

26 September 2025

Professor Barney Glover AO
Commissioner
Jobs and Skills Australia

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Dear Commissioner,

Re: 2025 Draft Core Skills Occupation List Consultation

Clubs Australia welcomes the opportunity to comment on the 2025 draft core skills occupations list (CSOL) developed by Jobs and Skills Australia (JSA).

Clubs Australia represents over 5,000 licensed clubs that employ more than 140,000 people. Clubs are not-for-profit, member-owned organisations whose central activity is to provide sporting and recreation infrastructure to their members and the wider community. Clubs Australia sent a survey out to member clubs across jurisdictions to understand skill shortages in the industry and their use of the migration system. Respondents included a mix of metropolitan, regional and rural clubs.

Based on the results of the Clubs Australia survey, in the past two years, over 87% of clubs have experienced skill shortages across a range of skilled positions across different areas of operations at their club. Clubs rely heavily on skilled migration to help fill skill shortages in their club that they cannot fill from the domestic market. Over 79% of clubs have indicated they would either use or consider using skilled migration in the next 12 months to support filling these positions.¹

Clubs Australia recommends that from the 2025 CSOL targeted for consultation group and other relevant occupations, the following occupations are included on the final CSOL:

1. Senior Chef (161631)
2. Bar Supervisor (471531)
3. Café or Restaurant Supervisor (471532)
4. Gaming Supervisor (471534)
5. Sports Turf Manager (3425)

Clubs Australia recommends that the following occupations continue to be included on the CSOL:

1. Chefs (321, 3211) and Cooks (3223)
2. Licenced Club Managers (1615, 161531)

¹ Clubs Australia, *Club Industry Workforce & Skills 2025 Survey (2025)*.



1. Chefs and Cooks

Food offerings serve as a critical revenue stream for clubs and support their ongoing viability, however, clubs continue to struggle to fill chef and cook positions in the domestic labour market.

A survey of Clubs Australia members found over 96%² of clubs that used skilled migration over the last two years did so to hire chefs and cooks. Clubs also provided evidence that they struggle to recruit trade-qualified chefs from anywhere within Australia.

The low completion rate for food trade apprenticeships influences this shortage. In the most data released from NCVER in September 2025, food trade apprenticeship completions have dropped 28.6% from 2024.³ Factors contributing to low food trade apprenticeship retention include poor working conditions (e.g., customer abuse), unappealing work hours, off-the-job training inflexibility, and minimal support for employers and employees. Clubs Australia has also received feedback and examples where clubs will engage and train an apprentice, however, the apprentice will often seek to leave the club after their apprenticeship is finished.

The club industry was also significantly impacted during COVID-19 and skills shortages persist and are forecast to into the foreseeable future, particularly in regional areas.

The reliance on skilled migrants to fill the gap in the domestic market for chef and cook positions is critical. In a recent Clubs Australia survey 69% of respondent clubs advised they had used migrant and/or employer-sponsored visas to fill chef and cook shortages.⁴

The importance of Senior Chefs, Chefs and Cooks being included on the CSOL is critical to the viability of clubs who rely on qualified immigrants to fulfil these roles. All respondents to the Clubs Australia survey last year noted they intend to use the migration system to fill skill shortages for chefs and cooks in the future. Clubs have also indicated they will struggle to sustain their food offerings in the future if they cannot utilise the skilled migration system to recruit qualified chefs and cooks.⁵

Clubs Australia recommends that Senior Chef is included on the CSOL and that Chefs and Cooks continue to be included on the CSOL.

2. Bar Supervisor, Café/Restaurant Supervisor and Gaming Supervisor

In the last 12 months, clubs have experienced difficulties recruiting for positions across their operations. Of the respondents to the Clubs Australia survey 46% reported challenges recruiting bar attendants and 36% recruiting gaming attendants. Over 87% of clubs have

² *Ibid.*

³ *NCVER, Apprentices and trainees 2025 March quarter (2025).*

⁴ *Clubs Australia, Club Industry Workforce & Skills 2025 Survey (2025).*

⁵ *Clubs Australia, Draft CSOL Survey (2024).*



indicated this is because of a shortage in candidates and at least 33% due to a lack of qualified candidates.⁶

Clubs Australia submits that clubs should be able to access skilled migration pathways to address these workforce shortages and ensure continuity of operations.

Clubs Australia recommends that Bar Supervisor, Café/Restaurant Supervisor and Gaming Supervisor be included on the CSOL.

3. Other Matters

Sports Turf Manager

Clubs across Australia offer various recreational facilities, including lawn bowls and golf courses and other outdoor sporting amenities. Sports Turf Managers are crucial in maintaining these facilities for members and guests and ensuring the club can continue to offer these key community assets.

Of the respondents to the Clubs Australia survey (noting that not all clubs would have a sports turf manager position at their club), 9% of clubs indicated that they have struggled to recruit for the position of greenkeeping and 11% for maintenance positions.⁷

Clubs Australia recommends that Sports Turf Manager be included on the CSOL.

Licensed Club Manager

Licensed club managers are responsible for organising and controlling the club's operations and are a key role in the club workforce. Clubs Australia recommends the licenced club managers continue

Clubs Australia recommends that Licenced Club Manager continue to be included on the CSOL.

For further information about Clubs Australia submission, please contact Daniel Mitchell, at [REDACTED]

⁶ *Ibid*

⁷ *Ibid*