



# Updating ANZSCO

Reflecting a modern Australian labour market



## ANZSCO [Preliminary] Proposed Changes

Version 2.0

Childcare services

ANZSCO Comprehensive Review

Australian Bureau of Statistics

17/6/2024



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Reflecting a modern Australian labour market



## Essential Notes

The Australian and New Zealand Statistical Classification of Occupations (ANZSCO) describes all occupations for the Australian and New Zealand labour market.

The ABS has undertaken 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. Public consultation rounds were held across 2023, with each round targeting selected occupations grouped by focus area.

Statistics New Zealand (Stats NZ) have elected not to participate in the current review and therefore occupation changes have only been considered in respect of the Australian labour market.

## Updates to document

This document has been updated based on stakeholder feedback and further research. Minor updates have been made to a handful of occupations. The format of the document has also been updated to improve usability based on feedback received. A preliminary proposed changes document has been created for each of the 43 focus areas. Focus areas were designed to group occupations for consultation purposes only and will not be present in the classification structure.

The preliminary proposed changes presented do not include the full scope of not elsewhere classified categories (nec). Exclusion statements are incomplete and do not reference specific occupation locations within the classification. Outstanding nec categories, exclusion statements and final tweaks to occupations are currently being finalised in preparation for the release of the draft proposed classification in July on the ABS website. The July release will provide users with an opportunity to provide feedback on the structure of the proposed changes, before finalising the update for release by December 2024. These preliminary proposed changes documents are for information only.

## Task lists

ABS recognises the potential of Artificial Intelligence (AI) to enhance our operations and efficiency. To this end, we have employed AI to assist in the creation of initial task lists. However, human experts are responsible for the final content, and AI serves as a tool, not a decision-maker. We value stakeholder input and incorporate it into our editing process placing importance on stakeholder submissions and other relevant research contributions.

Learn more about ANZSCO and the review at [Updating ANZSCO | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au/anzsco)

## Occupations in the Childcare services focus area include:

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## About the focus area

The Childcare services focus area covers occupations which require specialised knowledge and skills to:

- develop and implement programs to enhance the physical, social, emotional and intellectual development of young children
- educate and supervise children in residential homes and non-residential childcare centres and pre-primary schools.

## Summary of consultation

There was strong engagement from a diverse group of stakeholders for childcare related occupations, with workshops playing a crucial role in facilitating feedback and gathering expertise. Stakeholders highlighted that due to increased regulations and qualification requirements in the sector, the skill level of many occupations needed to be reviewed and updated. Stakeholders also expressed the need to include middle management level occupations to capture team leaders and coordinators.

There was a shared consensus amongst stakeholders that updates needed to be made to ensure the classification better reflected the modern childcare workforce. Suggested updates included removing outdated terminology, updating lead statements, tasks and titles, and merging, retiring, and creating new occupations.

## 134111 Child Care Centre Manager

Existing	Proposed	
<p>134111 Child Care Centre Manager</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>• Child Care Centre Director</li> <li>• Child Care Coordinator</li> </ul> <p>Plans, organises, directs, controls and coordinates the activities of a childcare centre or service including physical and human resources.</p> <p>Skill Level: 1</p>	<p>134113 Family Day Care Coordinator</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>• Family Day Care Manager</li> </ul> <p>Leads and manages a team of Family Day Care Educators in regulated home-based education and care services.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>• Monitors, supports and supervises Family Day Care Educators</li> <li>• Leads the development and implementation of educational programs that are based on an approved learning framework</li> <li>• Works in partnership with families, community members and external agencies to promote the safety, health and wellbeing of children</li> <li>• Maintains records and documentation of the Family Day Care service</li> <li>• Coordinates the recruitment of Family Day Care service staff and their professional development</li> <li>• Ensures compliance with Family Day Care service policies and national and/or state-based legislation</li> <li>• Leads the day-to-day operational requirements of the Family Day Care service</li> </ul>	<p>134114 Children's Education and Care Service Director</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>• Early Childhood Education and Care Service Manager</li> </ul> <p>Plans, organises, directs, controls and coordinates the activities of a regulated children's education and care service including physical and human resources.</p> <p>Skill Level: 1</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>• Leads the design, planning, implementation and evaluation of educational programs and practices based on an approved learning framework</li> <li>• Manages the recruitment of staff and coordinates professional development</li> <li>• Liaises and works in partnership with families, community members and external agencies to promote the health, safety and wellbeing of children</li> <li>• Manages the financial resources for the service</li> <li>• Maintains service records and documentation</li> <li>• Directs and supervises educators, staff and visitors</li> <li>• Develops policies to ensure the service complies with national and/or state-based legislation and the approved learning frameworks</li> <li>• Leads the day-to-day operational requirements of the service in accordance with the national or state legislation and regulatory requirements</li> </ul> <p>Specialisations:</p> <ul style="list-style-type: none"> <li>• Out of School Hours Care Coordinator</li> <li>• Preschool Director</li> </ul>

## 241111 Early Childhood (Pre-primary School) Teacher

Existing	Proposed
<p>241111 Early Childhood (Pre-primary School) Teacher</p> <p>Alternative Title:</p> <ul style="list-style-type: none"><li>Kindergarten Teacher</li></ul> <p>Plans, organises and conducts activities to help pre-primary school students to develop a wide variety of skills including speech, reading, writing, motor skills and social interaction.</p> <p>Registration or licensing is required.</p> <p>Skill Level: 1</p> <p>Specialisation:</p> <ul style="list-style-type: none"><li>Preschool Director</li></ul>	<p>241113 Early Childhood (Pre-primary School) Teacher</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"><li>Kindergarten (Pre-primary School) Teacher</li><li>Preschool Teacher</li></ul> <p>Designs, plans, implements and evaluates educational programs and practices for young children, including following and implementing an approved learning framework in an early childhood setting.</p> <p>Registration or licensing is required.</p> <p>Preschool Directors are excluded from this occupation.</p> <p>Skill Level: 1</p> <p>Main Tasks:</p> <ul style="list-style-type: none"><li>Develops educational programs based on an approved learning framework</li><li>Promotes the safety, health, wellbeing, learning and development of young children</li><li>Provides pedagogical leadership</li><li>Coaches, mentors and supervises staff</li><li>Builds and maintains strong reciprocal relationships with young children and their families</li><li>Complies with service policies and national and/or state-based education legislation</li><li>Works in partnership with families, community members and external agencies to promote the education, care and wellbeing of children</li></ul>

## 421111 Child Care Worker

Existing	Proposed	
<p>421111 Child Care Worker</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>Child Care Aide</li> </ul> <p>Provides care and supervision for children in programs, such as long day care and occasional care, in childcare centres, hospitals and educational centres.</p> <p>Registration or licensing may be required.</p> <p>Skill Level: 3</p> <p>Specialisations:</p> <ul style="list-style-type: none"> <li>Child Care Group Leader (Aus) (Skill Level 2)</li> <li>Children's Nursery Assistant</li> <li>Creche Attendant</li> <li>Early Childhood Worker</li> </ul>	<p>421117 Early Childhood Education Room Leader</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>Early Childhood Education Group Leader</li> </ul> <p>Provides leadership to Early Childhood Educators and contributes to the development, implementation and evaluation of the educational program and practice using an approved learning framework.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Leads a team of educators working with a group of children</li> <li>Designs, plans, implements and evaluates educational programs and practices based on an approved learning framework</li> <li>Works in partnership with families, staff, community members and external agencies to promote the development, education, care and wellbeing of children</li> <li>Promotes the safety and wellbeing of children</li> <li>Supports educators providing education, care and supervision for babies, toddlers and young children</li> <li>Complies with, and supports other educators to comply with, service policies and national and/or state-based legislation</li> <li>Supports the day-to-day operation of the service</li> <li>Keeps records of each child's learning, wellbeing, development, participation and progress, and communicates this with families</li> </ul>	<p>421118 Early Childhood Educator</p> <p>Supports learning and development for young children in regulated centre-based services, including contributing to the educational program and practice using an approved learning framework.</p> <p>Family Day Care Educators and Outside of School Hours Care Educators are excluded from this occupation.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Contributes to the designing, planning, implementing, documenting and evaluating of the children's educational programs based on an approved learning framework</li> <li>Develops and maintains positive relationships with staff, children and families</li> <li>Supports the daily routines, transitions and programs of babies, toddlers and/or young children</li> <li>Complies with service policies and national and/or state-based legislation</li> <li>Promotes the safety, health and wellbeing of staff, children and visitors</li> <li>Supports children's learning, development and wellbeing</li> </ul>

## 421112 Family Day Care Worker

<b>Existing</b>	<b>Proposed</b>
<p>421112 Family Day Care Worker</p> <p>Alternative Title:</p> <ul style="list-style-type: none"><li>Family Day Carer</li></ul> <p>Provides care and supervision for babies and children, usually in the carer's own home and under local government or community-based schemes.</p> <p>Registration or licensing may be required.</p> <p>Skill Level:</p> <ul style="list-style-type: none"><li>4 Australia</li><li>3 New Zealand</li></ul>	<p>421115 Family Day Care Educator</p> <p>Provides support for children's learning, development and wellbeing in a family day care service, including following an approved learning framework.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"><li>Designs, plans, implements and evaluates an educational program based on an approved learning framework</li><li>Documents children's progress, learning, wellbeing and development</li><li>Develops and maintains positive relationships with children and families</li><li>Supports the daily routines, transitions and programs of children</li><li>Complies with family day care service policies and national and/or state-based legislation</li><li>Manages financial resources for the family day care service</li><li>May transport children to and from the family day care service</li></ul>



## 421114 Out of School Hours Care Worker

<b>Existing</b>	<b>Proposed</b>
<p>421114 Out of School Hours Care Worker</p> <p>Provides care for school age children in an out of school hours care program.</p> <p>Registration or licensing may be required.</p> <p>Skill Level: 3</p>	<p>421114 Out of School Hours Care Educator</p> <p>Provides education and care for school age children before/after school and during school holidays.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"><li>• Contributes to the designing, planning, implementing and documenting of school age children's educational leisure programs based on an approved learning framework</li><li>• Supports the daily routines, transitions and programs of school age children</li><li>• Promotes the safety, health and wellbeing of staff, children and visitors</li><li>• Develops positive relationships with other educators, school staff, school age children and families</li><li>• Complies with Out of School Hours Care service policies and national and/or state-based legislation</li></ul>

## 422115 Preschool Aide

Existing	Proposed
<p>422115 Preschool Aide</p> <p>Provides care and supervision for children at preschool centres under the direction of Early Childhood (Pre-primary School) Teachers.</p> <p>Skill Level: 4</p> <p>Specialisation:</p> <ul style="list-style-type: none"><li>• Kindergarten Assistant</li></ul>	<p>Retire occupation and merge residual with proposed occupation; 421118 Early Childhood Educator.</p>