



## SUBMISSION GUIDE

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*2022 Targeted Update of ANZSCO Proposed Changes  
September 2022*



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## 1 INTRODUCTION

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is jointly managed by the Australian Bureau of Statistics (ABS) and Stats NZ. It describes all occupations in the Australian and New Zealand labour markets.

It is used by governments and organisations in activities such as matching jobseekers with job vacancies, shaping educational pathways, skilled migration programs and workforce strategies that equip Australians with skills to get jobs and stay employed.

### 1.1 TARGETED UPDATES

While ANZSCO has had some minor updates, it still largely reflects the original 2006 version, based on the 2001 labour market. In 2021, the ABS trialled a new, targeted approach to updating ANZSCO, and in November released the [ANZSCO 2021, Australian Update](#).

The ANZSCO 2022, Australian Update will be released on the ABS website in November 2022.

These updates have been facilitated through a partnership between the ABS and several Australian government agencies to address key priorities and to test a new approach to maintaining the classification. For further information, please refer to the list of [frequently asked questions](#).

### 1.2 COMPREHENSIVE REVIEW

Recently, the Australian government announced new funding over 4 years for the ABS to undertake a comprehensive update of ANZSCO (for delivery by December 2024) and commence an ongoing maintenance program from 2025. This measure will enable the ABS to commence a review of the remaining areas of the classification yet to be updated. The ABS is currently working on a delivery plan for this extensive program of work and will release in the next few months further information on the schedule of review work and when stakeholder input will be sought.

If you have an interest in changes to ANZSCO and would like to subscribe to receive communication regarding future reviews, please provide contact details via [anzsco.maintenance@abs.gov.au](mailto:anzsco.maintenance@abs.gov.au)

## 2 WHY ARE WE CONSULTING?

### 2.1 CONSTRUCTION-RELATED TRADES OCCUPATIONS

The ABS sought feedback in March 2022 on a proposed list of 24 construction-related trades occupations and received nine submissions from stakeholders.

These submissions have now been assessed, including further consultation with stakeholders, and a set of proposed changes developed for consultation.



## 2.2 EMERGING OCCUPATIONS NOT INCLUDED IN 2021 UPDATE

The remaining Emerging Occupations identified by the National Skills Commission (NSC) that were unable to be included in the [ANZSCO 2021, Australian Update](#) have been reviewed as part of the 2022 targeted update. One of these Emerging Occupations (Fund Raiser) has been deferred until the comprehensive review as it requires changes to ANZSCO's structure which cannot be accommodated within the 2022 Targeted Update.

These [Emerging Occupations](#) comprise of new, frequently advertised jobs which are substantially different to occupations already defined in ANZSCO.

### 3 HOW DO YOU HAVE YOUR SAY?

To make a submission:

1. Please read the papers detailing the proposed changes for:
  - Construction-Related Trades Occupations
  - Emerging Occupations not included in 2021 UpdateBoth papers are linked under the **Related** heading of the ABS Consultation Hub [Overview](#) page.
2. A link is provided on the ABS Consultation Hub where you will be guided to provide feedback through a series of questions. 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 where possible. To help prepare your submission a copy of the survey questions can be found in section 4 below.

**The closing date for submissions is 28 September 2022.**

### 4 WHAT GOES INTO YOUR SUBMISSION?

A link is provided on the ABS Consultation Hub [Overview](#) page where you will be asked the following questions. A copy is provided below for reference:

1. Please list any Occupations within scope of the 2022 Targeted Update where you believe there is an inaccuracy in the proposed change. For each Occupation identified, please include the following information:
  - 1) the element that is not accurately described i.e. the new title, alternative title, definition, the skill level, licensing or registration requirements, specialisations
  - 2) an explanation of why the item is not accurately described
  - 3) any alternative suggestion which would resolve the inaccuracy
  - 4) any evidence to support your alternative suggestions (such as industry workforce surveys, workplace awards, job vacancy data, industry workforce planning documents).



2. Please list any Occupations within scope of the 2022 Targeted Update where there may be an unintended significant impact caused by the proposed changes. For each Occupation where you believe there is an unintended significant impact of the proposed change, please include the following information:
  - 1) the specific element(s) of the proposed change leading to the impact i.e. new title, alternative title, definition, the skill level, licensing or registration requirements, specialisations
  - 2) a description of the unintended significant impact caused by the proposed change
  - 3) any alternative suggestions that may reduce the impact of the proposed change
  - 4) any evidence to support your alternative suggestions (such as industry workforce surveys, workplace awards, job vacancy data, industry workforce planning documents).
3. Please list any Occupations within scope of the 2022 Targeted Update where you believe significant implementation issue(s) will be experienced because of the proposed changes. For each Occupation identified include the following information:
  - 1) any specific element(s) of the proposed change leading to the implementation challenge
  - 2) a description of the issues(s) caused by implementation of the proposed change
  - 3) any alternative suggestions that may help make implementation of the proposed change easier
  - 4) any evidence to support your alternative suggestions.

If you would like more information or if you would like to talk through your issues to guide your submission, please email [anzsco.maintenance@abs.gov.au](mailto:anzsco.maintenance@abs.gov.au)

## 5 NEXT STEPS

The ABS will assess the submissions received from this consultation and any confirmed changes will be included in the 2022 Targeted Update release. Feedback gathered will also be assessed and used to assist with planning future updates to ANZSCO as part of the comprehensive review.

## 6 FREQUENTLY ASKED QUESTIONS

### 6.1 What is ANZSCO?

- ANZSCO provides a basis for the standardised collection, analysis and dissemination of Occupation data for Australia and New Zealand.
- ANZSCO is a skill-based classification used to classify all occupations and jobs in the Australian and New Zealand labour markets.



- ANZSCO is intended to provide an integrated framework for storing, organising and reporting Occupation-related information for a variety of purposes, such as matching job seekers to job vacancies and providing career information.
- For more information on ANZSCO please read [How ANZSCO works](#)

## 6.2 WHAT IS THE 2022 TARGETED UPDATE?

- The Australian Bureau of Statistics (ABS) has partnered with several Australian Government agencies to continue the work commenced in 2021 to update targeted areas of ANZSCO.
- The ANZSCO 2022, Australian Update will be released on the ABS website in November 2022.

## 6.3 WHAT ARE EMERGING OCCUPATIONS IDENTIFIED BY THE NATIONAL SKILLS COMMISSION?

- Emerging Occupations identified by the National Skills Commission comprise new, frequently advertised jobs which are substantially different to occupations already defined in the ANZSCO. Twenty-five Emerging Occupations were published in August 2020 and described in <https://www.nationalskillscommission.gov.au/emerging-occupations>.
- The 2022 Targeted Review proposes updates to address the Emerging Occupations that were unable to be included in ANZSCO 2021, Australian Update. These Emerging Occupations relate to multiple ANZSCO occupations (e.g. “Data Analysts”) or which required further investigation.

## 6.4 HOW HAVE THE PROPOSED CHANGES BEEN ASSESSED?

- The proposed changes have been developed based on feedback received through six weeks of public consultation between 1 March and 12 April 2022 as well as targeted consultation with key stakeholders. Our partner agencies have also consulted with their stakeholders for feedback on the target Occupation areas and analysis undertaken to improve the classification.
- Changes to the classification have been considered and balanced with the need to maintain mutual exclusivity of Occupation groups, and stability of the classification for analysis across time. Skill levels were also considered to reflect the range and complexity of the set of tasks undertaken in the Occupation.
- The proposed changes have also been assessed by a panel, independent of the ANZSCO review team. This panel was established to ensure that the proposed changes met both an identified need for update and maintained the integrity of the classification.

