Journeyman), Endorsements (Backflow Prevention, Thermostatic Mixing Valves)	Notify Occupational Licensing via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	Occupational Licensing



Property Agents	Notify Occupational Licensing via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	Occupational Licensing
Electrical Workers, Electrical Contractors (sole traders only)	Notify NT WorkSafe via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	NT WorkSafe
Gasfitters	Notify NT WorkSafe via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	NT WorkSafe
Shotfirers	Notify NT WorkSafe via the appropriate AMR notification form before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	NT WorkSafe
Radiation Source Handlers (installation, repair, service, testing, transportation).	Contact the Radiation Protection Unit before commencing work.	Valid interstate licence, compliance with NT laws and regulations.	Radiation Protection Unit

TRAINING SUBSIDY - NT

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Workplace-Based Eligibility in User Choice:** The User Choice Funding Program allows access for individuals who live or work in the NT, enabling cross border workers to qualify if employed by a NT-based business.
- **Apprentice Travel and Accommodation Support:** Cross border apprentices who live in the NT but travel for training may benefit from subsidies covering travel and accommodation costs, improving access in remote areas.
- **Targeted Industry Support:** The Community Pharmacy Scope of Practice Program includes pharmacists who are employed by NT-based pharmacies, allowing cross border eligibility based on workplace location.
- **Visa and Nationality Flexibility:** The User Choice program supports New Zealand citizens and eligible visa holders, creating broader access for mobile or interstate workers meeting the work requirement.
- **Strong Equity Focus:** Fee-Free TAFE and other training subsidies prioritise disadvantaged groups, including First Nations Australians and women in non-traditional trades -groups that may be overrepresented in cross border regions.

Limitations:

- **Residency Requirement for Core Programs:** The NT Training Entitlement and Fee-Free TAFE programs are limited to NT residents, excluding interstate workers even if employed in the NT.
- **No Portability of Subsidies Across Jurisdictions:** Training subsidies cannot be carried across borders, so workers relocating mid-course or seeking training outside NT lose support.



- **Limited Support for Cross Border School Students:** Most subsidies are not available to school students living outside NT, including those in remote SA or WA who may wish to study or train in NT.
- **Training Contract Location Critical:** For apprenticeships, contracts must be registered in the NT to access subsidies, restricting support for workers employed by interstate companies.
- **Industry-Specific Programs Narrow in Scope:** Subsidies like the pharmacy training support are limited to very specific occupations, offering few cross-sector opportunities for cross border skill development.

The below **Training and Funding Availability Table** (Table G3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of the NT and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.

Table G3: Training and Funding Availability in the NT

TRAINING / FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
NT Training Entitlement	NT residents aged 17 or older who have left school; Australian citizens, permanent residents, or eligible visa holders; priority given to those without a Certificate III or higher qualification.	Department of Education
User Choice Funding Program	Individuals aged 15 or older; Australian or New Zealand citizens residing in Australia for at least six months; other visa holders with appropriate work and training rights; must live or work in the NT.	Department of Education
Apprenticeship and Traineeship Travel and Accommodation Subsidy	NT apprentices and trainees whose training is funded under User Choice and who live more than 50 km from the nearest RTO providing their qualification; includes school-based apprentices and trainees.	Department of Education
Fee-Free TAFE Courses	Open to NT residents meeting specific eligibility criteria; priority given to First Nations Australians, individuals receiving income support, youth aged 17–24, unpaid carers, women in non-traditional fields, and people with disabilities.	Department of Education
Community Pharmacy Scope of Practice Program Subsidy	Registered pharmacists residing in the NT or employed by a community pharmacy operating in the NT; must not have previously completed the nominated course(s).	NT Health / Australasian College of Pharmacy



WORKFORCE PROFILE - NT

The NT's workforce landscape in 2024–2025 is characterised by strong demand in healthcare, public administration, education, construction, and retail sectors. Emerging industries such as mining, digital technologies, and renewable energy are also creating new employment opportunities. Both metropolitan and regional areas are experiencing growth, contributing to the territory's overall economic resilience.

Key Statistics²⁹

- **Total Employment:** Approximately 139,100 people employed across the NT.
- **Unemployment Rate:** Around 4.3%, indicating a stable labour market.
- **Participation Rate:** About 73.6%, reflecting a highly engaged workforce.
- **Youth Unemployment Rate:** Approximately 10.3%, suggesting challenges for younger job seekers.

The **Top Employing Industry Sectors in NT Table** (Table G4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in the Northern Territory.

Table G4: Top Employing Industry Sectors in the NT³⁰

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 26,000 workers. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Welfare Support Workers. • Growth Drivers: Aging population and expanded NDIS services.
Construction	• Employment: Approximately 7,800 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.
Education and Training	• Employment: Approximately 14,200 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Public Administration and Safety	• Employment: Approximately 21,500 workers. • Key Occupations: Policy and Planning Managers, Intelligence and Policy Analysts, Administrative Officers. • Growth Drivers: Federal and territory government operations.
Retail	• Employment: Approximately 9,700 workers. • Key Occupations: Sales Assistants, Retail Managers. • Growth Drivers: Consumer demand and population growth.

The Northern Territory has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in NT by Industry Sector Table** (Table G5) below. For each of these industries the top occupations and key growth factors are listed.

²⁹ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)

³⁰ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Table G5: High-Demand Occupations by Industry Sector in the NT³¹

Industry Sector	Insights
Health Care and Social Assistance	- Registered Nurses - Aged and Disabled Carers - Welfare Support Workers Key Growth Factors: Aging population, NDIS expansion.
Construction	- Construction Project Managers - Electricians - Plumbers - Carpenters and Joiners Key Growth Factors: Infrastructure projects, housing demand.
Retail	- Sales Assistants (General) - Retail Managers Key Growth Factors: Consumer spending, retail expansion.
Education and Training	- Primary School Teachers - Secondary School Teachers - Early Childhood Educators Key Growth Factors: Population growth, educational initiatives.
Public Administration	- Policy and Planning Managers - Intelligence and Policy Analysts - Administrative Officers Key Growth Factors: Federal and territory government operations.

Variations in industry demand occur at a regional level across jurisdictions. Table G6 below outlines the **NT Regional Highlights** for the key regions of Greater Darwin, and NT Outback.

Table G6: NT Regional Highlights³²

Region	Insights
Greater Darwin	Key Industries: Healthcare, public administration, construction, education, retail. Employment Growth: Driven by urban development and service sector expansion
NT Outback	Key Industries: Mining, agriculture, tourism. Employment Growth: Supported by resource development and community services

³¹ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)

³² [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



APPENDIX H: TASMANIA (TAS)

SNAPSHOT OF TASMANIA



Legislative & Licensing Summary

Policy Element	Details
MR Act	<i>Mutual Recognition (Tasmania) Act 1993</i>
AMR Start Date	1 July 2022
Exclusions	Teaching, some real estate roles
Application Type	Functional, low complexity
System Maturity	Medium – well defined

Key Licensed Occupations and Pathways

Occupation	Recognition Type	Process Summary
Builder	MR	Apply via CBOS
Electrician	AMR	Notify CBOS
Real Estate Agent	MR/AMR	Notify Property Agents Board
Plumber	AMR	Notify CBOS
Architect	AMR	Notify Board of Architects

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Fee-Free TAFE	If working in TAS	TasTAFE
ATTF (Apprentices)	TAS-based contracts only	Skills Tasmania
VET Student Loans	Nationally portable	DEWR

Workforce Overview

Sector	Employment	Key Occupations
Healthcare	46,600	Nurses, Carers
Construction	26,100	Electricians, Plumbers
Retail	28,500	Sales Assistants
Education	24,000	Teachers, Aides



LEGISLATION

Overview of the Act

The *Mutual Recognition (Tasmania) Act 1993* adopts the Commonwealth's *Mutual Recognition Act 1992* into TAS law, facilitating the recognition of regulatory standards for goods and occupations across Australian jurisdictions. This adoption allows individuals registered or licensed in one state or territory to carry out equivalent work in TAS without the need for further assessment or requalification. The Act was amended in 2021 to incorporate the AMR scheme, streamlining the process for interstate workers to operate in TAS.

The Act enhances labour mobility by reducing administrative barriers for professionals moving to TAS. It is particularly beneficial for sectors with high interstate activity, such as construction, healthcare, and real estate.

Skills and Qualifications Recognition

While the Act ensures recognition of occupational licences, 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 jurisdictions.

Limitations

- **Occupational Exclusions:** TAS has excluded certain high risk occupations from AMR, such as general construction builders, property agents, and conveyancers.

Supporting State Policies and Frameworks

- **CBOS:** Oversees the implementation of AMR for various occupations, including architects, engineers, and real estate professionals.

Relevant Training Subsidies and Supports

TAS provides various training initiatives that support the intent of the Act by facilitating licence-readiness and mobility:

- **Skills TAS:** Offers government-subsidised training for eligible individuals, helping them gain the necessary qualifications for occupational licensing.
- **TasTAFE:** Provides VET courses aligned with industry needs, supporting skill development in various sectors.

These subsidies complement the Act by helping individuals obtain the qualifications required for occupational licensing in the first place, but there is no universal or portable funding for training across state borders, which limits full alignment with the Act's intent.

Recent Developments

- **AMR Implementation:** TAS's AMR scheme commenced on 1 July 2022, allowing eligible workers to operate across participating jurisdictions without needing to apply for a new licence, provided they notify the relevant local authority.



MUTUAL RECOGNITION - TAS

TAS activates MR for permanent relocations or for occupations excluded from AMR, such as teachers and builders. For occupations not yet commenced under AMR in TAS, such as General Construction Builders, Property Agents and Conveyancers, individuals may still apply under the MR process, which remains unchanged.

The process is similar in ease to SA, with clearly defined exclusion lists and accessible application pathways. Overall, TAS maintains a functional system with good clarity, but minor administrative barriers remain.

TAS offers a high level of access and a licensing system that is comparable to SA. It provides smoother entry for some niche building and design occupations, such as building designers. Regulatory settings are low to medium in strictness. Licensing is centrally managed by CBOS, which supports a straightforward and user-friendly process. The handling of applications for trades and property-related occupations is generally efficient.

The **MR Occupations Table** (Table H1) below provides a general overview of how MR applies in TAS. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table H1: MR Occupations in TAS

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builders, Building Surveyors, Building Designers, Engineers	Submit MR application via CBOS	Valid interstate licence, proof of identity, qualifications, insurance, MR statutory declaration	CBOS
Plumbers, Gas Fitters	Submit MR application via CBOS	Valid interstate licence, proof of identity, qualifications, MR statutory declaration	CBOS
Electricians	Submit MR application via CBOS	Valid interstate licence, proof of identity, qualifications, MR statutory declaration	CBOS



Real Estate Agents, Property Managers, Auctioneers	Submit MR application via Property Agents Board of TAS	Valid interstate licence, police check, ID, good character declaration, MR statutory declaration	Property Agents Board of TAS
Security Agents, Crowd Controllers, Investigators	Submit MR application via CBOS	Valid interstate licence, police check, fingerprinting, training qualifications, MR statutory declaration	CBOS
Motor Vehicle Traders	Submit MR application via CBOS	Valid interstate licence, proof of identity, qualifications, MR statutory declaration	CBOS
Land Surveyors, Architects, Engineers	Submit MR application via respective professional boards	Engineers: Engineers Australia approval; Architects: AACA recognition; Surveyors: Surveyors Board	Engineers Australia, AACA, Surveyors Board TAS
Conveyancers	Submit MR application via CBOS	Valid interstate licence, proof of identity, qualifications, MR statutory declaration	CBOS
Various occupations under CBOS	Submit MR application via CBOS	Valid interstate licence, proof of identity, qualifications, MR statutory declaration.	CBOS

AUTOMATIC MUTUAL RECOGNITION - TAS

TAS has adopted AMR under the *Mutual Recognition (Tasmania) Act 1993*, updated to align with the Commonwealth *Mutual Recognition Amendment Act 2021*. The state applies AMR broadly with clearly defined exclusions, including teachers and certain building occupations. The system is comparable to SA in terms of ease and notification process. Central coordination through Consumer Business and Occupational Services (CBOS) supports straightforward application for most eligible occupations.



The **AMR Occupations Table** (Table H2) below provides a general overview of how AMR applies in TAS. It outlines common eligibility scenarios, examples of occupations where AMR may apply, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of AMR obligations but does not capture all possible requirements or exceptions.

Table H2: AMR Occupations in TAS

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING BODIES
Architects	Notify the Board of Architects TAS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	Board of Architects TAS
Building Designers, Building Surveyors	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Conveyancers	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Electricians	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Engineers	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Gas-fitters	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Plumbers	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Real Estate Agents, Property Representatives	Notify the Property Agents Board of TAS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	Property Agents Board of TAS
Security Officers, Private Investigators	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Motor Vehicle Traders	Notify CBOS via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	CBOS
Land Surveyors	Notify the Office of the Surveyor-General via the AMR notification form before commencing work.	Valid interstate licence, compliance with TAS laws and regulations.	Office of the Surveyor-General



TRAINING SUBSIDY - TAS

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Eligibility Based on Work Location:** Programs like Fee-Free TAFE are open to individuals working in TAS, even if they reside interstate-supporting access for cross border commuters.
- **Apprenticeship Access via Employer Contracts:** The Apprentice and Trainee Training Fund (ATTF) supports workers employed under a TAS training contract, enabling cross border apprentices to benefit if engaged by a TAS-based employer.
- **Employer-Driven Models:** Programs like the Skills Fund and Train Now Fund focus on training tied to TAS workplaces, allowing cross border workers to access subsidised upskilling through their employers.
- **Broad Eligibility for Australian and New Zealand Citizens:** Most programs allow access for Australian and New Zealand citizens with appropriate work rights, aiding flexibility for interstate workers seeking TAS-based employment.
- **Strong Employer Partnerships:** Employer-led program design ensures responsive training solutions to workforce demand, particularly useful for employers hiring regionally or from neighbouring jurisdictions.

Limitations:

- **Residency Requirement for Some Programs:** Programs like the Adult Learning Fund and Rapid Response Skills Initiative are restricted to TAS residents, excluding interstate workers not residing locally.
- **Training Contract Must Be TAS-Based:** To access ATTF funding, apprentices must be engaged under a TAS training contract, limiting eligibility for workers employed by interstate firms.
- **No Portability of Subsidies Across State Borders:** TAS training subsidies do not transfer if a learner relocates or seeks training outside the state.
- **Limited School-Based Cross Border Options:** School-based apprenticeships are only supported through TAS education institutions.
- **Employer Dependency:** Access to many subsidies is dependent on employer-RTO partnerships, which may limit access for self-directed learners or individuals not supported by a TAS employer.

The below **Training and Funding Availability Table** (Table H3) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of TAS and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.



Table H3: Training and Funding Availability in TAS

TRAINING / FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Fee-Free TAFE	Open to TAS residents or those working in TAS; must be an Australian or New Zealand citizen, Australian permanent resident, or eligible visa holder; of working age.	TasTAFE
ATTF	Individuals must be employed under a training contract in TAS; includes school-based apprentices and trainees.	Skills Tasmania
Train Now Fund	Available to existing workers and job seekers in TAS; supports rapid training responses to changing needs.	Skills Tasmania
Skills Fund	Targets existing workers in TAS; employers partner with RTOs to deliver training.	Skills Tasmania
Adult Learning Fund	Supports job seekers and adult learners in TAS to gain skills needed for employment opportunities.	Skills Tasmania
Building and Construction Industry Training Fund	Training fund supported by a levy on construction projects in TAS to provide training subsidies and support workforce development in the building and construction industry in TAS.	Keystone Tasmania

WORKFORCE PROFILE - TAS

TAS's workforce landscape in 2024–2025 is characterised by strong demand in healthcare, construction, education, professional services, and retail sectors. Emerging industries such as renewable energy, digital technologies, and agribusiness are also creating new employment opportunities. Both metropolitan and regional areas are experiencing growth, contributing to the state's overall economic resilience.

Key Statistics³³

- **Total Employment:** Approximately 281,300 people employed across TAS.
- **Unemployment Rate:** Around 4.1%, reflecting a stable labour market.
- **Youth Unemployment Rate:** Approximately 11.3%, indicating challenges for younger job seekers.
- **Participation Rate:** About 62.2%, showing the proportion of the working-age population engaged in the labour force.

The **Top Employing Industry Sectors in TAS Table** (Table H4) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in Tasmania.

³³ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)



Table H4: Top Employing Industry Sectors in TAS³⁴

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 46,600 workers. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Welfare Support Workers. • Growth Drivers: Aging population and expanded NDIS services.
Construction and Infrastructure	• Employment: Approximately 26,100 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.
Education and Training	• Employment: Approximately 24,000 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Public Administration and Safety	• Employment: Approximately 23,000 workers. • Key Occupations: Policy and Planning Managers, Police Officers, Firefighters. • Growth Drivers: Government initiatives and public service demand.
Retail Trade	• Employment: Approximately 28,500 workers. • Key Occupations: Sales Assistants, Retail Managers. • Growth Drivers: Consumer demand and population growth.

Tasmania has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in TAS by Industry Sector Table** (Table H5) below. For each of these industries the top occupations and key growth factors are listed.

Table H5: High-Demand Occupations in TAS by Industry Sector³⁵

Industry Sector	Insights
Health Care and Social Assistance	• Registered Nurses • Aged and Disabled Carers • Welfare Support Workers • Key Growth Factors: Aging population, NDIS expansion.
Construction	• Construction Managers • Electricians • Plumbers • Carpenters and Joiners • Key Growth Factors: Infrastructure projects, housing demand.
Education and Training	• Primary School Teachers • Secondary School Teachers • Education Aides • University Lecturers and Tutors • Key Growth Factors: Population growth, educational initiatives.

³⁴ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)

³⁵ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Professional, Scientific, and Technical Services	• Software and Applications Programmers • Solicitors • Management and Organisation Analysts • Accountants • Key Growth Factors: Digital transformation, increased demand for professional services.
Retail Trade	• Sales Assistants (General) • Retail Managers • Key Growth Factors: Consumer spending, retail expansion

Variations in industry demand occur at a regional level across jurisdictions. Table H6 below outlines the **TAS Regional Highlights** for the key regions of Greater Hobart, and Northern TAS.

Table H6: TAS Regional Highlights³⁶

Region	Insights
Greater Hobart	Key Industries: Healthcare, education, public administration. Employment Growth: Driven by urban development and service sector expansion.
Northern TAS	Key Industries: Manufacturing, agriculture, renewable energy. Employment Growth: Boosted by infrastructure projects and energy initiatives.
Northwest TAS	Key Industries: Agriculture, mining, healthcare. Employment Growth: Supported by resource development and community services

³⁶ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



APPENDIX I: QUEENSLAND

SNAPSHOT OF QUEENSLAND



Legislative & Licensing Summary

Policy Element	Details
MR Act	<i>Mutual Recognition (Queensland) Act 1992</i>
AMR Start Date	Not adopted – deferred to 2027
Exclusions	All occupations (no AMR)
Application Type	Manual MR process
System Maturity	Low – full licensing required

Key Licensed Occupations and Pathways

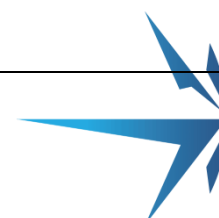
Occupation	Recognition Type	Process Summary
Electrician	MR	Apply via ESO; includes QLD-specific checks
Builder	MR	Apply via QBCC with documents
Security Guard	MR	Police checks, fingerprinting
Real Estate Agent	MR	Apply via OFT with full licensing
Teacher	MR	Apply via QCT

Training Subsidy Access and Eligibility

Program	Cross-Border Eligibility	Administered By
Skills Assure	Employer in QLD may be eligible	DESBT
Apprenticeships	If QLD contract	DESBT
VET Student Loans	Nationally portable	DEWR

Workforce Overview

Sector	Employment	Key Occupations
Healthcare	455,100	Nurses, Carers
Construction	279,300	Electricians, Plumbers
Retail	270,500	Sales Assistants
Education	291,000	Teachers, Aides



LEGISLATION

Overview of the Act

The *Mutual Recognition (Queensland) Act 1992* adopts the Commonwealth *Mutual Recognition Act 1992* into QLD law, facilitating the recognition of occupational licences across jurisdictions. This allows individuals licensed in another state or territory to work in QLD, provided they apply under the MR framework. QLD has not adopted the AMR scheme.

The MR Act enables labour mobility for professionals moving to QLD, particularly in construction, electrical, real estate, healthcare, and security sectors. However, QLD's non-participation in AMR means workers must complete a full MR application before commencing work-posing additional administrative steps.

Skills and Qualifications Recognition

QLD recognises occupational licences via MR but does not automatically recognise educational qualifications. This means workers must meet QLD-specific licensing conditions including criminal history checks, local safety training, or scope declarations.

Limitations

- **AMR Not Implemented:** QLD does not participate in the national AMR scheme.
- **Additional Checks:** Professions such as real estate, electrical work, and security require fingerprints, police checks, and sometimes state-based exams.
- **Conveyancing Restriction:** QLD does not license conveyancers as a standalone profession. Only solicitors may provide conveyancing services.

Supporting State Policies and Frameworks

- **Queensland Building and Construction Commission (QBCC):** Manages MR for builders, contractors, and supervisors.
- **Electrical Safety Office (ESO):** Manages MR for electricians and electrical contractors.
- **Office of Fair Trading (OFT):** Oversees MR for real estate agents, auctioneers, security providers, motor dealers, and tattooists.
- **QLD College of Teachers (QCT):** MR pathway for teachers registered in other jurisdictions.
- **Australian Health Practitioners Regulation Authority (AHPRA):** Manages MR for health practitioners including nurses, midwives, doctors, and allied health professionals.
- **Department of Transport and Main Roads (TMR):** Administers driver authorisation MR.
- **Resources Safety & Health QLD (RSHQ):** Administers mining competency recognition.

MUTUAL RECOGNITION - QLD

QLD stands apart as the only state not participating in AMR. As a result, MR always applies, regardless of occupation or circumstances. The MR process here is considered more burdensome than in SA, requiring more documentation and subjecting applicants to longer processing times due to full licence issuance. QLD's continued opt-out status increases administrative complexity and restricts workforce mobility, particularly for tradespeople and health workers relocating from AMR-compliant jurisdictions.

While the range of recognised occupations is broadly similar, applicants face stricter regulatory conditions. The QBCC plays a strong regulatory role, with extensive documentation requirements and longer processing times. This makes QLD a more challenging environment for interstate workers, particularly in the trades.



The **MR Occupations Table** (Table I1) below provides a general overview of how MR applies in QLD. It outlines common eligibility scenarios, examples of occupations where MR is required, key steps in the application process, and identifies the main assessing bodies. This summary is intended as a practical guide to support understanding of MR obligations but does not capture all possible requirements or exceptions.

Table I1: MR Occupations in QLD

OCCUPATION GROUP	APPLICATION PROCESS	MANDATORY REQUIREMENTS	ASSESSING / INVOLVED BODIES
Builder / Contractor / Supervisor	Submit MR application with certified ID, current licence, and statutory declaration.	Active licence in another state/New Zealand; separate forms for company nominees.	QBCC
Electrician (Electrical Work Licence)	Apply via ESO for MR pathway.	Current interstate/New Zealand licence; may need QLD safety training.	ESO
Electrical Contractor	Submit MR application through ESO.	Equivalent contractor licence; insurance and business checks may apply.	ESO
Real Estate Agent / Auctioneer / Motor Dealer	Submit appropriate MR form with certified ID and declaration.	Equivalent interstate/New Zealand licence; good character requirements may apply.	OFT
Security Provider (Class 1 & 2)	Submit Form 3-1 with police check, fingerprints, ID.	Must hold equivalent licence; criminal history screening required.	OFT
Tattooist	Submit Form 6 with MR declaration, ID, and criminal history info.	Equivalent licence; police check and fingerprints required.	OFT
Teacher	Apply via QCT under MR; upload proof of registration.	Must be registered in another Aus/New Zealand jurisdiction.	QCT



Nurse / Midwife	Apply via AHPRA using the MR pathway.	Must be registered in Aus/New Zealand; complete identity and history check.	
Medical Practitioner	Apply via AHPRA under MR process.	Must be registered elsewhere in Aus/New Zealand; may need health service checks.	Medical Board of Australia / AHPRA
Allied Health Practitioner	Apply via AHPRA for relevant boards under MR.	Registration in another jurisdiction; additional employer checks possible.	AHPRA
Lawyer	Apply to the Supreme Court of QLD with registration certificate.	Must be admitted in another Aus/New Zealand jurisdiction.	Supreme Court of QLD
Engineer	Apply via BPEQ with assessment from approved entity.	Qualification + experience assessment; Washington Accord preferred.	Board of Professional Engineers of QLD (BPEQ)
Public Passenger Driver (Taxi, Bus, etc.)	Submit Equivalent Occupation Registration and Driver Authorisation Forms.	Equivalent licence; identity and medical checks.	TMR
Mining Competencies (e.g. OCE, Deputy)	Apply via RSHQ with competency docs and statutory declaration.	Equivalent certificate; QLD mining law exam required.	Resources Safety & Health QLD



AUTOMATIC MUTUAL RECOGNITION - QLD

QLD does not participate in AMR and relies solely on MR arrangements.

The (*Queensland*) Act 1992 remains in force, but the state has not adopted the federal *Mutual Recognition Amendment Act 2021*, which introduced AMR. As a result, interstate workers must apply through the full MR pathway regardless of occupation, creating a more burdensome process that limits workforce flexibility and adds administrative overhead, particularly for trades.

TRAINING SUBSIDY - QLD

Cross Border Training Subsidies: Strengths and Limitations

Strengths:

- **Work-Based Eligibility for Interstate Workers:** Programs such as Skills Assure, Certificate III Guarantee, and the Higher-Level Skills Program allow cross border workers to access subsidised training if they are employed by a QLD-based business.
- **User Choice Funding Supports Cross Border Apprentices:** Interstate residents employed under a QLD training contract are eligible for apprenticeship and traineeship subsidies, facilitating access for workers living near the QLD border.
- **Project-Based Flexibility in Skilling Queenslanders for Work (SQW):** While primarily aimed at QLD residents, cross border workers may be eligible through specific project-based SQW initiatives, especially in border communities.
- **RPL and Skills Recognition Pathways:** The RPL and Trade Skills Assessment and Gap Training - Training Skills Advisory Group TAS programs (TSAGT) allow experienced interstate workers to gain QLD-recognised qualifications, aiding licence recognition and workforce mobility.
- **Flexible Pathways for Industry Entrants:** With multiple entry points across certificate levels, QLD's training system provides accessible and scalable upskilling pathways, even for those transitioning from another state.

Limitations:

- **Residency Requirement for Some Core Programs:** Programs like the Certificate III Guarantee and Higher-Level Skills Program typically require QLD residency, with limited clarity around consistent access for all cross border workers.
- **Employer-Based Eligibility Not Universally Applied:** While cross border workers may be eligible if employed in QLD, eligibility is often assessed case-by-case, which may cause inconsistency in access across programs and providers.
- **Limited Clarity for Mobile and FIFO Workers:** There is no formalised provision for FIFO or mobile workers based outside QLD but contributing to QLD projects.
- **Project Scope Limitations for SQW:** While some SQW projects accept cross border participants, most are tightly scoped to QLD residents, restricting wider access to disadvantaged workers living nearby but out-of-state.
- **No Portability of Funding Across Jurisdictions:** Like other states, QLD's training subsidies do not follow the worker if they relocate or train outside the state, limiting flexibility for mobile or multi-site businesses.



The below **Training and Funding Availability Table** (Table I2) provides an overview of key training and funding frameworks available for this jurisdiction that may support cross border worker participation. It outlines eligibility considerations for workers residing outside of QLD and identifies the administering bodies responsible for each program. These programs are designed to enhance access to vocational training, upskilling, and apprenticeship pathways, with varying conditions based on employment and residency status.

Table I2: Training and Funding Availability in QLD

TRAINING/ FUNDING FRAMEWORK	ELIGIBILITY FOR CROSS BORDER WORKERS	ADMINISTERED BY
Skills Assure (Subsidised Training)	Provides subsidised training through approved providers. Eligibility typically requires residency in QLD; however, cross border workers may be eligible if employed by a QLD-based employer.	DESBT
Construction Skills QLD (CSQ)	Offers funding for upskilling and short courses for eligible construction workers. Eligibility generally requires employment with a QLD-based construction employer. Cross border workers may be eligible if working on QLD projects.	CSQ
User Choice (Apprenticeship & Traineeship Funding)	Offers funding for apprenticeships and traineeships. Interstate residents may be eligible if employed under a QLD training contract.	DESBT
Certificate III Guarantee	Supports eligible individuals to complete their first post-school Certificate III qualification. Generally requires QLD residency; cross border workers may be considered if working in QLD.	DESBT
Higher Level Skills Program	Provides funding for higher-level qualifications (Certificate IV and above) in priority areas. Eligibility typically requires QLD residency; cross border workers may be eligible if employed in QLD.	DESBT



SQW	Assists disadvantaged Queenslanders to gain skills, qualifications, and experience to enter and stay in the workforce. Primarily for QLD residents; cross border workers may be eligible through specific projects.	DESBT
RPL	Allows individuals to have their existing skills and knowledge assessed to gain formal qualifications. Available through RTOs; costs vary, and some subsidies may apply.	DESBT
TSAGT	Provides experienced workers with the opportunity to have their skills assessed and complete any necessary gap training to achieve a trade qualification. Eligibility includes substantial industry experience; may benefit interstate workers seeking QLD recognition.	DESBT

WORKFORCE PROFILE - QLD

QLD's workforce landscape in 2024–2025 is characterised by strong demand in healthcare, construction, education, professional services, and retail sectors. Emerging industries such as advanced manufacturing, digital technologies, and the clean economy are also creating new employment opportunities. Both metropolitan and regional areas are experiencing growth, contributing to the state's overall economic resilience.

Key Statistics³⁷

- **Total Employment:** Approximately 2.9 million people employed across QLD.
- **Unemployment Rate:** Around 4.1%, indicating a relatively tight labour market.
- **Youth Unemployment Rate:** Approximately 9.3%, highlighting challenges for younger job seekers.
- **Participation Rate:** About 67.1%, reflecting a high level of engagement among the working-age population.
- **Projected Employment Growth (2023–2028):** An increase of 5.4%, equating to approximately 207,000 additional jobs.

The **Top Employing Industry Sectors in QLD Table** (Table I3) below demonstrates the employment numbers, key occupations and growth drivers in each of the top employing industry sectors in Queensland.

³⁷ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Labour Market Overview by State and Territory](#)



Table I3: Top Employing Industry Sectors in QLD³⁸

Industry Sector	Insights
Health Care and Social Assistance	• Employment: Approximately 455,100 workers. • Key Occupations: Registered Nurses, Aged and Disabled Carers, Allied Health Professionals. • Growth Drivers: Aging population and expanded NDIS services.
Construction	• Employment: Approximately 279,300 workers. • Key Occupations: Construction Managers, Electricians, Plumbers. • Growth Drivers: Infrastructure projects and housing developments.
Professional, Scientific and Technical Services	• Employment: Approximately 466,400 workers. • Key Occupations: Software and Applications Programmers, Solicitors, Management and Organisation Analysts. • Growth Drivers: Digital transformation and increased demand for professional services.
Education and Training	• Employment: Approximately 291,000 workers. • Key Occupations: Primary and Secondary School Teachers, University Lecturers and Tutors. • Growth Drivers: Population growth and educational reforms.
Retail	• Employment: Approximately 270,500 workers. • Key Occupations: Sales Assistants, Retail Managers. • Growth Drivers: Consumer demand and population growth.

Queensland has a number of industries and occupations in high demand, as demonstrated in the **High-Demand Occupations in QLD by Industry Sector Table** (Table I4) below. For each of these industries the top occupations and key growth factors are listed.

³⁸ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



Table I4: High-Demand Occupations in QLD by Industry Sector³⁹

Industry Sector	Insights
Health Care and Social Assistance	- Registered Nurses - Aged and Disabled Carers - Allied Health Professionals Key Growth Factors: Aging population, NDIS expansion.
Construction	- Construction Managers - Electricians - Plumbers - Carpenters and Joiners Key Growth Factors: Infrastructure projects, housing demand.
Professional and Scientific	- Software and Applications Programmers - Solicitors - Management and Organisation Analysts - Accountants Key Growth Factors: Digital transformation, increased demand for professional services.
Education and Training	- Primary School Teachers - Secondary School Teachers - Education Aides - University Lecturers and Tutors Key Growth Factors: Population growth, educational initiatives.
Retail Trade	- Sales Assistants (General) - Retail Managers Key Growth Factors: Consumer spending, retail expansion.

Variations in industry demand occur at a regional level across jurisdictions. Table I5 below outlines the **QLD Regional Highlights** for the key regions of Greater Brisbane, and Regional Queensland.

Table I5: QLD Regional Highlights⁴⁰

Region	Insights
Greater Brisbane	Key Industries: Healthcare, construction, education, professional services. Employment Growth: Significant growth due to infrastructure projects and population increase.
Regional QLD	Key Industries: Healthcare, agriculture, education. Employment Growth: Steady growth with opportunities in renewable energy projects and regional development initiatives.

³⁹ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)

⁴⁰ [Jobs and Skills Australia. \(2024\). Jobs and Skills Atlas – Industry Employment by State and Territory](#)



APPENDIX J: CONSUMER AND BUSINESS SERVICES DATA ANALYSIS

CROSS BORDER LICENSING: SYSTEM INSIGHTS AND STRATEGIC IMPLICATIONS

This appendix provides a data-driven examination of mutual recognition (MR) and automatic mutual recognition (AMR) application trends using licensing data from Consumer and Business Services (CBS). Graphical summaries, occupational breakdowns, and analysis of licence flows provide insight into labour mobility across South Australia's border and the operational mechanics of the licensing system.

This section underpins the broader findings and recommendations in the main report:

Data Signal	Supports Insight
Manual AMR verification	Insight Two
Declining MR despite demand	Insight Four
Application spikes near VIC/NSW	Insight One
Licence mismatch & coding gaps	Insight Three
Sectoral dependence on inflows	Insight Five

Occupational Classification and Scope

CBS manages a subset of regulated occupations under state-specific legislation, including roles governed by the *Land Agents Act 1994*. These licensing categories do not align with ANZSCO or ANZSIC codes, limiting interoperability with national datasets (e.g., Jobs and Skills Australia).

Implication: The lack of alignment hinders integrated workforce planning, contributes to misclassification, and amplifies confusion for workers and employers, especially in border regions where licensure portability is essential. This supports *Insight Three: System design still assumes people stay put*.

CBS Licensed Occupations and Codes Table (Table J1) below lists licensed occupations overseen by CBS. Most fall into real estate, building, trades, or security categories.

Table J1: CBS Licensed Occupations and Codes

CBS Licence Occupation Code	Occupations
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



AMR IN PRACTICE: GROWTH, FRICTION, AND SOURCE JURISDICTIONS

AMR Application Trends and System Characteristics

Despite its promise, AMR is far from automatic. While applicants can commence work immediately upon valid notification, CBS confirms that every application triggers a manual review process, including document validation and contact with interstate regulators. Applications have grown steadily, but the system still mimics MR in its practical administration. Notably QLD and New Zealand residents are also not eligible for AMR in SA.

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

There is a rising trend in AMR usage, as seen in the **AMR Notifications by Year (Feb 2022 – Apr 2025) Table** (Table J2) below. 2024 reached 771 applications, over 2 per day, relative to an annual average of approximately 240 applications. Early 2025 data suggests this trend will continue, suggesting increasing system awareness or demand from cross border industries.

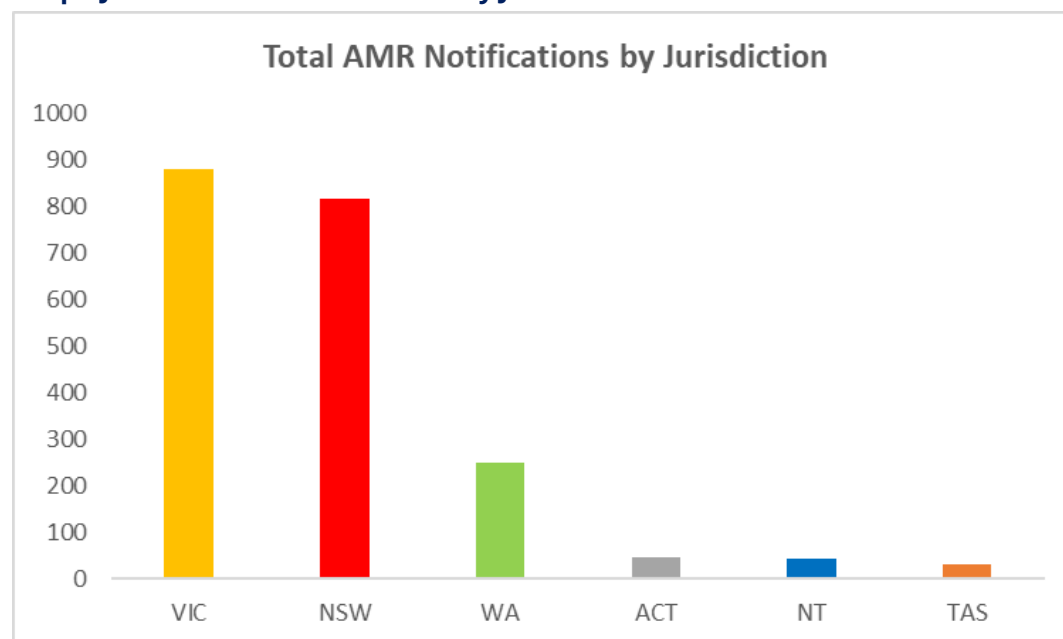
Most applicants are coming from NSW and VIC, as seen in the **Total AMR Notifications by Jurisdiction Graph** (Graph J3) below. These states account for the bulk of cross border workers entering SA, highlighting regional dependency on east-to-west workforce movement.

Table J2: AMR Notifications by Year (Feb 2022 – April 2025)

YEAR	NOTIFICATIONS (Feb 2022 – April 2025)
2022	506
2023	539
2024	771 ▲ (Peak)
2025*	253 (partial)

*2025 data is partial (up to April).

Graph J3: Total AMR Notifications by Jurisdiction



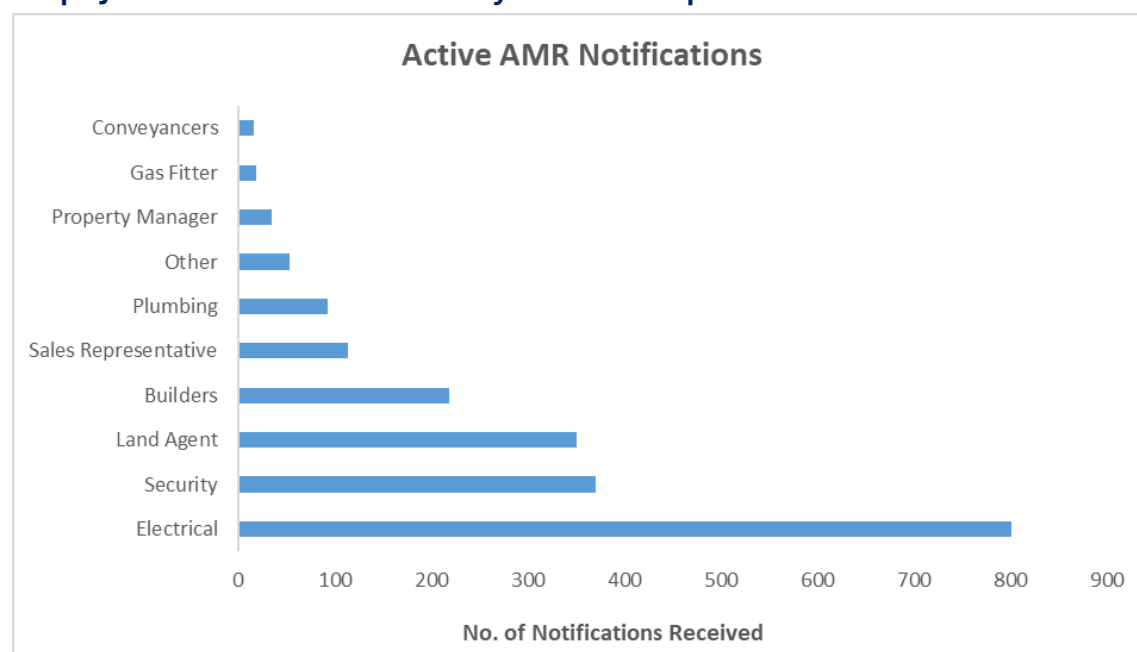
Total AMR Notifications Received since Feb 2022 by Jurisdiction (at April 2025)



These trends support the insights from the main report: *Insight One – You can cross the street, but not the system*; and *Insight Four- Making it easier to come to South Australia and work*.

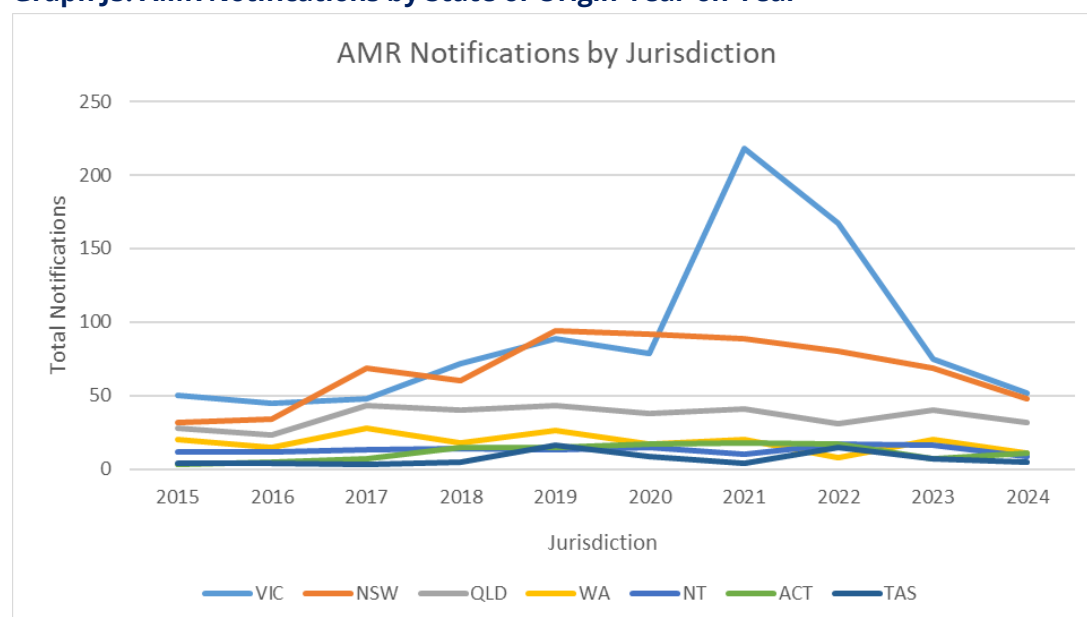
The **Active AMR Notifications by Licence Group Graph** (Graph J4) demonstrates that trades, in particular plumbing, gas and electrical (PGE) and real estate dominate for AMR. This confirms that these occupations relay most on AMR pathways and where policy simplification would have the greatest impact, supporting main report *Insight Four: Making it easier to come to South Australia and work*.

Graph J4: Active AMR Notifications by License Group

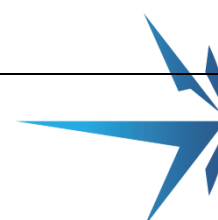


Active AMR notifications Received by Occupation since Feb 2022 (at 15 April 2025)

Graph J5: AMR Notifications by State of Origin Year-on-Year



Total AMR Notifications Received since Feb 2022 by state of origin (at April 2025)



MR IN DECLINE BUT STILL NECESSARY

Mutual recognition (MR) is declining, however remains essential for occupations and jurisdictions not fully captured by AMR (e.g. QLD, high risk roles, or project-specific requirements). Data suggests that while AMR has reduced administrative burden for some, MR still bears the load in several sectors.

With QLD currently not participating in AMR, applicants for MR are highest for QLD, as seen in the **Total MR Applications by Jurisdiction (2015-2025) Table** (Table J6). QLD has 46.2% of applications attributed to the Plumbing, Gas and Electrical cohort and 31.5% of applications attributed to the Building Work Contractors and Supervisors cohort.

Table J6: Total MR Applications by Jurisdiction (2015 – 2025)

YEAR RECEIVED	QLD	VIC	NSW	WA	NT	ACT	TAS
2015	236	266	179	112	73	17	36
2016	214	219	176	124	78	23	21
2017	343	349	271	368	165	34	36
2018	354	340	259	256	155	34	31
2019	405	326	323	307	194	47	44
2020	259	265	272	121	83	40	27
2021	472	479	332	212	103	52	32
2022	280	276	212	63	43	38	26
2023	345	199	235	92	61	25	23
2024	522	188	257	89	46	32	21
2025	201	47	71	12	10	7	7

- This table shows the number of MR applications received by SA from each Australian jurisdiction between 2015 and 2025.
- The strongest inflows consistently come from QLD, VIC and NSW, indicating these are key labour supply regions for SA. The highest total volume occurred in 2021, with 1,691 applications, likely reflecting a peak in cross border licensing demand before the full implementation of AMR, and a post-COVID resurgence.
- From 2022 onwards, the table shows a marked decline in MR applications across all jurisdictions. This trend aligns with the introduction of AMR, which enables eligible workers to operate in SA without applying for a new licence, reducing reliance on MR processes.
- Applications between 2017 and 2019 reflect a sustained peak in cross-jurisdiction mobility, particularly from QLD, VIC, and NSW. These trends suggest strong pre-AMR activity, likely influenced by construction, electrical, and real estate sector movement.

These figures support the insights from the main report, in particular *Insight Four – Making it easier to come to South Australia and Work*.

Total MR Refused Applications

- Refusals are low; only 1 application refused since 2022.
- Low refusal rate indicates strong understanding of eligibility criteria and/or departmental support provided to applicants.
- Potential concern about robustness of assessment or opportunity for streamlining if almost all are approved.



SECTOR-BY- SECTOR MR ANALYSIS

SA's licensing inflows are concentrated in a few sectors that show sustained mobility and acute labour market pressure. Sectoral MR trends confirm where systems are (and aren't) working for employers and workers.

Building (BLD) MR Applications

Data in the **BLD MR Applications by Jurisdiction (2015-2025) Table** (Table J7) below shows:

- High volume of MR applications from QLD and NSW for Building Work Contractors and Supervisors. Volume peaked pre-2021 then declined, however remain elevated relative to other sectors, signalling a persistent need for recognition pathways.
- MR applications trend upward until 2020, then drop off likely impacted by AMR introduction given the QLD applications remain comparatively high to other jurisdictions.
- NSW and VIC consistently contribute a high volume, showing strong east-to-west trade flow in the building sector.
- Understanding worker vs contractor breakdown may show different mobility trends or demand by skill level.

These numbers support the main report *Insight Three: System design still assumes people stay put*; and *Insight Four: Making it easier to come to South Australia and work*.

Table J7: BLD MR Applications by Jurisdiction (2015 – 2025)

YEAR RECEIVED	QLD	NSW	VIC	WA	ACT	TAS	NT
2015	75	31	32	9	8	8	4
2016	66	42	28	18	12	6	3
2017	62	53	40	18	12	10	6
2018	68	50	35	11	5	5	6
2019	67	51	48	16	13	4	2
2020	56	59	47	9	5	5	4
2021	89	58	58	15	6	6	3
2022	105	55	24	9	8	5	
2023	130	69	35	6	6	4	3
2024	292	135	38	15	15	5	6
2025	132	38	10	1	2		1

Plumbing, Gas Fitters and Electricians' (PGE) MR Applications

Data shared in the **PGE MR Applications by Jurisdiction (2015-2025) Table** (Table J8) below shows:

- Highest MR application volume comes from PGE Contractors and Workers, especially from VIC, QLD and WA, indicating regional specialisation or shortage-driven mobility.
- AMR and MR may play complementary roles in plugging critical trades gaps, however the complexity of the duality leads to confusion and duplication.

These findings support the main report *Insight Two: Recognition on paper is not recognition in practice*; and *Insight Four: Making it easier to come to South Australia and work*.



Table J8: PGE MR Applications by Jurisdiction (2015 – 2025)

YEAR RECEIVED	QLD	VIC	NSW	WA	NT	TAS	ACT
2015	92	163	82	76	48	22	5
2016	86	129	59	86	60	9	5
2017	208	232	109	315	145	20	10
2018	208	207	104	223	130	20	11
2019	249	165	121	254	171	21	13
2020	133	119	85	89	59	13	13
2021	300	159	132	162	80	21	19
2022	101	64	58	39	25	6	10
2023	129	70	71	58	38	10	10
2024	132	79	53	54	28	9	5
2025	40	23	22	10	5	6	

Key trends for the PGE sector:

- **Peak Mobility Years:** The PGE sector saw its highest MR inflows in 2017–2019, peaking at over 1,000 applications in both 2017 and 2019. This correlates with major infrastructure projects and housing booms pre-COVID.
- **Post-AMR Decline:** There is a clear drop-off post-2021, aligned with the introduction of AMR, and the pandemic's disruption to mobility.
- **2024 recovery:** A stabilisation appears in 2023–2024, averaging around 400+ applications/year, indicating renewed interest or demand post-COVID and as infrastructure ramps up again.

Industry Implications

- **Upcoming Major Projects:** Hydrogen Hub developments, renewables expansion, and housing construction initiatives will increase demand for electricians, plumbers, and gas fitters. The transition to electrification and smart energy will also see new licensing complexity - raising potential issues in AMR/MR alignment.

Workforce Pressure Points:

- SA's local training pipeline (TAFE and RTOs) may not be producing enough volume to meet demand.
- MR/AMR applications may serve as a critical lever to address short-term gaps.
- Cross border workers, particularly from VIC and QLD, are crucial to maintaining project timelines.

Policy and Operational Improvements

- **Data Transparency:** Breakdowns of sub-trades (electrical vs gas vs plumbing) would inform more targeted workforce strategies (*aligns with recommendation 2.1 in the main report*).

Security and Investigation Sector (ISL) MR Application

Data shared in the **ISL MR Applications by Jurisdiction (2015-2025) Table** (Table J9) below shows:

- Security Agents, Trainers, and Investigators show high mobility. Strong MR inflows from VIC, NSW, and WA.
- Role consolidation may mask different processing or regulatory barriers.
- Investigators, trainers, and agents likely have distinct pathways and risks. Breaking them out will help to identify root causes.



- Peak activity occurred in 2021 (402 applications), likely due to a combination of post-COVID industry recovery and demand for private security during shifting public safety protocols.
- Consistent interest from 2018–2023, averaging approximately 295 applications/year. This underscores the sector's strong interjurisdictional mobility.
- A notable drop in 2024 (173 applications) may reflect growing AMR adoption or market saturation.

These findings align with the main report – *Insight One: You can cross the street, but not the system*; and *Insight Two: Recognition on paper is not recognition in practice*.

Table J9: ISL MR Applications by Jurisdiction (2015 – 2025)

YEAR RECEIVED	VIC	NSW	QLD	WA	NT	ACT	TAS
2015	50	32	28	20	12	3	4
2016	45	34	23	15	12	5	4
2017	48	69	43	28	13	7	3
2018	72	60	40	18	14	15	5
2019	89	94	43	26	13	15	16
2020	79	92	38	17	15	17	9
2021	218	89	41	20	10	18	4
2022	167	80	31	8	17	17	15
2023	75	69	40	20	16	7	7
2024	52	48	32	11	9	11	5
2025	12	7	6	1	4	5	1

Industry Implications

Labour Mobility: The data reflects high mobility in this sector, critical for short-term contract work, events, or large-scale infrastructure projects (e.g. Festival season, Adelaide Oval, government facilities).

Workforce Shortages: SA may be reliant on interstate MR applications to fill skill gaps, particularly:

- Crowd control and event security
- Security trainers for upskilling new entrants
- Investigation agents in civil litigation and insurance.

Targeted Engagement: SA should consider partnerships with VIC/NSW RTOs or security firms to promote regional migration for high-demand roles. Events like:

- **Arts and Culture programs:** Adelaide Fringe, WOMAD
- **Sporting projects:** Gather Round, Tour Down Under, LIV Golf, Cricket
- **Defence site expansions:** e.g. Osborne Naval Shipyard, may drive seasonal surges.

Policy and Operational Improvements

- Create short-term licensing pathways or fast-track options for large-scale project hires, especially for crowd control and cyber-security related roles.
- Support security trainers by streamlining MR across jurisdictions. Given they multiply workforce capacity, easing their mobility is critical.

Conveyancers (RCO) MR Application



The data for conveyancers indicates very low (under 5 per year) but stable MR activity from 2015 to 2022. Most applications originate from NSW, VIC, and the NT, as shown in **RCO MR Applications (VIC, NSW and NT only) (2015-2024) Table** (Table J10) below. This limited volume reflects the niche and highly jurisdiction-specific nature of conveyancing services. Licensing in this field is tightly linked to state legislation and often requires a detailed understanding of local property law, reducing interstate mobility.

Table J10: RCO MR Applications (VIC, NSW and NT only) (2015 – 2024)

YEAR RECEIVED	VIC	NSW	NT
2015		1	1
2016	1	1	
2020	2	1	1
2021	1		1
2022	3		
2023		1	1
2024	2	2	

Industry Implications

The MR inflows into SA for conveyancers have remained low and stable, averaging approximately 2-4 per year. The conveyancing industry in SA is heavily regulated under the *Land Agents Act 1994*, and this specialised licensing may be acting as a barrier to broader cross border recognition.

- SA's real estate and legal services sectors remain relatively insular, drawing limited new entrants from other jurisdictions.
- While national real estate activity influences workforce demand, the low volume of MR activity suggests either sufficient local supply or significant licensing friction.
- Given that conveyancers are essential for property transactions, the modest inflow could impact capacity in periods of market activity surges, such as upcoming housing developments under state infrastructure plans (e.g., SA Housing and Urban Renewal strategy).

Policy and Operational Improvements

- SA's housing and land release pipeline will require legal property services. If local conveyancing capacity is not aligned, delays in title transfers, settlements, or legal clearances may occur.
- There's an opportunity to streamline or better publicise MR processes for conveyancers to attract talent, especially from states like VIC where there is a more mature legal property workforce.
- The absence of AMR for this occupation (per CBS confirmation) could be re-evaluated to support workforce mobility.



Property Manager (RPM) MR Applications

Data shared in the **RPM MR Applications by Jurisdiction (2019-2025) Table** (Table J11) below shows:

- Property Managers have shown low but stable MR application activity, with most from QLD and NSW.
- Property Manager licensing volumes are small, suggesting potential market saturation or role clustering.
- Lower volumes than land agents, with annual applications ranging between 5 and 17 since 2019.
- Most applications originate from NSW and QLD, suggesting that the mobility is regional and market-specific rather than national.

Table J11: RPM MR Applications by Jurisdiction (2019 – 2025)

YEAR RECEIVED	NSW	QLD	WA	NT	ACT	VIC
2019	4	6	3	2	1	1
2020		2	1	2	1	
2021	2	1	6	4		
2022	2	1	1	1		
2023	4	2			1	1
2024	1	2	2	1		
2025		2				

Industry Implications

- The RPM workforce appears relatively static, with limited cross border influx.
- Property managers are critical to supporting SA's growing rental market, especially in high-density suburbs like Bowden, Prospect, and the CBD.
- With rental vacancy rates in SA among the lowest in the country (approximately 0.6% in 2024), property managers are under pressure to manage larger portfolios.
- The small number of MR applications could suggest either:
 - A saturated market, where existing property managers are well-established.
 - Or barriers to entry, where MR pathways are underutilised due to lack of awareness, licensing complexity, or employers preferring locally trained staff.

Land Agent (RLA) MR Application

Data shared in the **RLA MR Applications by Jurisdiction (2015-2025) Table** (Table J12) below shows:

- From 2015 to 2019, applications steadily increased from 73 to 107.
- Consistent volumes year-on-year reflect enduring interstate movement of land agents, particularly from QLD, NSW, and VIC.
- This sector demonstrates one of the most stable and moderate flows of MR applications compared to high-volume trades like BLD or PGE.



Table J12: RLA MR Applications by Jurisdiction (2015 – 2025)

YEAR RECEIVED	QLD	NSW	VIC	WA	ACT	TAS	NT
2015	27	21	17	3	1	1	3
2016	30	29	15	3	1	2	3
2017	23	29	26	6	4	3	1
2018	29	31	23	2	3		1
2019	30	42	22	4	3	3	3
2020	18	23	17	1	4		
2021	32	32	42	5	9	1	
2022	34	15	18	5	3		
2023	36	17	18	7	1	2	2
2024	51	13	16	4	1	2	1
2025	16	3	2				

Industry Implications

- SA's real estate and property development market remains active, with interstate agents frequently relocating or seeking dual registration to operate across borders.
- Growth areas such as Mount Barker, Gawler, and Greater Adelaide's northern and southern corridors have seen residential development booms. This drives demand for licensed agents able to sell and manage new developments.
- MR applications for land agents are often tied to project-based relocations, franchise expansions (e.g. Ray White, LJ Hooker), or agents following interstate clients investing in SA property.
- The steady demand points to SA being viewed as a viable and attractive secondary market, particularly by agents in eastern states seeking affordable entry points for first-home buyers and investors.
- Streamlining MR pathways (while preserving consumer protection) is essential to support mobile, credentialed agents who contribute to housing turnover and development.
- With SA's new housing targets and infill development goals (e.g. under the Greater Adelaide 30-Year Plan), demand for skilled land agents will remain strong.

Land Sales Representatives (RSR) MR Applications

RSR MR application trends are more variable and cyclical, reflecting ties to the property development and construction market. Peaks in 2015 and 2018–2019 correspond to major residential releases and expansion activity in Adelaide's northern and southern growth corridors.

The primary origin states are NSW and QLD, with a secondary inflow from WA and VIC. This suggests SA's real estate sector has some national draw, especially during boom periods.

Data shared in the **RSR MR Applications by Jurisdiction (2015-2025) Table** (Table 81) below shows:

- MR applications for RSRs show moderate but fluctuating volumes, typically ranging from 10 to 25 per year.
- Applications peak in years where development activity is higher (e.g. 2016–2018), particularly from NSW and QLD.
- Unlike Land Agents, this occupation demonstrates greater year-on-year volatility, possibly reflecting cyclical development activity or fluctuations in land releases.



Table J13: RSR MR Applications by Jurisdiction (2015 – 2025)

YEAR RECEIVED	NSW	QLD	WA	NT	VIC	ACT	TAS
2015	12	14	4	5	4		1
2016	11	9	2		1		
2017	11	7	1		3	1	
2018	14	9	2	4	3		1
2019	11	10	4	3	1	2	
2020	12	12	4	2	1		
2021	19	9	4	5	1		
2022	2	8	1				
2023	4	8	1	1			
2024	5	13	3	1	1		
2025	1	5					

Industry Implications

- Mobility of land sales representatives may surge ahead of major development approvals. This indicates demand forecasting for these roles should consider planning approvals and rezoning activity.
- Training subsidies in real estate could be strategically timed and geographically targeted to align with regional growth zones (e.g., Playford, Aldinga, Gawler).
- Licensing confusion: RSRs are often misidentified or conflated with Land Agents in national codes or employment data. Their role is defined clearly in SA legislation (*Land Agents Act (SA) 1994*) but lacks clear ANZSCO alignment, limiting data visibility.
- **Training pipeline:** In SA, few tailored programs exist for RSRs. This makes it harder for local candidates to enter the field quickly, increasing reliance on interstate-trained reps.
- **Limited industry advocacy:** No direct engagement from professional associations (e.g. REISA) on MR for RSRs has been identified, which may reduce uptake and awareness among potential applicants.

Policy and Operational Improvements:

- Strengthen partnerships between industry bodies (e.g. REISA), RTOs, and the SA Skills Commission to ensure local capability.
- Consider micro-credentialing or bridging courses to speed up upskilling for related roles (e.g. transitioning from admin to RSR roles).
- Monitor land release schedules from the SA Housing Authority and private developers to anticipate surges in labour demand.



MR vs AMR OBSERVATIONS

MR vs AMR: Key Determinants

CBS confirmed that the principal determinant of whether an applicant uses MR or AMR is their place of residence or business. Individuals whose primary residence is in SA must apply under MR, while those based interstate may use AMR for deemed registration.

Additionally:

- QLD and New Zealand licensees are ineligible for AMR and must apply through MR or standard licensing processes.
- Anecdotal evidence suggests that some applicants eligible for AMR may choose MR instead due to employer or project requirements for a full SA licence.
- CBS confirmed that some AMR occupations, such as labour hire and second-hand vehicle dealers, are not traditionally included in MR datasets but may appear in AMR notifications.

Process and Manual Intervention

While the application via smart form (iApply) appears digital and user-led, CBS staff manually intervene after form submission.

CBS manual interventions include:

1. Review of documentation and validation of interstate licence details,
2. Contact with the interstate regulator (via GovTeams) to confirm conditions,
3. Decisions as to whether the person is eligible under AMR or must convert to MR.

This means that despite being 'automatic', the AMR process shares significant administrative overlap with MR, particularly regarding verification. CBS is currently exploring IT options to automate licence-checking processes and manage ongoing compliance for AMR holders, especially critical since AMR applications generate no revenue for the regulator.

As AMR becomes more common, there may be a shift away from MR, but CBS still conducts manual checks. Automating more steps (as flagged by CBS) could:

- Reduce manual burden
- Improve processing consistency
- Encourage more entrants via AMR

Application Timelines and Conditions

CBS reconfirmed that:

- Applicants are deemed registered upon submission of a valid AMR notification or MR application and can commence work immediately.
- MR applications must be decided within one month unless postponed under limited legal grounds.
- Licensing conditions applied mirror the scope of work permitted by the original interstate licence.

This immediacy supports labour market responsiveness but makes it difficult to measure processing "speed" as a performance indicator.

Stakeholder and Sectoral Engagement

The system currently lacks:



- Structured input from industry associations, such as the National Electrical Communications Association (NECA) SA or Real Estate Institute of SA (REISA), in guiding MR/AMR processes;
- Data capture mechanisms that explain *why* individuals apply (e.g. project-related work or permanent relocation);
- Metrics on public contact, such as email or phone query volumes, which might inform policy responses or system design.

CBS confirmed that no process mapping tool is publicly available, and coordination with other jurisdictions occurs on an ad hoc basis unless declarations of equivalency are involved. While declarations exist, they are rarely updated due to the complexity of interstate ministerial agreements. There is, however, work underway to review cross border electricians through Powering Skills Organisation (PSO) - Jobs and Skills Council (JSC) for the Energy Sector.

Implications for Analysis

These clarifications underscore several key implications for workforce and regulatory planning:

- The manual intervention in AMR processing undermines the efficiency gains it is intended to achieve, with CBS replicating many MR-related checks without formal licensing or fee recovery.
- Limited structured data capture from AMR/MR applicants means SA is missing critical intelligence about labour market drivers, industry project needs, and mobility trends.
- The absence of a nationally harmonised framework, or even a SA-specific licensing guide by occupation, contributes to ongoing confusion for workers and employers.



SYSTEM LEVEL SIGNALS AND REFORM OPPORTUNITIES

Across MR and AMR pathways, three critical system issues emerge:

- **Manual intervention undermines AMR's purpose.** Licensing remains time-consuming and duplicative, reflecting *Insight Two: Recognition on paper is not recognition in practice* in the main report.
- **Border communities remain invisible in system design.** Licensing access and subsidy rules rarely align with how and where people work. This is reflected in *Insight One: You can cross the street, but not the system*; *Insight Three: System design still assumes people stay put*; and *Insight Five: Vulnerability multiplies across the border* in the main report.
- **Cross border talent is essential, but fragile.** The very sectors SA depends on are the ones most exposed to the system inefficiencies. This is reflected in *Insight Four: Making it easier to come to South Australia and work*; and *Insight Five: Vulnerability multiplies across the border* in the main report.

