

## **ANZSCO Maintenance Strategy Online Survey**

### **1. Do you have any concerns about the consultation process outlined in the ANZSCO Maintenance Strategy information paper, for example, with the frequency, mode or duration?**

- **If yes, please outline your concerns.**

ACECQA supports the proposed partnership approach to consultation informed by policy and industry leads and confirmed through public consultation. This partnership approach could be supported by a broader national data strategy to better coordinate and share data across government departments and key national stakeholders.

### **2. Does the ANZSCO update model strike the right balance between timely updates to reflect the contemporary labour market and consistency over time to preserve time series data?**

- **If not, please provide an explanation as to why and suggest an alternative model and its strengths.**

ACECQA supports the proposed timing of updates and notes that there may be opportunities to leverage existing workforce consultations to inform updates to the ANZSCO classifications. For example, the vocational qualification training packages are generally updated and reviewed every five years. The scoping of changes to the skills and knowledge for occupations could be used to inform updates to the classifications.

### **3. Are there any significant factors missing from the prioritisation framework?**

- **If yes, please provide details about the proposed additional factor(s) along with a justification for their inclusion in the framework.**

ACECQA notes that there are likely opportunities to review how workforce and occupation data can be better collected, stored and shared across all governments and sector stakeholders to simplify and streamline data collection, as well as provide governments and policy makers with a more robust, comprehensive evidence base.

For example, the Australian Government's Children's Education and Care National Workforce Census provides a national overview of the children's education and care workforce. There could be opportunities to leverage findings from this data collection or coordinate timing of consultations to reduce burden for all stakeholders.

In addition, the Children's Education and Care National Workforce Strategy commits to cross-sector consultative activities, including biennial stakeholder forums, to discuss workforce related issues and priorities. This could provide another opportunity for consultation with governments, policy makers and sector stakeholders.

**4. Considering the frequency of minor and major updates described by the model, please describe any potential negative impacts:**

- **Minor changes annually (including the creation of 6-digit occupations).**
- **Major changes every fifth year (including structural and classification-wide changes).**

ACECQA supports the proposed update model, noting that the first round of major changes is proposed for consideration in year five of the cycle. Given several classifications, such as the children's education and care classifications (five '6 digit' occupations: 134111 Child Care Centre Manager, 2411 Early Childhood (Pre-Primary School) Teachers, 421111 Child Care Worker; 421112 Family Day Care Worker and 421114 Out of School Hours Care Worker) are already out-dated, we would propose bringing the consideration of existing and known issues forward.

Known issues with specific classifications, particularly language and terminology issues that can be updated via a 'minor amendment', should be prioritised in year one of the update cycle.

**5. The ANZSCO Maintenance Strategy information paper proposes annual releases of updates to ANZSCO in the first quarter of every calendar year. Does this release timetable meet your needs regarding implementation of updates?**

- **If not, please provide an explanation of why not and propose an alternative.**

A significant barrier to informed policy making and strategic planning is disparate and incomplete workforce data at a national level. Given the ANZSCO classifications inform key national data collections related to labour market analysis, employment projections and skilled migration, it would be beneficial to ensure the timing of releases do not have an unintended impact on these reports, several of which are also annual. For example, the National Skills Commission five-year employment forecasts are typically based on November labour market data, while Skilled Migration Bulletins are typically released biannually.

**6. Are there any other components of the strategy on which you wish to provide feedback?**

- **If yes, please summarise your additional comments.**