



Updating ANZSCO

Reflecting a modern Australian labour market



SUBMISSION GUIDE

*Australian and New Zealand Standard Classification of Occupations (ANZSCO)
Comprehensive Review*





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1 INTRODUCTION

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) describes all occupations in the Australian and New Zealand labour markets.

It is used to describe data for governments, industry, and businesses to inform and shape educational pathways, skilled migration programs and workforce strategies that equip Australians with skills to get jobs and stay employed.

To find the latest release of ANZSCO and learn more about the concepts, definitions and structure go to [About ANZSCO](#).

2 WHY ARE WE CONSULTING?

The ABS is undertaking a comprehensive review of the classification to reflect the contemporary labour market and better meet stakeholders' needs. While ANZSCO has previously had some minor updates, it largely describes the original 2006 version, which was based on the 2001 labour market.

Public consultation rounds exploring where changes to the classification may be required will be held across 2023 and 2024 with each round targeting selected occupations grouped by focus area.

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 updated classification will be released by December 2024, in time for use by Census 2026.

A whole-of-government occupation coding capability will be delivered and made available to industry and the private sector. This will enable data producers to apply ANZSCO consistently and increase comparability and coherence of labour market data and advice.

3 CONSULTATION FOCUS AREAS

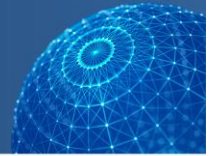
Each public consultation round for the comprehensive review will target selected occupations grouped by focus area. The [public consultation schedule](#) provides indicative timeframes for when stakeholder feedback will be sought for each focus area throughout 2023 and 2024.

Focus areas for this current round of consultation (1 Feb-28 Apr 2023) are as follows:

Accounting services	Administrative services
Aged care and disability services	Childcare services
Computer system design and related services	Education and training
Financial and insurance services	Library and other information services
Management and related consulting services	Market research and advertising services
Scientific research services	Statistical services
Welfare and social assistance services	

A list of [occupations grouped by focus areas](#) is provided on the ABS website:
(www.abs.gov.au/about/consultation-and-conferences/updating-anzsko/about-anzsko/occupations-focus-area)





4 HOW TO HAVE YOUR SAY

To make a submission:

1. Please refer to the list of [occupations grouped by focus areas](#) for Consultation Round 1. Each occupation is linked to its current description listed in the [ANZSCO 2022, Australian Update](#), along with the current title, alternative title, definition, skill level, specialisations, and licensing or registration requirements.
2. The [ABS Consultation Hub](#) page will direct you to provide an online submission for your focus area of interest by providing feedback through a series of questions. A separate submission will be required for each focus area of interest.

You are not required to respond to every question, although your submission will be strengthened by your ability to answer as thoroughly as possible and by providing supporting evidence. To help prepare your submission a copy of the survey questions can be found in [Section 5](#) of this guide. In addition, there will be introductory questions for you to provide your contact details. These details will assist with follow-up if we require more information about your submission.

Consultation rounds will remain open for a minimum of 12 weeks to provide users of the classification an extended timeframe to submit feedback on their area(s) of interest.

The closing date for this consultation round is 28 April 2023.

2026 Census Content consultation is planned for the first half of 2023. If your submission to the comprehensive review and update of the ANZSCO is relevant to the Census Content consultation too, it will be provided to the 2026 Census Content team - stakeholders do not need to provide their submission again.

5 WHAT GOES INTO YOUR SUBMISSION

A link is provided on the ABS Consultation Hub Overview page that will guide you through a series of questions for your selected [focus area](#) of interest. A copy is provided below for reference:

Considering the occupations that are separately identified in ANZSCO with a unique 6-digit code (www.abs.gov.au/anzSCO):

1. Are there any in your industry, business or workplace that are **not accurately described**?

For each inaccurately described occupation:

1. Provide your proposed new title, alternative title, definition, specialisations, licensing and/or registration requirement (whichever apply). Refer [here](#) for more information on title, alternative title, definition, specialisations, licensing and/or registration requirement.
2. Provide one or two unique tasks which distinguish this occupation from others included in ANZSCO.
3. Include any evidence to support your proposed changes, such as industry workforce surveys, workplace awards, job vacancy data, industry workforce planning documents, or job descriptions.
4. Describe how the inaccurate description of this occupation affects your industry, business or workplace.





2. Are there any occupations in your industry, business, or workplace for which ANZSCO **does not accurately reflect the skill level (1 to 5)**? Refer [here](#) for more information on skill level.

For each such occupation:

1. Outline the skill level (1-5) that should be assigned to the occupation.
 2. Include any evidence to support the change, such as changed education, training or licensing requirements, occupation data, industry workforce surveys, job vacancy data, or workplace awards.
 3. Describe how the inaccurate skill level affects your industry, business or workplace.
3. Are there any occupations in your industry, business or workplace which we should consider classifying under a different ANZSCO category (e.g. sub-major, minor or unit group)?
 1. Include any evidence to support the change you are proposing (such as skill transferability with minimal retraining required)
 2. Describe how the current placement affects your industry, business or workplace.

Considering occupations **not** separately identified in ANZSCO with a unique 6-digit code (www.abs.gov.au/anzco):

4. Are there any in your industry, business or workplace that **should be separately identified with a unique code**?

For each such occupation:

1. Describe the occupation as fully as possible, including the tasks involved; its relationship to other occupations; any registration or licensing requirements; the education and experience requirements; its skill level (1 to 5), and any other titles used to describe the occupation.
 2. Indicate the number of people that undertake the occupation in your industry, business or workplace. Estimate the number of people that will be required to undertake the occupation in 5 years' time in your industry, business or workplace. Where possible, use evidence to support the estimates you provide.
 3. Identify where you think this occupation sits within ANZSCO.
 4. Would adding this occupation as a specialisation of an existing ANZSCO occupation category meet the needs of your industry, business or workplace?
Why? / Why not?
5. Are there **occupations that are emerging**, or that you anticipate will emerge, in the next 5 to 10 years in your industry, business or workplace?

For each emerging occupation:

1. Describe the occupation as fully as possible, including the tasks involved, its relationship to other occupations, any registration or licensing requirements, the education and experience requirements, its skill level (1 to 5), and any other titles used to describe the occupation.
2. Indicate the number of people you expect will undertake the occupation in your industry, business or workplace in the next 5 to 10 years. Where possible, use evidence to support the estimates you provide.





3. Explain what is driving the emergence of the occupation.
 4. Identify where you think this occupation sits within ANZSCO.
6. Is there any **other information** you can provide to help support your submission?

Please consider:

1. Any impacts if the proposed changes are not made to the ANZSCO.
 2. Alignment of your proposed changes to policy, program or statistical/data needs.
7. Please provide information on any other issues in relation to ANZSCO that has not already been covered in the survey.

6 NEXT STEPS

Suggested changes received from each consultation round will be considered and balanced with the need to maintain mutual exclusivity of occupation groups (that is, a job can only be assigned to one occupation), and stability of the classification to support analysis across time.

Changes also need to adhere to the [principles of statistical classifications](#) to ensure the ANZSCO continues to support the production of reliable occupation-based statistics. These principles will guide the development of changes throughout the comprehensive review and beyond, ensuring the classification is well structured, clearly defined, comparable, robust, and representative.

The ABS will consult with users in June 2024 on a consolidated set of proposed changes based on work undertaken across 2023 and 2024. The updated classification will be published by December 2024, in time for use by Census 2026.

Keep abreast of all the latest developments with the comprehensive review at [Updating ANZSCO](#).

7 NEED MORE INFORMATION

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

ABS's position on skills

ABS's new approach to maintaining ANZSCO

Labour Force and other labour market data

Outcomes of the 2021 and 2022 Targeted Updates

How jobs are classified in ANZSCO

Workers with multiple jobs

And more...

