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## FEEDBACK GUIDE

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AUSTRALIAN AND NEW ZEALAND STANDARD CLASSIFICATION OF OCCUPATIONS (ANZSCO)

COMPREHENSIVE REVIEW

### Consultation round 4

25 July – 6 September 2024

Information to help you prepare feedback for round 4 of the ANZSCO comprehensive review.





# Updating ANZSCO

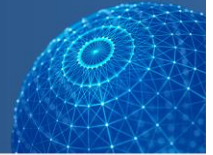
Reflecting a modern Australian labour market



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## PREPARING YOUR FEEDBACK

The ABS is undertaking a comprehensive review of the Australian and New Zealand Standard Classification of Occupations (ANZSCO) to reflect the contemporary labour market and better meet stakeholders' needs. Round 4 of consultation for the review is open from 25 July to 6 September 2024.

This is the final round of consultation for the Comprehensive review before releasing the updated classification in December 2024.

The previous 3 rounds of consultation conducted in 2023 provided the opportunity for detailed submissions on suggested changes to occupations. As a result of proposed changes from the suggestions provided, ABS has reviewed and assessed the proposed changes to make changes to the classification structure where necessary.

Types of changes to the classification structure proposed include:

- movement of occupations into different groups in the hierarchy, to better align skill level or specialisation
- splitting groups which represent large numbers of employed persons
- merging groups which represent small numbers of employed persons

Organisations and individuals can express their views on the draft classification through the questionnaire on the [ABS Consultation Hub](#).

Feedback will require basic contact details about you and your organisation as well as responses to survey questions about the draft classification. All feedback will be assessed on merit of the content provided regardless of whether the feedback represents whole of organisation or individual views.

While there are some required questions that need to be answered to progress through the form, it is not a requirement to answer all questions.

This final round of consultation will close on 6 September 2024. We encourage that all feedback is submitted prior to 6 September, even if it is incomplete, to ensure that it is received in time for consideration.

Learn more about how to [prepare your feedback](#) and how to use the online form.

## WHY ARE WE CONSULTING?

While ANZSCO has previously had some minor updates, it largely describes the original 2006 version, which was based on the 2001 labour market. The updated classification will be released in December 2024, in time for use by 2026 Census.

Updates to the classification will be reflected progressively in official labour market statistics from August 2026, including [Labour Force](#) time series, [Employee Earnings and Hours](#) and [Jobs in Australia](#) statistics to improve visibility of new and emerging occupations.





The fourth and final round of consultation gives you an opportunity to have your say by providing feedback on the draft classification and its structure before its finalisation in December 2024. We are particularly interested in getting your feedback on the proposed groupings of occupations into major groups, sub-major groups, minor groups and unit groups. Your feedback will help shape the quality of Australia's occupation and labour market information.

The ABS is currently welcoming feedback on:

- how you intend to use the classification and data consumption tools
- the proposed changes, draft structure and the implementation of the classification

We encourage you to explore the proposed changes and structure in the [draft classification](#)<sup>1</sup> which has been developed as a result of the first 3 rounds of consultation held in 2023.

<sup>1</sup>This draft classification is only available for the 6 week period of consultation until 6 September 2024.

Want to know more about ANZSCO and the comprehensive review? Answers to many ANZSCO-related questions can be found at [About ANZSCO | \(abs.gov.au\)](#)

## FEEDBACK QUESTIONS

Feedback can be given through the questionnaire on the ABS Consultation Hub. Link to the survey is on the landing page of [round 4 consultation](#).

There are no word limits on your responses however we encourage you to keep responses concise.

You will be guided through a series of questions for the two sections of the survey. These questions are set out in three sections:

- contact details (questions 1-7)
- preferred arrangement for using the classification (questions 8-10)
- feedback on the proposed changes (questions 10-12)

To aid in providing feedback, the actual consultation questions from question 8 are listed:

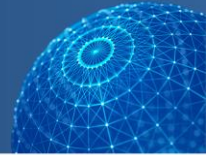
### How you intend to use the classification and data consumption tools:

Considering the [draft classification](#)<sup>1</sup>:

<sup>1</sup>This draft classification is only available for the 6 week period of consultation until 6 September 2024.

8. How do you or your organisation intend to use the classification?
  - a. Please indicate which levels of the classification hierarchy you use and why (i.e. major group, sub-major group, minor group, unit group, occupation level)
  - b. Please describe any constraints to your usage in relation to the specific segment or level of the classification you use (i.e. a particular sub-major group)
9. What is your preferred method of consuming the classification?





- a. Examples of methods include: Google search, ABS website search, coding tool, API, Excel file, JSON file format, other
- b. Please indicate the reasons for using your preferred format/s and consumption method/s and the reasons for your preferred or non-preferred formats
- c. Please include positive or negative impacts of your preferred method or format

## Proposed changes, structure and implementation of the classification:

Considering the [draft classification](#)<sup>1</sup>:

<sup>1</sup>This draft classification is only available for the 6 week period of consultation until 6 September 2024.

10. Will the new groupings in the draft structure impact the way you or your organisation uses the classification?
  - a. Please indicate if the impact is positive, negative or neutral and why
  - b. Please describe which specific groupings in the proposed structure may impact the way you or your organisation use the classification
11. Do you have any feedback on the proposed web page layout of the classification?
  - a. Please provide any positive or negative impacts the web page layout of the classification might have on your use
  - b. Please include any positive or negative impacts the web page layout might have on how you navigate through the classification
  - c. Please consider any positive or negative impacts regarding the order in which the information is displayed
12. Do you or your organisation have any key implementation concerns about the proposed structure?
  - a. Please describe any positive or negative impacts regarding the implementation of the proposed structure
  - b. Please provide details to help us understand why implementing the new classification is a concern to you

## Other Information

13. Is there any other information to help support your feedback?





## HOW TO PROVIDE FEEDBACK EXAMPLES – QUESTION 11

Following are two examples of how a response can be prepared and have been provided for guidance only.

11. Will the new groupings in the draft structure impact the way you or your organisation uses the classification?
  - a. Please indicate if the impact is positive, negative or neutral and why
  - b. Please describe which specific groupings in the proposed structure may impact the way you or your organisation use the classification

**Example 1:** *The new Sub-major group 42 Aged Care and Disability Services and Support Workers will provide a positive change to the way our organisation uses the classification as it will provide better visibility, greater granularity of data and a more cohesive structure to the occupations within the Aged Care and Disability Support sector. The proposed Sub-major group draws together occupations that have similar skill specialisation in that they share the same field of knowledge in aged care and disability support and provide services associated with the care and support of older people and people with disability.*

*The occupations in this sub-major group includes those previously contained in one very large ANZSCO 2022 Occupation 423111 'Aged and Disabled Carer' which did not distinguish between the various types of key occupations performed. These occupations all have a similar skill specialisation relating to the care and support of older people and people with disability and grouping the occupations together provides a more cohesive structure.*

*Providing a split of these occupations at the Minor Group level into 421 Aged Care Workers and 422 Disability Services and Support Workers reflects the important distinction between the skill specialisation of Aged Care Workers and Disability Services and Support Workers, while still acknowledging the broader similarities between the occupations at the sub-major group level.*

**Example 2:** *We disagree with the placement of occupation "X" in the new classification structure, this occupation is more closely aligned with the occupations that are included within Unit Group "Y" as they all relate to "(provide the nature of the relationship here and any evidence for the suggested grouping<sup>2</sup>)". By adding this occupation to the Unit group "Y" data from the Labour force would be beneficial for us to be able to "(insert benefit)".*

<sup>2</sup> As ANZSCO is a skill based classification, any suggested groupings must be based on commonality of skill level and specialisation.





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## SUPPORTING DOCUMENTATION & ATTACHMENTS

File attachments cannot be submitted via the ABS Consultation Hub.

When you have completed the survey, a receipt will be sent to your nominated email account. Provision of any additional attachments to support your feedback can be emailed with the receipt number to [updating.anzsko@abs.gov.au](mailto:updating.anzsko@abs.gov.au). Please note there is a 5MB file limit.

Please also follow this process if your organisation requires you to make your feedback on letterhead or with your leader's endorsement.

## RESPONSE FEEDBACK

You will not receive individual feedback on the content you have provided. However, following each consultation round, participants are kept informed of how stakeholder input is influencing changes to the classification.

A consultation summary and list of proposed changes from [Round 1](#), [Round 2](#) and [Round 3](#) of consultation are released on the ABS Consultation Hub for information.

Keep up to date with all the latest developments on the review at [Updating ANZSCO](#).

## PRIVACY

For information on confidentiality of submissions and personal information please read [Privacy - Australian Bureau of Statistics - Consultation Hub](#).

Access the [ANZSCO Collection Notice](#) for information on the collection and use of personal information as part of the public consultation phase of the ANZSCO comprehensive review process.

