**Background**

The Geospatial Council of Australia is coordinating a submission into the [**review of the Australian and New Zealand Standard Classification of Occupations (ANZSCO).**](https://consult.abs.gov.au/standards-and-classifications/anzsco-comprehensive-review-round-2/)

[**ANZSCO**](https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/latest-release) describes all occupations in the Australian and New Zealand labour markets and is used to inform and shape educational pathways, skilled migration programs and workforce strategies that equip Australians with skills to get jobs and stay employed.

The Australian Bureau of Statistics (ABS) is reviewing ANZSCO and has started round two of its major national consultation programs. It is imperative to the future of geospatial in Australia that we capture the changing nature of our industry and at the most basic level, we get the job titles, roles and descriptions correct for existing and particularly, new and emerging occupations.

The Geospatial Council is primarily interested in contributing to the focus areas of Spatial, Surveying and Mapping Services and Construction however there may be other categories that are also relevant for review.

**The Geospatial Council is seeking your feedback by CoB Friday 4 August 2023.**

If you want to learn more about the ANZSCO review, please visit:
<https://www.abs.gov.au/about/consultation-and-conferences/updating-anzsco/anzsco-media-hub#infographics>

**Capturing Your Feedback**

When responding to the set questions, consider if the current classifications reflect how the specialisations work?  What other specialisations would you add?  What’s your prime responsibility?  Do you have other tasks to include?

The ABS has set the parameters and data structure we must adhere to. To do this, when you prepare your responses to each question, please ensure that you have considered the relevant **Set Criteria**, as outlined below: -

1. **Benefits** of the proposal and any alignment to policy, program or statistical need.

1. **Risks and potential outcomes** that could undermine confidence in ANZSCO and lead to poor decision making. Reviewers will also consider economic impacts as well as the relative effect on small, but important, sectors of the labour market when considering this factor.

1. **Complexity, implementation**, and use in labour market analysis. Some requested changes may have dependencies on other elements of ANZSCO that need to be considered holistically.

1. **Degree of urgency** and need for action, including policy drivers to address issues of national significance.
2. **The strength of demand** for this change across stakeholders and number. of beneficiaries likely to be affected.

**Question 1.**

Referring to the [ANZSCO Focus Areas Table](https://www.abs.gov.au/about/consultation-and-conferences/updating-anzsco/participate-anzsco-consultations/occupations-focus-area), determine whether there are any occupations in your industry, business or workplace that are **not accurately described.**

For each inaccurately described occupation, update the table below and: -

1. Provide your proposed new title, alternative title, definition, specialisations, licensing and/or registration requirement (whichever apply).

For more information on title, alternative title, definition, specialisations, licensing and/or registration requirement, refer to the link:-<https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/conceptual-basis-anzsco>

1. Provide a list of any unique tasks which distinguish this occupation from others included in ANZSCO.
2. 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.
3. Describe how the inaccurate description of this occupation affects your industry, business or workplace.

(Please refer to the **Set Criteria** above when providing your responses).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Current ANZSCO** **(4 digit) Unit Group** | **Current ANZSCO** **(6 digit) Occupation Code** | **Proposed new** title, alternative title, definition, specialisations, licensing and/or registration | **Provide list of unique tasks** which distinguishes this occupation from others | **Evidence to support your proposed changes** (workforce data, surveys, workforce planning, job descriptions) | **Describe how the inaccurate description** of this occupation affects your industry, business, or workplace |
|  |  |  |  |  |  |

**Question 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 to the link for more information on skill level: - <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/conceptual-basis-anzsco>

For each occupation:

a.       Outline the skill level (1-5) that should be assigned to the occupation.

b.       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.

c.       Describe how the inaccurate skill level affects your industry, business or workplace.

(Remember to refer to the **Set Criteria** when providing your responses).

**Your Response:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Skill Level**  | **1** | **2** | **3** | **4** | **5** |
| **Education/Formal Qualification** | Bachelor degree or higher qualification.  | NZQF Diploma or AQF Associate Degree, Advanced Diploma or Diploma | NZQF Level 4 qualification, AQF Certificate IV or AQF Certificate III + at least two years of on-the-job training.  | NZQF Level 2 or 3 qualification or AQF Certificate II or III. | AQF Certificate I, NZQF Level 1 qualification or compulsory secondary education. |
| **Work Experience**  | Min. 5-years relevant experience may substitute for the formal qualification. Relevant experience and/or on-the-job training may be required in addition to the formal qualification.  | Min. 3-years relevant experience may substitute for the formal qualification. Relevant experience and/or on-the-job training may be required in addition to the formal qualification.  | At least one year of relevant experience may substitute for the formal qualifications listed above. In some instances, relevant experience may be required in addition to the formal qualification. | For some occupations a short period of on-the-job training may be required in addition to or instead of the formal qualification. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Current ANZSCO (4 digit) Unit Group** | **Current ANZSCO (6 digit)Occupation Code** | **Occupation** | **Skill Level** | **Your Supporting Evidence/****Justification** | **How does the inaccurate skill level currently affect your industry, business or workplace.** |
|  |  |  |  |  |  |

**Question 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)?

More information regarding classifications can be found here: -<https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/classification-structure>

a.   Include any evidence to support the change you are proposing (such as skill transferability with minimal retraining required)

b.   Describe how the current placement affects your industry, business or workplace.

(Remember to refer to the **Set Criteria** when providing your responses).

**Your Response:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Current ANZSCO Category (sub-major, minor or unit group)**  | **New/Suggested Category** | **Justification & Supporting Evidence**  | **Describe how the current placement affects your industry, business or workplace** |
|   |   |   |   |

**Question 4. (Questions 4 & 5 are for consideration of those occupations not separately identified in ANZSCO with a unique 6-digit code)**

Please detail any occupations (classifications) in your industry, business or workplace that **should be** **separately identified with a unique code**.

For each occupation, please detail the following: -

a.  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.

b.   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.

c.   Identify where you think this occupation sits within ANZSCO.

d.   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?

(Remember to refer to the **Set Criteria** when providing your responses).

**Your Response:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Occupationsinclude Alternative Title & Specialisations** | **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, provide evidence/justification for comments.** | **Skills Level (1 – 5)** | **Description of Occupation & Relationship to Other Occupations** | **Tasks** | **License or Registration Requirements** | **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?** |
|   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |

**Question 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: -

a.   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.

b.   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.

c.   Explain what is driving the emergence of the occupation.

d.   Identify where you think this occupation sits within ANZSCO.

(Remember to refer to the **Set Criteria** when providing your responses).

**Your Response:**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Current ANZSCO (4 digit) Unit Group** | **Current ANZSCO (6 digit)** | **Occupationsinclude Alternative Title & Specialisations** | **Approx. no. of people expected to undertake the occupation in 5-10 years’ time.****\* Provide evidence or justification** | **Skills Level (1 – 5)** | **Description of Occupation & Relationship to Other Occupations** | **Tasks** | **License or Registration Requirements** | **What do you think is driving the emergence of the occupation?** |
|   |   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |   |

**Question 6.**

Is there any **other information** you can provide to help support your submission?

Please consider:

 a.  Any impacts if the proposed changes are not made to the ANZSCO.

 b.  Alignment of your proposed changes to policy, program or statistical/data needs.
Please list any other organisations that are represented in this submission.

(Remember to refer to the **Set Criteria** when providing your responses).

**Your Response:**

**Question 7.**

Please provide information on any other issues in relation to ANZSCO that has not already been covered in the survey.

(Remember to refer to the **Set Criteria** when providing your responses).

**Your Response:**

**Thank you** for your time and for participating in Round 2 of the Consultation process.

Please **return** your submission to the Geospatial Council

**by** **CoB** **Friday 4 August 2023.**

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