

Career Plan and Employability Analysis



Important note. Skilled occupations are those listed as ANZSCO Skill Levels 1-3. Lower skilled roles are those listed as Skill Levels 4 and 5. You can find more information on the [ANZSCO website](#)

The Tasmanian Nominated Skilled Migration Program aims to nominate people with skills genuinely in need by Tasmanian employers and with the capacity to settle in Tasmania through skilled employment in the long term. If you do not have a job yet or you are working in a lower skilled occupation, your career plan will help demonstrate your prospects for future skilled employment here in Tasmania.

This template will help you think about your prospects and walk you through the steps required to develop your career plan.

You can attach the completed document to your nomination application.

Part I – Preparation

Ask yourself these questions before completing your plan:

What's available?

- Have you researched the local job market in your intended career area?
- Can you identify relevant positions in that career area?
- Do you know the required skill-sets for your intended jobs?
- Do you have a good understanding of the career path for that area?
- Do you think you have a good chance of obtaining the jobs you have identified in your intended career area?
- If not, have you explored alternative options in the market suited to your skills?

What do you have?

- Do you think you fully understand the job description and selection criteria for the jobs you have identified?
- Can you identify the gap between your skillsets and the job requirement and selection criteria?
- Have you reflected on your ability to show your suitability in the job seeking process?
- Do your current activities help you build your experience for your intended jobs and match with your career plan? e.g. employment, volunteering, projects, professional networking, trainings.

What have you done?

- Are there any gaps between your skills and the skills required by the jobs you have researched?
- Are there any plausible ways you can overcome those gaps?
- If not, have you thought about alternative plans towards skilled employment based on your past and current experience?
- What are the other activities you have done to help build your competitiveness?

Part 2 – Career Plan

Step 1: Set your objectives

What skilled career do you want to pursue in Tasmania?

What job do you plan to be doing in 3 years-time?

What other career options or employment roles are available that would use your strengths?

Do you want to become an expert in your field of study, or would you like to apply your skills more broadly in a range of possible occupations? Why?

Step 2: Assess yourself and your situation

What are your current skills? What are your strengths? How do these align with your objectives?

How do your current and previous experiences (such as education, training, employment etc) align with your objectives?

What additional skills or knowledge do you need to develop to meet your objectives?

How do you know there are opportunities available that fit your career objectives? What research have you undertaken?

What can you do to enhance your skills or progress your career development right now? What might take longer?

If you are currently employed, does this employment help you develop skills and experiences to progress your career objectives? How?
If not, are there other activities you are involved in or can pursue that will help you reach your goals?

Who can help/support/coach or mentor you to enable you to achieve your objectives? What training or development is available to you?
Where can you look for additional help to develop your skills and achieve your goals?

Step 3: Summarise and set your actions

What key things do you need to do to achieve your objectives?

What barriers or obstacles might get in your way? How could you overcome them?

Part 3 – Employability Analysis

Part 3: Employability Analysis - Find opportunities that match your goals

- List 3 recent job opportunities you have found that are relevant to your career objectives (copies of the advertisements are not needed)
- Describe how they are relevant to your career objectives and goals
- Describe how your background, skills and experience are relevant to those opportunities

Opportunity 1

Opportunity 2

Opportunity 3