

Skills Impact ANZSCO Survey Response: Consultation Round 2

Contents

Focus area – Manufacturing	2
1. Details of occupations that are not accurately described	2
2. Occupations which do not accurately reflect the skill level (1 to 5).....	9
3. Occupations to classify under a different ANZSCO category.....	12
4. Occupations that should be separately identified.....	13
5. Occupations that are emerging	21
6. Other information to support submission	21
7. Any other issues not already covered.....	24
Focus area – Construction	25
1. Details of occupations that are not accurately described	25
2. Occupations which do not accurately reflect the skill level (1 to 5).....	27
3. Occupations to classify under a different ANZSCO category.....	27
4. Occupations that should be separately identified.....	27
5. Occupations that are emerging	28
6. Other information to support submission	28
7. Any other issues not already covered.....	31

Focus area – Manufacturing

1. Details of occupations that are not accurately described

Considering the occupations that are separately identified in ANZSCO with a unique 6-digit code (www.abs.gov.au/anzSCO) are there any occupations in your industry, business or workplace that are **not accurately described**?

For each inaccurately described occupation:

- a) 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.
- b) Provide a list of any unique tasks which distinguish this occupation from others included in ANZSCO.
- c) 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.
- d) Describe how the inaccurate description of this occupation affects your industry, business or workplace.

Please see the email attachments sent in support of this survey response, which provides additional information and data.

Occupation: 322113 Farrier

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification ACM40818 Certificate IV in Farriery (<https://training.gov.au/Training/Details/5395c9ef-4d2b-4b7e-a14b-0b54fb90fb29>). Farrier is the intended occupational outcome for this qualification, which reflects extensive industry consultation on the current job role. The qualification was last reviewed/released in February 2022.

Stakeholder feedback indicates that Farriers deal with hoof injuries, malformations and undertake corrective shoeing. They also work closely with veterinarians to provide expertise and skills once the vet has identified problems in the hoof, and have explicit responsibility for horses' welfare.

Farriers are engaged or employed to provide equine hoof care and shoeing services. Farriers are generally self-employed, work autonomously and take responsibility for their own functions and outputs in a range of varied contexts that may be complex and non-routine. Farriers require theoretical knowledge of equine anatomy, biomechanics and pathologies and the ability to apply knowledge to technical solutions for a range of predictable and unpredictable problems. The ability to interpret and accurately communicate information to owners/carers and veterinarians

concerning equine hoof and shoe care and related health issues in a variety of circumstances is required.

Proposed new description:

- examines a horse's leg, foot and hoof
- removes a damaged shoe, cleaning and trimming the hoof
- makes new shoe by forging metal by hand or machine
- chooses a suitable prefabricated new shoe
- uses hammer, anvil, file, fitting the shoe to the horse's hoof and hammering it on with special nails
- remedial treatment for injury, disease and lameness
- discusses some treatments with a veterinary surgeon.

Occupation: 323315 Saw Doctor

Proposed adjustment to ANZSCO occupation title, description and specialisations. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification FWP31021 Certificate III in Saw Technology (<https://training.gov.au/Training/Details/Oc38a296-f9be-41e4-9727-4f2419613036>). Saw Doctor is the intended ANZSCO occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in January 2023.

Proposed new title: Saw Technician

The occupation title formerly known as Saw Doctor is now recognised as Saw Technician within the industry. This change is mirrored in the qualification title, Certificate III in Saw Technology.

Saw Technicians service, maintain and align saw blades, knives and guides for timber sawmilling machines and other applications. Saw Technicians may also inspect, test, maintain and troubleshoot mechanical components on sawing machine centres to achieve sawing production rates and product tolerances.

Proposed new description:

- Services, maintains and aligns saw blades, knives and guides for timber sawmilling machines and other applications.
- Inspects, tests, maintains and troubleshoots mechanical components on sawing machine centres to achieve sawing production rates and product tolerances.

Proposed new specialisations:

- Trades Assistant Saw Technician
- Apprentice Saw Technician
- Saw Technician – General Saw Service
- Saw Technician – Saw Maintenance Engineering

- Sawshop Supervisor / Team Leader.

Occupation: 394112 Cabinet Maker

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification MSF30322 Certificate III in Cabinet Making and Timber Technology (<https://training.gov.au/Training/Details/e89923b9-6660-4f0b-9f2b-7db1d1417578>). Cabinet Maker is the intended occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in December 2022.

Qualified cabinet makers have tradesperson-level skills in the manufacture and/or installation of cabinetry products made from timber and other materials. They have core skills in tool use, measuring, drawing (including computer-aided design), interpreting work documentation, preparing cutting lists, communication, teamwork, and safe and environmentally sustainable work practices. They may have specialised skills in wood machining, cabinet making, kitchen and bathroom construction and installation, marine cabinetry, coopering or drafting.

Proposed new description:

Manufactures, assembles and installs kitchen and bathroom cabinetry, wardrobes, counters and other fittings from wood, laminates, particle board and other engineered wood products.

Proposed new/updated specialisations:

- Cabinet manufacturer and installer
- Kitchen manufacturer and installer
- Wardrobe manufacturer and installer.

Occupation: 394113 Furniture Maker

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification MSF30322 Certificate III in Cabinet Making and Timber Technology (<https://training.gov.au/Training/Details/e89923b9-6660-4f0b-9f2b-7db1d1417578>). Furniture Maker is a potential occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in December 2022.

Qualified Furniture Makers have tradesperson-level skills in the manufacture and/or installation of products, including furniture made from timber and other materials. They have core skills in tool use, measuring, drawing (including computer-aided design), interpreting work documentation, preparing cutting lists, communication, teamwork, and safe and environmentally sustainable work practices. They may have specialised skills in wood machining, furniture making, kitchen and bathroom construction and installation, coopering or drafting.

Kitchen and bathroom installers must be licensed in some states, and induction training is required

for those working on construction sites.

Proposed new description:

Manufactures and repairs freestanding and installed furniture from timber, particle board, synthetic wood and other engineered wood products, veneers, laminates and cane.

Proposed new/updated specialisations:

- Cooper
- Marine cabinetry
- Drafting

Occupation: 394213 Wood Machinist

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification FWP31121 Certificate III in Wood Machining (<https://training.gov.au/Training/Details/06173f1e-2957-4702-8487-a8581fda3865>) and Certificate III in Cabinet Making and Timber Technology (<https://training.gov.au/Training/Details/MSF30322>). Wood Machinist is a possible occupational outcome for these qualifications, which reflect extensive industry consultation regarding the current job role. These qualifications were last reviewed/released in January 2023 and December 2022 respectively.

Wood Machinist is still a current occupation name used in both the timber manufacturing and furnishing industries. However, the specific skills, tasks and responsibilities vary depending on the industry contexts. These may include:

1. Wood Machinists working in a sawmill or other timber processing environments. They set up, operate and maintain machines, such as large, automated planers/moulders and saws to cut, plane and profile timber to specifications. This involves interpreting work orders to establish job requirements, selecting and setting up knives and cutters to machinery, aligning knives, operating machines to cut, plane and profile timber, and cleaning and maintaining machines and equipment.
2. Qualified wood machinists have tradesperson-level skills in the manufacture and/or installation of products, including furniture and cabinetry, made from timber and other materials. They have core skills in tool use, measuring, drawing (including computer-aided design), interpreting work documentation, preparing cutting lists, communication, teamwork, and safe and environmentally sustainable work practices. They may have specialised skills in wood machining, cabinet and furniture making, kitchen and bathroom construction and installation, marine cabinetry, coopering or drafting.

Proposed new description:

- Processes timber to specifications through the use of timber processing machinery.

- Cuts, planes, turns, shapes and sands timber and manufacture board materials to specifications.

Proposed new/updated specialisations:

- Trades Assistant Wood Machinist
- Apprentice Wood Machinist
- Wood Machinist (Timber or Wood Products)
- Wood Machinist (Furnishing)
- Wood Machining Supervisor/Team Leader.

Occupation: 393212 Clothing Patternmaker

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification MST40222 Certificate IV in Apparel and Fashion (<https://training.gov.au/Training/Details/e3ebfdae-e8f0-4719-a90e-98e1e597171e>). Clothing Patternmaker is a potential occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in December 2022.

Qualified Clothing Patternmakers support design and production in the apparel and fashion industry. The qualification includes business and design outcomes which build on technical production skills and knowledge to provide a basis for career progression to design, construction and merchandising management roles.

Proposed new description:

Uses 3D visualisation or draws sets of master patterns, following sketches, sample articles and design specifications, and cuts out patterns for garments.

Occupation: 831313 Seafood Process Worker

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification SFI10119 Certificate I in Seafood Industry (<https://training.gov.au/Training/Details/SFI10119>). Seafood Process Worker is an intended occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in October 2020.

Proposed new addition to description:

The role includes tasks and skills for quality assurance, food handling, and waste procedures.

Occupation: 839916 Glass Processing Worker

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification MSF20413 Certificate II in Glass and Glazing (<https://training.gov.au/Training/Details/MSF20413>). Glass Processing Worker is the intended occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in December 2022.

Proposed description inclusion:

Flat glass processing activities.

Proposed new specialisations (relating to flat glass processing):

- Insulating Glass Unit (IGU) production operator
- CNC Glass Processing Operator
- Glass laminating operator (remove this from ANZSCO: 711113 Glass Production Machine Operator)
- Glass Toughening operator (remove this from ANZSCO: 711113 Glass Production Machine Operator).

Occupation: 711313 Sawmilling Operator

Occupation: 711314 Other Wood Processing Machine Operator

Occupation: 839412 Sawmill or Timber Yard Worker

Occupation: 839413 Wood and Wood Products Factory Worker

Proposed consolidation (and hence deletion) of these four ANZSCO occupations and associated descriptions and specialisations into one occupation titled Timber Process Operator. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualifications FWP30322 Certificate III in Timber and Wood Products Operations (<https://training.gov.au/Training/Details/4025c3cf-a636-4ae3-8a45-97913aa0eb1f>) and FWP20322 Certificate II in Timber and Wood Products Operations (<https://training.gov.au/Training/Details/dc3853a2-f721-4ef3-8747-7074a026cbee>).

Other Wood Processing Machine Operator is the intended occupational outcome for FWP30322, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in January 2023.

Occupations at the operator level within the timber and wood products manufacturing industry have undergone significant changes in recent years. They are no longer defined as "Machine Operator" or "Stationary Plant Operator". Currently, operators manage individual processes rather than just a single machine, demonstrating a higher level of skill. This is also due to workers rotating positions within a business. As a result, they are now acknowledged in the industry as

"Timber Process Operators".

The recommendation is to consolidate the two ANZSCO occupations, 711313 and 711314 into a single occupational category titled "Timber Process Operator".

Proposed new title: Timber Process Operator

Proposed new description:

- Maintains and operates equipment in timber or wood product production facilities.
- Monitors the process of timber production, including testing and grading the products.
- Maintains personal and team performance, adhering to health and safety, quality, chain of custody, and environmental protection standards.

Proposed new specialisations:

- Process Operator
- Kiln Operator
- Treatment Plant Operator.

Proposed skill level: 4

Occupation: 711311 Paper Products Machine Operator

Occupation: 712916 Paper and Pulp Mill Operator

Occupation: 712999 Stationary Plant Operators nec

Occupation: 839411 Paper and Pulp Mill Worker

Proposed consolidation (and hence deletion) of these four ANZSCO occupations and associated descriptions and specialisations into one occupation titled Pulp and Paper Process Operator. This proposal is following stakeholder feedback and mapping to the qualification PPM30121 Certificate III in Pulp and Paper Operations (<https://training.gov.au/Training/Details/43d9c1a0-73c9-4543-a87b-c3c275fe928f>)

Occupations at the "operator" level within the pulp and paper manufacturing industry have undergone significant changes in recent years. Workers are no longer defined as labourers, mill workers, assistant/support workers, machine operators or stationary plant operators. Currently, operators manage end-to-end processes rather than just a single machine, demonstrating a higher level of skill. As a result, they are now acknowledged in the industry as "Process Operators". The recommendation is to consolidate these three ANZSCO codes, 712916, 711311 and 712999, into a single occupational category titled "Pulp and Paper Process Operator".

Proposed new title: Pulp and Paper Process Operator

Proposed new description:

- Undertakes skilled work in pulp and/or papermaking operations according to quality

standards and health and safety requirements.

- Provides accurate and timely technical advice and support to a team.
- Responds to a range of predictable and unforeseen problems relating to start up, operation and shutdown of ancillary equipment.

Proposed new specialisations:

- Wet End Operator (Papermaking)
- Dry End Operator (Papermaking)
- Chemical Recovery Operator (Pulping)
- Steam Generation / Boilerhouse Operator (Pulping)
- Electricity Generation / Turbine Operator (Pulping)
- Recovered Fibre Operator (Papermaking)
- Water Services Operator (Pulping)
- Paper Coating Systems Operator (Papermaking)
- Paper Finishing and Converting Operator (Papermaking)
- Primary Resources Operator (Pulping).

Proposed skill level: 4

2. Occupations which do not accurately reflect the skill level (1 to 5)

Are there any occupations in your industry, business or workplace for which ANZSCO does not accurately reflect the skill level (1 to 5)? For each such 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.

The following recommendations for changes in skill level are due to the vocational education and training (VET) qualifications commensurate with these occupations being at a different skill level. The qualifications highlighted below include these occupations as 'occupational outcomes', meaning that, on completion of the relevant qualification, the learner has been assessed as demonstrating the consistent application of knowledge and skill to the standard of performance required in the workplace (i.e. they have achieved 'competency'). Workplace awards, which directly determine pay and employment conditions by setting the standard for enterprise agreements, are often determined with reference to VET qualifications because they are a crucial

resource designed through consultation with industry experts.

Occupation: 232311 Fashion Designer

- Proposed new skill level: 2
- Evidence type/s: Mapping to vocational education qualification; stakeholder feedback
- Qualification related to occupation is at AQF Level 6: MST60122 Advanced Diploma of Apparel, Fashion and Textiles (<https://training.gov.au/Training/Details/MST60122>)

Occupation: 711713 Knitting Machine Operator

- Proposed new skill level: 2
- Evidence type/s: Stakeholder feedback
- Tasks for knitting machine/dye vessel operators align with AQF level 5 and require five years' experience to be proficient. Knitting machine programmers are an emerging specialisation.

Occupation: 323215 Textile, Clothing and Footwear Mechanic

- Note about skill level: different stakeholders have suggested that the skill level for this occupation should be lower and higher, which may indicate that one ANZSCO code is covering multiple occupations.
- Evidence type/s: Stakeholder feedback

Occupation: 831312 Poultry Process Worker

- Note about skill level: stakeholder feedback suggests that the skill level should perhaps be at ANZSCO skill level 4. However, engagement with unions would first be required to gain a better understanding of the impact of these changes.
- Evidence type/s: Stakeholder feedback

Occupation: 831313 Seafood Process Worker

- Proposed new skill level: 4
- Evidence type/s: Stakeholder feedback
- The skills required to undertake this job require someone to follow quality assurance, food handling, and waste procedures. Technological systems are also emerging as part of this job role.

Occupation: 831116 Grain Mill Worker

- **Proposed new skill level: 4**
- Evidence type/s: Mapping to accredited and non-accredited training programs; stakeholder feedback; award classification; job advertisements
- Qualification related to occupation is at AQF Level 3: AHC33316 Certificate III in Feedlot Operations (<https://training.gov.au/Training/Details/AHC33316>)
- Non-accredited training includes: <https://www.sfmca.com.au/advanced-feedmill-training-program>
- The skills required to undertake this occupation involve: maths, problem solving and troubleshooting, maintenance, use of technology and computer-based systems (so higher cognitive ability than the level 5 would suggest), as well as maintaining safety standards, hygiene, operating other machinery, effective communication.
- The relevant industrial award classification implies higher than the Skill Level 5 (<https://www.fairwork.gov.au/employment-conditions/awards/awards-summary/ma000073-summary>): a worker may typically come in at a Level 4 (award classification at AQF Level 2 or equivalent experience) and progress quickly to Level 5 in the award (Cert III level/equivalent experience).

What impacts do inaccurate skill levels have?

Industry attraction

Strategies to attract new workers rely on accurate information about the level of education required for entry to these occupations and associated industry sectors. While certain jobs can be undertaken at higher levels, erroneously stating that the educational 'entry requirements' for occupations, e.g. Fashion Designer, require skill levels equivalent to completion of a bachelor degree can be off-putting for people without the financial means to enrol, or learning style required, in universities. It can also exacerbate barriers for under-represented people and cohorts, including potentially vulnerable groups, First Nations peoples, and people living in rural, regional and remote areas.

Inaccurate ANZSCO occupation skill levels mean that government-supported services, such as careers websites (e.g. National Careers Institute) and national industry and occupation data providers (e.g. ABS), are providing inadvertently misleading information to potential career seekers, which can make certain jobs seem unattractive or unobtainable, which only adds to the difficulties already being experienced in attracting workers (including those displaced from other industries).

Inaccurate ANZSCO occupation skill levels mean workforce planning strategies are acting on flawed data. This potentially causes misalignments between advertised job roles and the actual skill levels required of job candidates. This may reduce the number of candidates for vacant job positions, or lead to successful candidates being over- or under-qualified. As research by Skills IQ concluded, "Persistently high levels of skills mismatch – the gap between workers' skills and

the demands or requirements of their jobs – have become a significant cost to individuals and employers. Skills mismatch can result from over-qualification, under-qualification or qualifications and skills that are possessed but are not related to, or required by, a job role.” Employers often seek people with the higher levels of qualification to ‘filter’ for candidates who they think will be most effective; however, this can cause mismatches whereby workers possess formal qualifications but lack the practical skills to perform the job role, potentially leading to lower productivity and higher staff turnover. Alternatively, the higher qualifications workers have acquired may turn out to be superfluous, causing job dissatisfaction through under-utilisation of their skills and knowledge and, ultimately, higher likelihood of them leaving the position. For the employer, replacing employees is costly and time-consuming.

Identifying skills and training gaps

Accurately representing skill levels can remove barriers to labour mobility, especially important during times of widespread skills shortages. It also aids the identification of skills and training gaps present in an industry, business or workplace, making it easier to address any gaps with the provision of appropriate workforce training delivery.

3. Occupations to classify under a different ANZSCO category

- a) Are there any occupations which we should consider **classifying under a different ANZSCO category** (e.g. sub-major, minor or unit group)?
- b) Include any evidence to support the change you are proposing (such as skill transferability with minimal retraining required)
- c) Describe how the current placement affects your industry, business or workplace.

Consideration should be given to classifying the following occupation under a different ANZSCO category:

Occupation: 322113 Farrier

Proposed category: 399 Miscellaneous Technicians and Trades Workers

Farriers are currently under the category 322 Fabrication Engineering Trades Workers > 3221 Metal Casting, Forging and Finishing Trades Workers.

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback, news article (<https://www.abc.net.au/news/rural/2023-07-23/farriers-face-nationwide-lack-of-training-options/102624778>).

While providing horseshoeing services, equine welfare is a primary concern for farriers. Farriers deal with all aspects of hoof care, including by working closely with veterinarians to provide expertise and skills once the vet has identified problems in the hoof. Farriers require theoretical knowledge of equine anatomy, biomechanics and pathologies. The ability to interpret and accurately communicate information to owners/carers and veterinarians concerning equine hoof

and shoe care and related health issues in a variety of circumstances is a requirement of the job.

4. Occupations that should be separately identified

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

For each such 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 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?

Saddle Fitter

Under 393112 Leather Goods Maker, there is a specialisation of Saddler. While this is still an appropriate specialisation of Leather Goods Makers, there is also a linked but separate occupation that should be identified with a unique code: Saddle Fitter.

Occupation: Saddle Fitter

Proposed category: 399 Miscellaneous Technicians and Trades Workers

Description:

- Check and adjust fit of saddles and bridles on horses.
- Evaluate and advise horse owners on the fit of a saddle.
- Fit new saddles to riders and horses.
- Carry out static and dynamic assessments of horse and rider.
- Measure changes in horse musculature.
- Check saddle safety.

Skill level: 3

Further details on job functions can be accessed here: <https://training.gov.au/Training/Details/ACMEQU421>

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Equine Dental Technician

Occupation: Equine Dental Technician

Description:

Equine Dental Technicians are engaged or employed to provide day-to-day dental care and treatment services for routine dental correction and oral care for equines. Equine dental service providers must make referrals to registered veterinarians for work outside of their professional scope of practice.

- Relate equine masticatory system to oral function and conditions and their health impacts.
- Conduct assessment of equine masticatory system and plan dental treatment.
- Perform equine dental treatment and oral care using appropriate instrumentation.
- Advise on horse nutritional needs.

The scope of practice for equine dental service providers is determined by state and territory legislative and regulatory requirements.

Skill level: 2

Further details can be accessed: <https://training.gov.au/Training/Details/ACM50521> and <https://training.gov.au/Training/Details/ACM40517>

Proposed category: 399 Miscellaneous Technicians and Trades Workers

Timber Production Manager

Under 133512 Production Manager (Manufacturing), there are specialisations including Sawmill Manager and Timber and Wood Products Mill Manager. These are outdated terms no longer used by industry, but they should also be separately identified with a unique code as follows:

Occupation: Timber Production Manager

Alternative names:

- Production Lead
- Operations Manager
- Plant Manager

Description:

- Ensures timber and/or wood products operations and processes and/or other functional areas of the organisation comply with legislative, regulatory and quality requirements.
- Plans for future work activities, solves problems and takes responsibility for others.

Skill level: 1**Specialisations:**

- Production Manager
- Dry Mill Manager
- Green Mill Manager
- Further Processing Manager
- Engineered Wood Products Manager.

Proposed category: 1335 Production Managers

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Timber Production Supervisor

Proposed new title: Timber Production Supervisor

Alternative names:

- Team Leader
- Leading Hand.

Description:

Manages technical operations, addresses production issues, maintains individual and team performance, maintains equipment for stable and continuous operations, monitors health and safety, quality and environmental protection requirements in timber or wood products production facilities.

Skill level: 3

The qualification linked to this occupation is FWP40222 Certificate IV in Timber and Wood Products Operations or FWP30322 Certificate III in Timber and Wood Products Operations.

Specialisations:

- Log Yard Supervisor
- Log Sort Supervisor
- Green Mill Supervisor
- Dry Mill Supervisor
- Kilns & Boiler Supervisor
- Sawshop Supervisor/Team Leader
- Wood Machining Supervisor/Team Leader
- Engineered Wood Products Supervisor.

Proposed category: 1335 Production Managers

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Timber Technician

Proposed new title: Timber Technician

Description:

- Analyses timber properties and quality through testing, operates and maintains laboratory equipment, and prepares and records timber samples and test results.
- Uses advanced scanning equipment, analyses scanning results to identify defects and irregularities, collaborates with other teams for quality control, and maintains and troubleshoots scanning equipment.
- Manages timber inventory levels and movements, tracks shipments and ensures timely delivery, collaborates with suppliers and logistics companies, and maintains accurate supply chain records using software.

Proposed skill level: 3

Specialisations:

- Pellet Technician
- Process Improvement Technician
- Process Optimisation Technician
- Scanning Technician
- Supply Chain Technician or Production Scheduling Technician
- Laboratory Technician
- Quality Assurance Technician.

Proposed category: 3999 Other Miscellaneous Technicians and Trades Workers

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Timber Systems Designer

Proposed new title: Timber Systems Designer

Note: This occupation was formerly known as 'Estimator and Detailer' and is separate to 'Carpenter'.

Description:

- Applies knowledge of timber, residential construction standards and codes, and uses manual and computer aided methods to design wall, floor and roof systems.
- Identifies structural design errors and proposes alternative solutions.
- Calculates take offs, measurements, costs and estimating activities.

Proposed skill level: 3

The qualifications linked to this occupation are FWP31220 Certificate III in Timber Systems Design and FWP40420 Certificate IV in Timber Systems Design.

Proposed category: 3121 Architectural, Building and Surveying Technicians

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Timber Frame or Truss Fabricator

Proposed new title: Timber Frame or Truss Fabricator

Note: This occupation is separate to 'Carpenter'.

Description:

Uses specialist equipment to cut timber and assemble wall frames and/or floor or roof trusses.

This role also involves effective team communication and collaboration in the fabrication workplace.

Proposed skill level: 4

The qualification linked to this occupation is FWP30920 Certificate III in Timber Frame or Truss Manufacture.

Specialisations:

- Timber Frame Fabricator
- Timber Truss Fabricator.

Proposed category: 3312 Carpenters and Joiners

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Pulp and Paper Process Engineer

Proposed title: Pulp and Paper Process Engineer

Description:

Identifies and implements improvements in the manufacturing processes of producing pulp and paper products. They use their knowledge of chemistry, engineering, technology, and environmental standards to ensure that processes meet safety, quality, and compliance standards.

Proposed skill level: 1

Specialised skills for this occupation can be provided by PPM50121 Diploma of Pulp and Paper Operations Management

Specialisations:

- Wet End Technician (Papermaking)
- Dry End Technician (Papermaking)
- Stock Preparation Technician (Pulping & Paper de-inking)
- Recovered Fibre Technician (Papermaking)
- Winder/Reel Finishing Technician (Papermaking)
- Paper Coating Technician (Papermaking)
- Paper Finishing and Converting Technician (Papermaking)
- Quality Assurance Technician (Pulping & Papermaking)
- Chemical Recovery Technician (Pulping)
- Steam Generation / Boilerhouse Technician (Pulping)
- Electricity Generation / Turbine Technician (Pulping)
- Water Services Technician (Pulping)
- Pulping Technician (Pulping).

Proposed category: 233 Engineering Professionals

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

Pulp and Paper Production Manager

Proposed title: Pulp and Paper Production Manager

Description:

- Undertakes skilled work in pulp and/or papermaking operations according to quality standards and health and safety requirements.
- Provides accurate and timely technical advice and support to a team.
- Responds to a range of predictable and unforeseen problems relating to start up, operation and shutdown of ancillary equipment and processes, under broad supervision.

Proposed skill level: 4

The required qualification for this occupation is PPM30121 Certificate III in Pulp and Paper Operations.

Specialisations:

- Wet End Operator (Papermaking)
- Dry End Operator (Papermaking)
- Chemical Recovery Operator (Pulping)
- Steam Generation/Boilerhouse Operator (Pulping)
- Electricity Generation/Turbine Operator (Pulping)
- Recovered Fibre Operator (Papermaking)
- Water Services Operator (Pulping)
- Paper Coating Systems Operator (Papermaking)
- Paper Finishing and Converting Operator (Papermaking)
- Primary Resources Operator (Pulping)
- Stock Preparation Operator (Pulping and Paper de-inking)
- Reel Store Operator/Fork Lift Operator (Papermaking)
- Distribution Control System (DCS) Operator (Pulping and Papermaking)
- Wood Yard Operator (Pulping)
- Waste Paper Yard Operator (Papermaking).

Proposed category: 1335 Production Managers

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback.

A Case for Recognising Timber Occupations in the ANZSCO Classification

The timber industry is a vital economic force in Australia, significantly contributing to the housing supply chain. It fuels the country's construction industry, making it indispensable for the economy. Recognising timber occupations in the national occupational classification will ensure that this sector receives the attention and support it requires to continue to support Australian industry and the economy.

With more than 80% of Australia's housing framing and numerous wood and timber products being domestically sourced, the industry plays a pivotal role in sequestering carbon. Each piece of timber used in construction contains carbon that has been absorbed from the atmosphere, contributing to a reduction in greenhouse gases. Recognising timber occupations will aid in emphasising this vital environmental role, aligning it with Australia's commitment to a low-carbon, circular economy.

As timber is a central element in Australia's housing construction, the industry's thriving success is essential for fulfilling housing demands. A clear identification of timber occupations will support the alignment of educational and training programs to the industry's needs, promoting growth and sustainability in housing supply.

Australia is currently facing a significant shortage of timber systems designers. Recognising these roles in ANZSCO supports the industry's efforts to fill these positions. Inclusion in the list of skilled occupations shortage will facilitate the hiring of talents both domestically and internationally, alleviating the dearth of skilled professionals.

The timber industry is far more than just a supplier of building materials; it is a multifaceted force that positively impacts the economy, environment, housing sector, and employment landscape in Australia. A clear recognition and classification of timber occupations in ANZSCO is not merely an administrative step; it's a strategic position for the industry enhancing its ability to plan, manage, and promote the industry more effectively. It is a call to align national policies with the actual on-ground occupations, needs and potentials, recognising the industry's significant contributions and gearing it for future challenges and opportunities.

A Case for Recognising Pulp and Paper Occupations in the ANZSCO Classification

The pulp and paper sector represents a vital and multifaceted component of Australia's economic landscape.

Pulp and paper businesses are an integral part of both domestic and international value chains, operating in close connection with the wider forest and wood products supply chain. Beyond conventional copy paper products, the pulp and paper sector is responsible for the manufacture of essential items such as tissues, toilet paper, hygiene products, food packaging, and more. The versatility and necessity of these products further underscores the importance of this sector to everyday life in Australia.

With the global and local shift towards reducing harmful plastics, the pulp and paper sector has emerged as a critical player. Through the provision of sustainable alternatives, this sector stands at the forefront of combating plastic pollution. The Australian government's discussions and policies regarding the reduction of single-use plastics further align with this sector's innovations and commitment.

The pulp and paper sector's ongoing development in technology and innovative solutions signify its readiness to address rising environmental challenges. Its crucial role in pioneering sustainable alternatives places it at the heart of Australia's green growth.

Given the intrinsic value of the pulp and paper sector to Australia's economy and its pivotal role in sustainability efforts, it is imperative that occupations within this sector receive clear recognition and classification in ANZSCO. A distinct classification within ANZSCO will facilitate more accurate data collection, policy formulation, and targeted support for its workforce. It is critical for understanding the sector's contributions and challenges and for ensuring that the skills of its professionals are duly recognised and nurtured.

By enhancing the visibility and understanding of pulp and paper occupations within the national employment landscape, Australia can better align its vocational training, research initiatives, and policy frameworks to sustain and amplify the sector's contributions to the nation's growth and environmental objectives.

5. Occupations that are emerging

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.

We have not identified any emerging occupations

6. Other information to support submission

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 here any other organisations that are represented in this submission, excluding the organisation already provided in question 3.

Skilled Migration Visas

The changes proposed would ensure greater visibility for these occupations and their critical role in facilitating Australia's economy. This would better enable governments to approve visa applications for people who are qualified to work or train in these skilled occupations, which would help to address skills shortages, which are reported, along with strong future demand, by various industry stakeholders.

Organisations that are represented in this submission

The following organisations engaged with Skills Insight and their partner ForestWorks for their relevant occupations within this round of consultation, across 2 focus areas:

Animal Emergency Incident Management Network ANZ (AEIMN)

Apparel and Textile Industry Group

Australian Forest Products Association

Australian Furniture Association (AFA)

Australian Pork Limited

Blind Manufacturers Association of Australia (BMAA)

Blundstone Australia

CFMEU Manufacturing Division

Chisholm Institute (VIC)

Elizabeth Machines Co

Food & Primary Skills Victoria

Food, Fibre & Timber Industries Training Council WA

Frame and Truss Manufacturers Association (FTMA)

Full Circle Fibres

FurnTAG - Furnishings Teachers Advisory Group

FutureNow - Creative and Leisure Industries Training Council

Gumnut Timber Product & Services Timber Plantation

Holmesglen Institute (Vic)

Hyne

Industry Skills Advisory Council, NT ISACNT

Laura Lana Creative

Integral-t Apparel Tech

National Centre for Vocational Education Research (NCVER)

National Timber and Hardware Association (NTHA)

Pentarch

Resin Flooring International

Queensland Farmers' Federation

South West TAFE (Vic)

TAFE NSW

Timber Queensland

Visy

WA Farriers Association

7. Any other issues not already covered

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

Vocational Education and Training Alignment

The relationship between the ANZSCO and VET qualifications is worthy of greater consideration. Under the current system, only one ANZSCO occupation is allocated to each qualification. However, there are many ANZSCO occupations that are not designated to a VET qualification, even when one or more qualifications do qualify people for those roles. In fact, most qualifications support learning across multiple occupations, as indicated by occupation taxonomies on the national training register (training.gov.au).

A single ANZSCO occupation designation contradicts government priorities for qualifications to support multiple job roles and to facilitate skills transferability across occupations and industry sectors. It also serves to obscure the broad value of qualifications and sustain stakeholders' sense that information about appropriate skills and training are hard to determine. As a result, it is recommended that government and supporting agencies support a change to allow multiple ANZSCO occupations to be designated to any single qualification.

Without this change, potential solutions to address skills shortages cannot be enacted. For example, the Skills Priority List is based on ANZSCO occupations, which are designated as 'in shortage' or 'not in shortage' according to various measures, including whether there is training available. Where there are no qualifications directly aligned with that ANZSCO occupation,

questions are raised as to whether that occupation even requires skills commensurate with any qualification attainment, or whether visa workers can be appropriately trained while undertaking roles in Australia (as per the conditions of certain visas). This jeopardises opportunities for alleviating skills shortages through skilled migration, but also impacts whether a qualification is eligible for government funding and subsidies; and, in turn, the likelihood of it attracting the enrolments that would help develop the pipeline of skilled workers.

Focus area – Construction

1. Details of occupations that are not accurately described

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

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

For each inaccurately described occupation:

- a) 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.
- b) Provide a list of any unique tasks which distinguish this occupation from others included in ANZSCO.
- c) 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.
- d) Describe how the inaccurate description of this occupation affects your industry, business or workplace.

Occupation: 821412 Home Improvement Installer

Proposed adjustment to ANZSCO occupation description and specialisations. These proposals are following stakeholder feedback and mapping of this ANZSCO occupation to the qualification MSF30919 Certificate III in Blinds, Awnings, Security Screens and Grilles (<https://training.gov.au/Training/Details/94d140ec-5502-4a19-9b62-6df553f8caad>). Home Improvement Installer is the intended occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in June 2022.

Proposed new description wording to include providing advice:

Provides advice for and installs functional and decorative home improvements such as awnings, curtains, blinds, security screens, garage doors, exterior cladding, shower screens and prefabricated windows and doors. Registration or licensing may be required.

Proposed new or adjusted specialisations:

- Blind and Shutter Installer
- Security Door and Screen Installer.

Occupation: 332111 Floor Finisher

Proposed adjustment to ANZSCO occupation description. This proposal is following stakeholder feedback and mapping of this ANZSCO occupation to the qualification Certificate III in Flooring Technology (<https://training.gov.au/Training/Details/d8bd8733-2407-4058-856f-b3b6599b7ed7>). Floor Finisher is the intended ANZSCO occupational outcome for this qualification, which reflects extensive industry consultation regarding the current job role. The qualification was last reviewed/released in December 2022.

Floor Finishers install floors or flooring materials in residential or commercial premises. Floors and flooring materials may be carpet, timber, vinyl, resilient, resin or concrete. Floor finishers use a range of technical knowledge to perform skilled work involving known routines, methods, and procedures. In some states and territories, there may be licensing requirements for the installation of timber floors, resin floors and/or polished concrete in some jurisdictions.

Proposed new/updated description:

Measures, cuts, installs and repairs carpet, timber, vinyl floor coverings, resin flooring and concrete floor polishing. Registration or licensing may be required.

Proposed new specialisations:

- Resin Flooring
- Concrete polishing.

2. Occupations which do not accurately reflect the skill level (1 to 5)

Are there any occupations in your industry, business or workplace for which ANZSCO does not accurately reflect the skill level (1 to 5)?

For each such 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.

We have not identified any occupations that do not accurately reflect the skill level.

3. Occupations to classify under a different ANZSCO category

Are there any occupations which we should consider classifying under a different ANZSCO category (e.g. sub-major, minor or unit group)?

- 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.

We have not identified any occupations to classify under a different category.

4. Occupations that should be separately identified

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

For each such 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 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?

We have not identified any occupations that should be separately identified.

5. Occupations that are emerging

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.

We have not identified any occupations that are emerging.

6. Other information to support submission

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 here any other organisations that are represented in this submission, excluding the organisation already provided in question 3.

Skilled Migration Visas

The changes proposed would ensure greater visibility for these occupations and their critical role in facilitating Australia's economy. This would better enable governments to approve visa

applications for people who are qualified to work or train in these skilled occupations, which would help to address skills shortages, which are reported, along with strong future demand, by various industry stakeholders.

The following organisations engaged to provide feedback for all occupations addressed by Skills Insight in Round 2.

Animal Emergency Incident Management Network ANZ (AEIMN)

Apparel and Textile Industry Group

Australian Forest Products Association

Australian Furniture Association (AFA)

Australian Pork Limited

Blind Manufacturers Association of Australia (BMAA)

Blundstone Australia

CFMEU Manufacturing Division

Chisholm Institute (VIC)

Elizabeth Machines Co

Food & Primary Skills Victoria

Food, Fibre & Timber Industries Training Council WA

Frame and Truss Manufacturers Association (FTMA)

Full Circle Fibres

FurnTAG - Furnishings Teachers Advisory Group

FutureNow - Creative and Leisure Industries Training Council

Gumnut Timber Product & Services Timber Plantation

Holmesglen Institute (Vic)

Hyne

Industry Skills Advisory Council, NT ISACNT

Laura Lana Creative

Integral-t Apparel Tech

National Centre for Vocational Education Research (NCVER)

National Timber and Hardware Association (NTHA)

Pentarch

Queensland Farmers' Federation

South West TAFE (Vic)

TAFE NSW

Timber Queensland

Visy

WA Farriers Association

7. Any other issues not already covered

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

Vocational Education and Training Alignment

The relationship between the ANZSCO and VET qualifications is worthy of greater consideration. Under the current system, only one ANZSCO occupation is allocated to each qualification. However, there are many ANZSCO occupations that are not designated to a VET qualification, even when one or more qualifications do qualify people for those roles. In fact, most qualifications support learning across multiple occupations, as indicated by occupation taxonomies on the National Training Register (training.gov.au).

A single ANZSCO occupation designation contradicts government priorities for qualifications to support multiple job roles and to facilitate skills transferability across occupations and industry sectors. It also serves to obscure the broad value of qualifications and sustain stakeholders' sense that information about appropriate skills and training are hard to determine. As a result, it is recommended that government and supporting agencies support a change to allow multiple ANZSCO occupations to be designated to any single qualification.

Without this change, potential solutions to address skills shortages cannot be enacted. For example, the Skills Priority List is based on ANZSCO occupations, which are designated as 'in shortage' or 'not in shortage' according to various measures, including whether there is training available. Where there are no qualifications directly aligned with that ANZSCO occupation, questions are raised as to whether that occupation even requires skills commensurate with any qualification attainment, or whether visa workers can be appropriately trained while undertaking roles in Australia (as per the conditions of certain visas). This jeopardises opportunities for alleviating skills shortages through skilled migration, but also impacts whether a qualification is eligible for government funding and subsidies; and, in turn, the likelihood of it attracting the enrolments that would help develop the pipeline of skilled workers.